

STARK TECHNOLOGY

2025 SUSTAINABILITY REPORT



TALENT
SPEED
DISCIPLINE
SHARING



Stark Technology Inc.
敦陽科技股份有限公司

Catalog



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01

About this report

Since 2013, Stark Technology has regularly published the "Corporate Social Responsibility Report" every year, and since 2021, it has been revised to the "Sustainability Report", which mainly discloses Stark Technology's performance in environmental (E), social (S), and corporate governance (G). Stark Technology adheres to the ESG concept, and for detailed financial analysis, operational overview, and other information, please refer to the 2025 annual report, and all financial information is based on financial reports certified by accountants, and you can visit the "Investor Services" section of the Stark Technology website to inquire about relevant information. Other sustainability information is also disclosed on Stark Technology's official website "Corporate Sustainability".

02

Reporting period and period

GRI 2-3

The information disclosure period of this report is from January 1, 2025 to December 31, 2025, the date of publication
The deadline is August 2026. It is issued regularly once a year, with an information disclosure cycle and a financial report reporting period to.

03

Contact unit

GRI 2-1

GRI 2-3

Stark Technology Inc (2480)	
Responsible unit for the report	Sustainability Management Committee
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公司官網



投資人服務

04

Reporting model

GRI2-2

Category	Primary Disclosure	Differences Between the Sustainability Report and the Financial Report
Financial information	Parent Company, Subsidiaries, and Investee Companies	Consistent with the Financial Report
Environmental Information	Parent and subsidiary companies(Stark Technology · Stark Inforcom)	Only revealed the environmental information belonging to Stark Technology and Stark Information
Social Information	All Employees of the Parent Company and Subsidiaries	Only social activities related to Stark Technology Inc. and Stark Information Inc. are disclosed

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Report basis

Issuing Organization	Reference Standards / Frameworks
Global Reporting Initiative (GRI)	GRI Universal Standards 2021
Sustainability Accounting Standards Board (SASB)	Task Force on Climate-related Financial Disclosures (TCFD)
Taiwan Stock Exchange (Corporate Governance Center)	Sustainable Development Best Practice Principles for TWSE/TPEX Listed CompaniesRegulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed CompaniesSustainability Development Roadmap for Listed Companies
United Nations	Sustainability Accounting Standards (SASB Standards)

06

Report convincing

GRI 2-5

GRI 2-14

Internal Audit	External verification	Data quality assurance
The data or information disclosed in this report will be compiled by the ESG Executive Team of the Sustainable Development Management Committee, submitted to the committee for review and approval, and then submitted to the Board for discussion and approval.	The Chinese version of the sustainability report has been assured by Ernst & Young Certified Public Accountants, while the English version has not undergone this procedure.	Financial Data Certification: Ernst & Young(EY) Greenhouse gas conviction is limited: Deloitte & Touche

Message from the CEO

Moving Toward an AI-Enabled Sustainable Future



Full-year consolidated revenue hit a new record high

Stark Technology is expected to once again demonstrate outstanding revenue growth and operational efficiency in 2025. Benefiting from the global AI infrastructure boom and the deepening advancement of digital transformation, the company is expected to achieve consolidated revenue of 8.39 billion NTD for the full year 2025, with earnings per share (EPS) of 8.0 NTD, both breaking historical records and marking new milestones since the company's founding. We adhere to a business strategy of "high value-added services," demonstrating strong technical integration capabilities in AI server architecture, big data analytics, and cloud transformation. While achieving record profits, the board also approved a profit payout ratio as high as 98%, fulfilling its long-standing commitment to shareholder feedback and corporate value.

GRI 2-22

Leading AI computing infrastructure and comprehensive cybersecurity governance

Entering 2026, Stark Technology Technology is positioned as a strategic partner in AI and cybersecurity governance. By integrating ISO 27001, ISO 27701, EDR/NDR, SASE, Zero Trust Segmentation, prompt security, and sensitive data protection, the Company strengthens GenAI security, data privacy, and operational resilience, helping enterprises build digital trust and competitive advantages in the AI era.

Creating a green future through governance of integrity and digital sustainability

Stark Technology centers on integrity governance and environmental sustainability, continuously deepening ESG information disclosure and third-party assurance to ensure transparency and truthfulness in reports. The company plans to complete its sustainability report and third-party certification for ISO 14064-1 greenhouse gas inventory by 2025, demonstrating its commitment to aligning with international standards. In the future, it will use digital technologies to promote carbon reduction and energy conservation, helping partners lower energy consumption through intelligent computing and innovative design, and working hand in hand with employees and customers to create a green and safe digital ecosystem, fulfilling corporate sustainability responsibilities.

CEO 



Sustainability annual highlights



Revenue hit a new high

Net profit after tax was 851 million
Earnings per share were 8 NTD
Year-on-year growth of 6.7%



Sustainability report

Obtain limited confidence
from third parties



Awards and Honors

The first TIRI Potential Progress
Award



ISO 27701

Privacy management renewal



ISO 27001

Information Security
Management Certificate
Renewal



ISO 14064-1

Organizational-level
greenhouse gas inventory to
obtain confidence

About Stark Technology

GRI 2-6

Company Overview

Established: March 1993

Headquarters location: Hsinchu City, Taiwan

Staff size : About 710 employees

Capital: Over NT\$1 billion

Core values



Talent

Regarding employees as our most valuable asset, we continuously cultivate a team with professional competence and a passion for service.



Speed

Quickly responding to market trends and customer needs, providing real-time solutions and after-sales maintenance.



Discipline

Rigorously executing project quality control to build long-term trust relationships between customers and business partners.



Sharing

Sharing global IT achievements with clients, promoting knowledge flow, and co-creating operational value.

Milestones and status

Stock listing: Listed on the OTC in 2000, listed in 2001

Market position : The highest quality system integration service company in Taiwan

Core strengths:

Representing world-leading brand products, providing the most advanced technology and professional consulting services



公司官網

G-1

Sustainable management

- 1-1 Sustainability Strategy and Governance
- 1-2 Stakeholder Negotiation
- 1-3 Identification of Major Topics
- 1-4 Sustainable Supply Chain Management Policy
- 1-5 Customer Service and Satisfaction Management
- 1-6 Operating Performance





1-1 Sustainability Strategy and Governance

GRI 2-14

GRI 2-23

Sustainability philosophy

- 1.Sustainable governance** : A Sustainable Development Management Committee has been established to strengthen the board of directors' oversight mechanism, regularly reviewing ESG goals and implementation effectiveness .
- 2.Environmental Responsibility** : Promote Green IT and cloud services, introduce energy-saving and carbon reduction technologies and carbon inventory systems, and achieve ISO14064-1 greenhouse gas inventory assurance by fiscal year 2025
- 3.. Social inclusion** : Strengthening employee care and human rights protection, promoting a diverse and inclusive workplace culture.
- 4.Information security and privacy management** : Implement ISO27001 and ISO27701 standards to ensure customer data security, while continuously strengthening cybersecurity governance and training.
- 5.Transparent disclosure** : Prepare sustainability reports in accordance with GRI guidelines, disclosing material issues and performance.



Sustainable governance framework

GRI 2-9

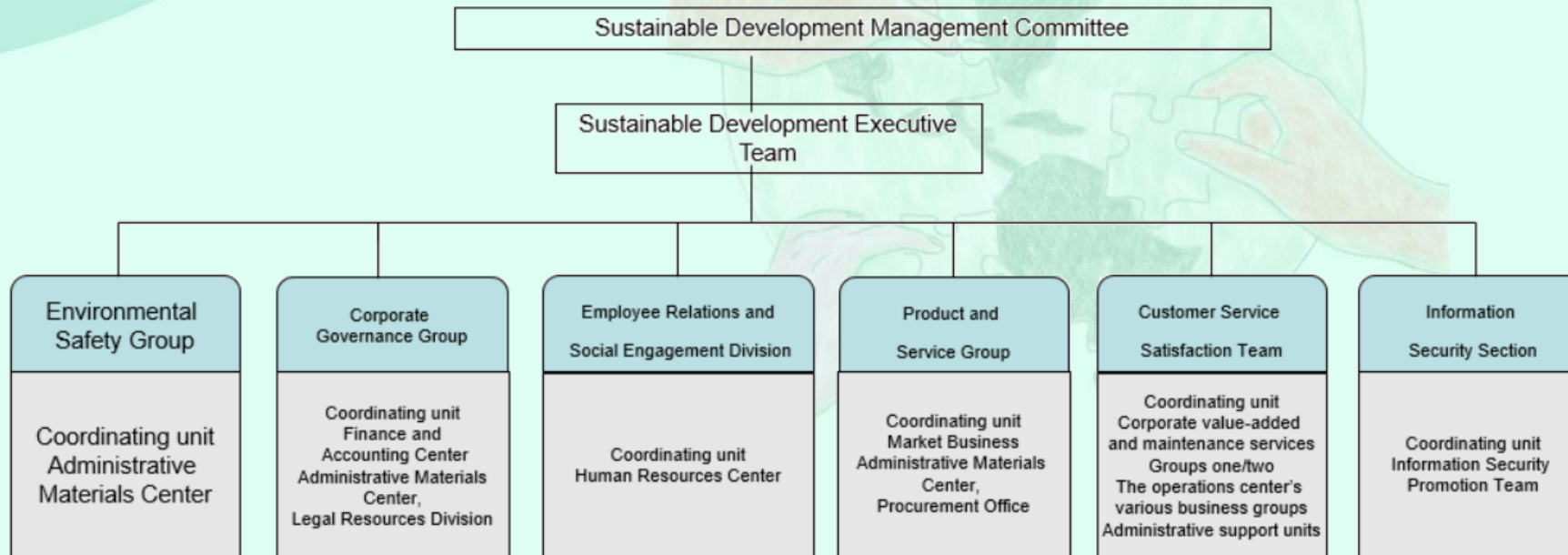
GRI 2-12

GRI 2-13

GRI 2-14

The Board of Directors is the highest governance body overseeing sustainability. The Board-level Sustainability Development Committee comprises at least three directors, with independent directors representing a majority, and is supported by the Sustainability Development Task Force. The Committee reviews sustainability impacts, action plans, and performance, and reports to the Board at least twice a year. It held five meetings in 2025. The current term runs from May 29, 2025 to May 28, 2028. The Sustainability Report is subject to third-party assurance, Committee review, and Board approval.

Organizational structure



Sustainable Framework Official Website Governance



Facing aspect	Key development projects	2025 (Achievement status)	Short-term		Midterm (3-5 years)	Long-term (5-8 years)	Sustainable development
			2026	2027			
Governance	Corporate governance	Corporate Governance Evaluation: Ranked 36%-50% (Listed Companies) with zero major legal violation	Corporate Governance Evaluation: Maintained 21% –35% tier; No major legal violation		Corporate Governance Evaluation: Advanced to Top 6%-20%		8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 17 PARTNERSHIPS FOR THE GOALS
	Financial performance	Achieved consolidated revenue targets with an EPS of NT\$8.00, marking continued growth from the NT\$7.50 recorded in 2024	Deliver sustained annual profits				
	Sustainability report	Obtain third-party limited assurance, publish English reports, continuously optimize information quality, and comply with relevant regulations Refer to internationally recognized frameworks and indicators (GRI, SASB, TCFD)					
	ISO 27001	Approval for renewal	Implement PDCA cycles, continuously improve, and maintain zero major cybersecurity incidents				
	ISO 27701	Approval for renewal	Implement PDCA cycles, continuously improve, and maintain zero major cybersecurity incidents				
Society	Human rights due diligence	Completed internal personnel investigations	Include customer and supplier surveys		Continuously optimizing information quality		4 QUALITY EDUCATION 8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Supplier management	Supplier grading management system Establish differentiated management strategies	Optimized supplier self-assessment checklists Sustainability topics increased by 30% to 50%.		Increase the coverage rate of sustainability issues in suppliers' self-assessment checklists to about 70%.		
	Customer satisfaction	98%	Maintain over 95% annually Increase training hours for customer service staff				
environment	ISO 14064-1	Obtain ISO14064-1 Assurance Certification	Completed greenhouse gas inventory for subsidiaries Continue to approve renewals		Approval for renewal Continue to promote energy-saving and carbon-reduction measures		12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION
	Sustainable products	Internally, we define 'green products/services' and continuously promote the increase in green product procurement amounts	In response to net-zero green living, internal promotional activities prioritize venues certified by the Ministry of Environment, with annual events increasing by about 30% compared to the previous year.				

1-2 Stakeholder Negotiations

GRI 2-12

GRI 2-29

Effective communication and negotiation with stakeholders are essential cornerstones for sustainable corporate development. Stark Technology refers to the five key principles of AA1000 SES for identifying stakeholder agreements, defining its stakeholders as: shareholders/investors, customers, suppliers, employees, and communities. Among the many stakeholders, it is possible to identify key groups closely related to company operations. Through diversified management, regular and periodic exchanges with stakeholders are provided, and relevant feedback serves as a source for formulating sustainable development issues and management policies. This ensures that the company meets stakeholder needs while achieving economic goals, thereby achieving win-win situations and promoting sustainable corporate development. Communication with all stakeholders is reported annually to the board of directors, disclosing the actual content of communication and key concerns.

Stakeholders	Significance for Stark Technology	Focus on issues	Communication channels and frequencies	Communication achievements
Shareholders/ Investors	Shareholders and investors are important sources of support and trust in Stark Technology Group's operations	- Operational performance - Integrity in business and compliance with regulations - Information security and privacy protection	- Every year Shareholders' Meeting - Every quarter Investor Briefing - Every year/Season/month Company annual report, Sustainability report 、 Financial reporting 、 monthly revenue, etc - Irregularly The Market Observation Post System has issued major information - Irregularly Domestic and overseas investment institutions meet face-to-face 、 Online or conference calls 、 Spokesperson service hotline and mailbox	1 Annual Shareholders' Meeting - Invited to hold four online investor briefings - Announce financial information and related operational results annually/quarterly/monthly - Published 35 major announcements in both Chinese and English - There were 11 sessions for investment institutional investors, including face-to-face, online, or telephone conferences



1-2 Stakeholder Negotiations

GRI 2-12

GRI 2-29

Stakeholders	Significance for Stark Technology	Focus on issues	Communication channels and frequencies	Communication achievements
Client	Understand customer needs, safeguard customer rights, and improve service quality	- Customer service - Information security and privacy protection - Operate with integrity and comply with regulations	- Every year Customer satisfaction surveys - Irregularly Customer visits 、 0800 Service Hotline 、 Customer service mailbox 、 Customer and supplier audits	- Every year, we conduct various information security and privacy protection drills, and no information leakage incidents have occurred - A total of 694 sessions of training and testing were conducted for all employees, managers, and directors, as well as integrity management and anti-corruption education - Completed on-site audits and 30 sustainability self-assessment questionnaires for five client suppliers 2025 overall customer satisfaction survey: 98%
Community	It forms the foundation for the company's sustainable operations, and its feedback helps localize the business, enhance social recognition, and build brand trust	- Sustainable Development and Social Responsibility - Climate change	Irregularly Building Management Committee 、 Community/local events	- The building management committee held two meetings - One beach cleanup event will be held in 2025 - In 2025, five charity events will be held



1-2 Stakeholder Negotiations

GRI 2-12

GRI 2-29

Stakeholders	Significance for Stark Technology	Focus on issues	Communication channels and frequencies	Communication achievements
Suppliers	Suppliers are a crucial part of a sustainable supply chain, and Stark Technology's sustainable operation relies on a sound supply chain	- Information security and privacy protection - Operate with integrity and comply with regulations - Supplier sustainability management	- Every year Supplier evaluation - Irregularly Product conference 、Phone 、Email 、Original manufacturer/distributor meetings and seminars	- A total of 119 related consent forms were signed back, with a signing rate of 99% (excluding one-time transactions and foreign vendors). 100% Contractor Occupational Safety and Health Commitment Letter and Hazard Notification Form Return Signed - Signing confidentiality agreements with a 100% signing ratio (for project types, clients require signatures, suppliers are required to sign simultaneously). - A sample of 10 suppliers was conducted on integrity management, with 10 questionnaires collected and a 100% response rate - A sample of 10 suppliers conducted corporate social responsibility self-assessments, collecting 10 questionnaires, with a 100% response rate - Collaborated with suppliers/original manufacturers to hold a total of 21 exchange meetings

1-2 Stakeholder Negotiations

GRI 2-12

GRI 2-29

Stakeholders	Significance for Stark Technology	Focus on issues	Communication channels and frequencies	Communication achievements
Employees	Employees are the company's most valuable asset. Creating a safe working environment, sound benefits, solid training, and a friendly workplace culture are the foundation of Stark Technology's sustainable development	- Employee Rights and Diversity and Equality - Talent Attraction and Retention - Employee training and education - Occupational Health and Safety	- Every year Annual performance evaluation 、 Employee satisfaction surveys 、 Sales staff annual meeting - Every quarter Labor-management meeting - Monthly Supervisor of monthly meetings - Irregularly Employee communication channels 、 Employee education and training 、 Occupational nursing on-site service 、 Employee Welfare Committee meeting 、 Announcement	- Employee training hours ・ 0000000 - Stark technology held a total of 18 labor-management meetings - Health checkup activities are held once a year - There were 51 on-site contract services for professional medical staff, with a 100% attendance rate. - One health seminar with 22 attendees 12 health education information campaigns - Participated in or organized a total of 5 recruitment events

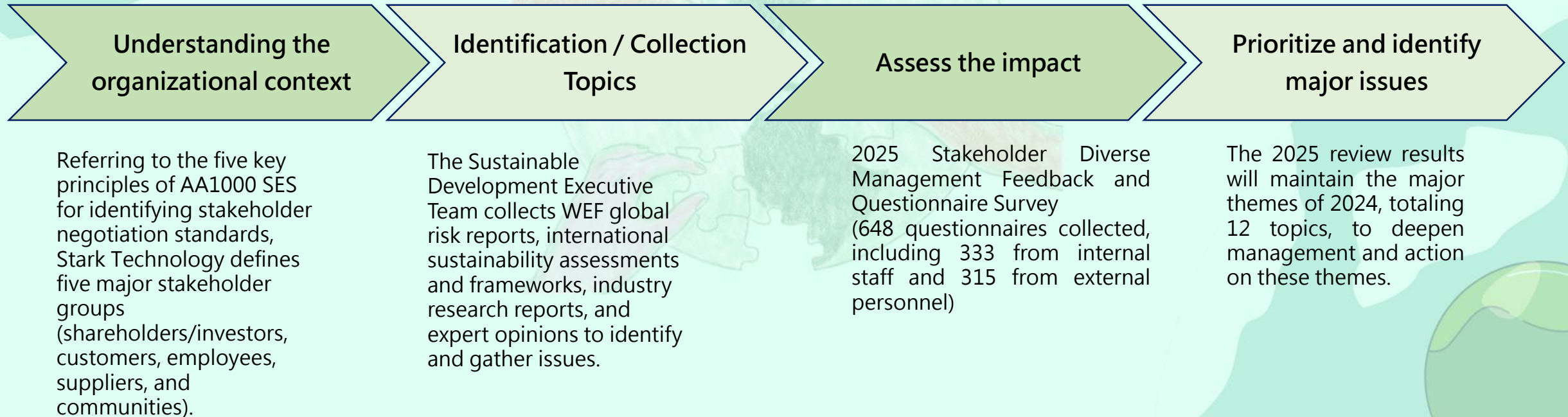
1-3 Identification of Major Topics

GRI 3-1

Stark Technology refers to the reporting principles of the GRI guidelines to identify major topics that have the greatest impact on the economy, environment, and populations (including their human rights). The company values stakeholders' opinions and expectations, regularly and occasionally communicating with stakeholders through diverse channels as a source of information for sustainability issues and impact assessments. Reference is also made to the GRI General Guidelines' four-stage materiality assessment process to determine whether a material sustainability theme is eligible.



Material topic identification process



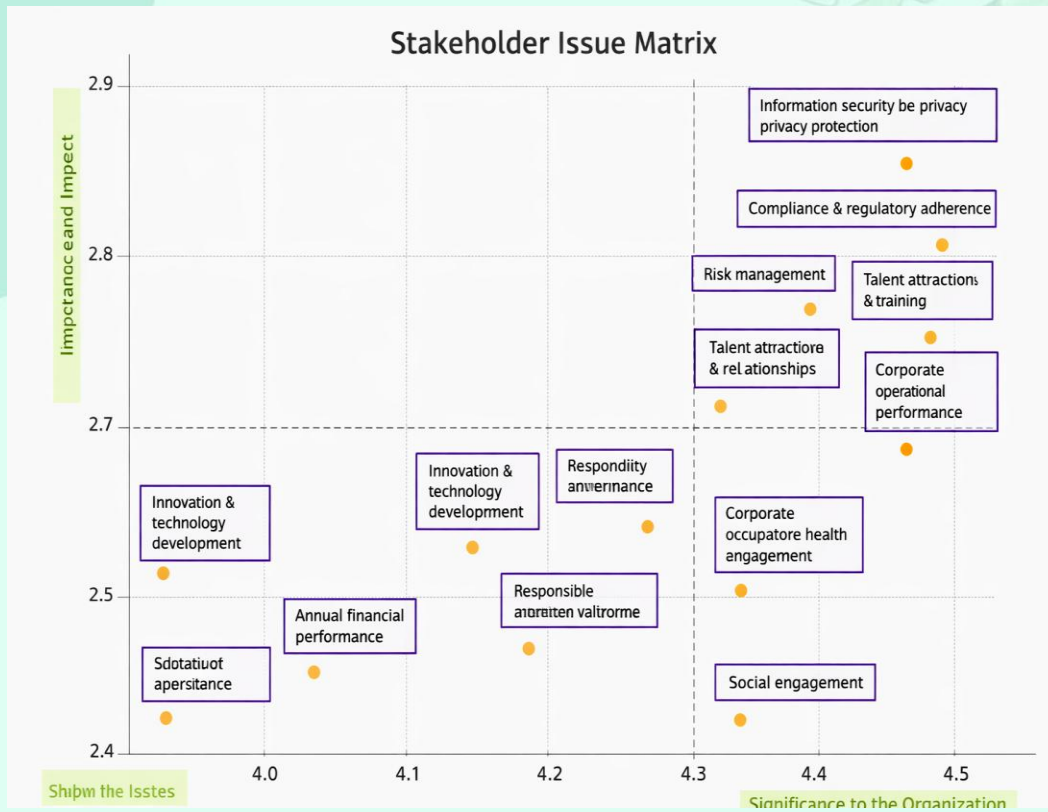
Materiality positive/negative matrix analysis

GRI 3-2

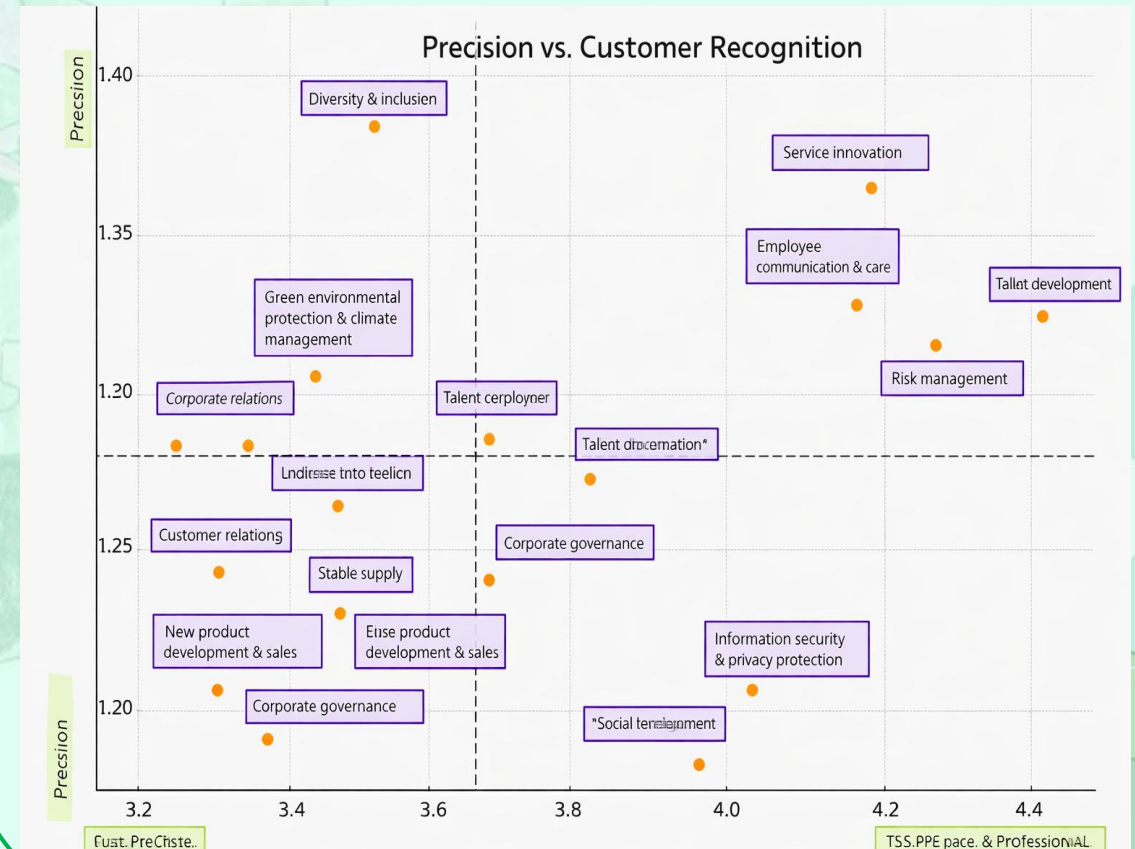
2025 positive/negative matrix shock

Stark Technology Group plotted scatter maps based on two aspects: "degree of impact on external environment, social (population), and economic impact" and "degree of impact on Stark Technology." We also take stakeholder concerns into account and further analyze the positive and negative impacts generated by company operations.

Frontal impact matrix



Negative impact matrix





Major topics

It was decided to report on major topics

GRI 3-2

The board approved the retention of major themes from 2024 for 2025, continuing to deepen the management and implementation of related issues. There are two environmental themes, five social themes, and five governance themes, totaling 12 themes. We aim to demonstrate sustainability results to internal and external stakeholders, ensuring information transparency and compliance with international standards and stakeholder expectations.



面向		重大議題
E	Environment al aspect	■ Energy and greenhouse gas management
		■ Waste management
S	Social aspects	■ Protection of work and working conditions
		■ Talent recruitment and retention
		■ Talent development
		■ Diversity and inclusion
		■ occupational safety and health
G	Governan ce aspects	■ Financial performance
		■ Operate with integrity and comply with regulations
		■ Information security and privacy protection
		■ Corporate governance and risk management
		■ Supplier management



1-4 Sustainable Supply Chain Management Policy

Supplier Management Policy

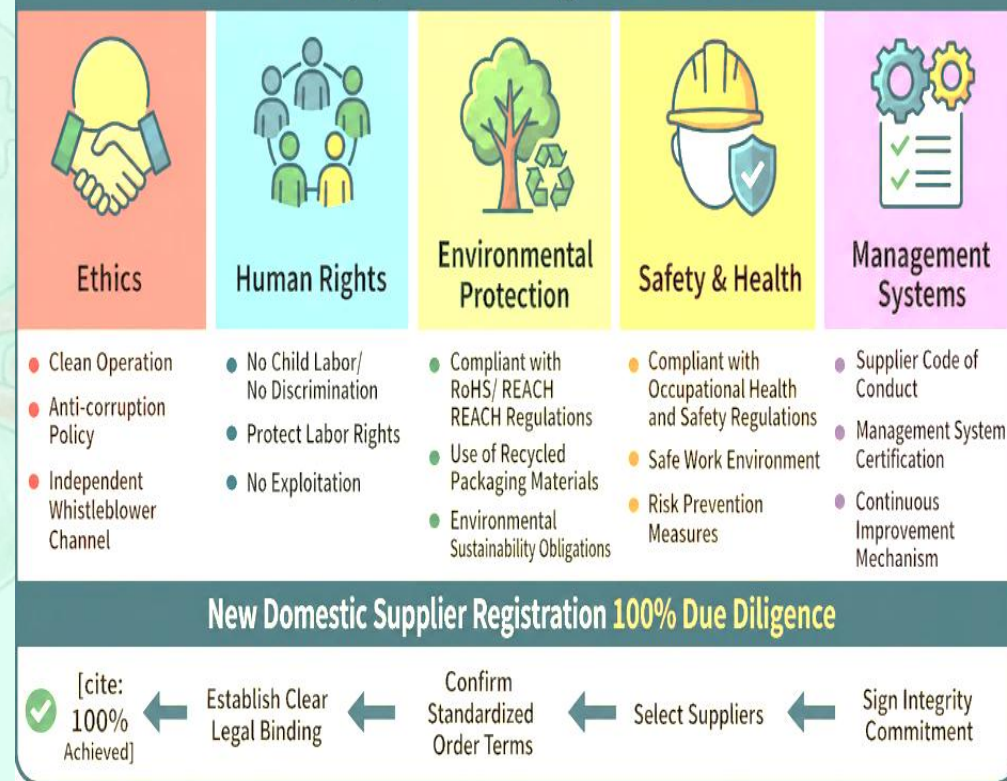
GR205-2

GRI 308-1

GRI 414-1

- Core Framework and Implementation** Our supplier management is built on the RBA Code of Conduct, covering five pillars: Ethics, Human Rights, Environment, Health & Safety, and Management Systems. In 2025, we achieved 100% due diligence for new domestic suppliers. Beyond the "Supplier Integrity Commitment," we integrated the "Supplier Code of Conduct" into Standardized PO Clauses. This makes compliance with international regulations (RoHS, REACH), sustainable packaging, and human rights standards—including prohibitions on child labor and discrimination—a legally binding contractual obligation for all partners.
- Whistleblowing and Integrity Oversight** To uphold business integrity, we maintain an independent whistleblowing channel, encouraging stakeholders to report any policy violations or fraudulent behavior.
- Annual Performance Evaluation** Through the "Sustainability Self-Assessment Questionnaire" and internal reviews, we conduct rigorous annual evaluations focusing on corporate governance, labor rights, and environmental stewardship.

RBA Supplier Management Pillars



1-4 Sustainable Supply Chain Management Policy

Supplier management mechanism

GRI 2-23

GRI 414-1

New Supplier Screening and Risk Assessment

- **Supplier Onboarding and Compliance** All suppliers must complete a comprehensive onboarding process, including a **Supplier Registration Form**, **Integrity Commitment**, and **Personal Data Consent Form**. To verify financial health and creditworthiness, submission of **Tax Form 401** is mandatory, ensuring a stable foundation for collaboration.
- **Official Qualification Audits** We conduct rigorous reviews through official government platforms to ensure regulatory compliance:
 - ✓ **Business Registration:** Verified via the Ministry of Economic Affairs to confirm legal establishment.
 - ✓ **Tax Status:** Validated through the Ministry of Finance to ensure active operational and tax-filing standing.
- **Risk Assessment and Due Diligence** For critical suppliers, we perform enhanced background checks to mitigate risks:
 - ✓ **Judicial Screening:** Using the Judicial Yuan system to identify history of major litigation or integrity disputes.
 - ✓ **Government Monitoring:** Cross-referencing the Government Electronic Procurement Network to ensure no suppliers are blacklisted or suspended from transactions.

2024-2025年度

Supplier Integrity Commitment and
Personal Data Consent Form Return
Statistics



1-4 Sustainable Supply Chain Management Policy

Supplier management mechanism

GRI 308

GRI 414

Supplier Tiered Management and Action

To enhance supply chain quality, SYSTEX classifies suppliers into "Critical" and "Important" categories based on annual procurement value and impact. We conduct periodic sampling to audit integrity governance and ESG implementation. This risk-based classification ensures that our core supply chain—representing over **90%** of total procurement—is subject to rigorous sustainability oversight, effectively mitigating compliance risks.

Supplier Classification and ESG Governance Framework

This framework classifies suppliers based on annual procurement amount into two categories: "Key" and "Important." Through accurate data classification, we enable effective resource management, strengthen our partnership with suppliers, and ensure 100% compliance with our commitment to ethical business practices.



Note: Transaction amounts are calculated in USD.



1-4 Sustainable Supply Chain Management Policy

Supplier management mechanism

GRI 308-2

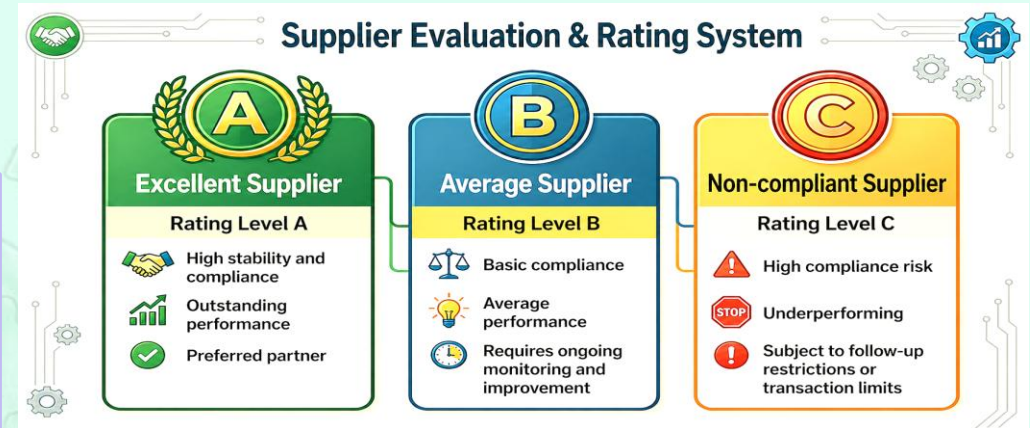
GRI 414-2

Regular supplier evaluation

In 2025, we evaluated 10 key suppliers across six ESG dimensions, with all meeting the passing standard through 8 Grade A and 2 Grade B ratings. While suppliers demonstrated robust standardized operations in Governance and Labor Rights, scores were comparatively lower in Environment and Supplier Management; consequently, we will continue monitoring these areas to ensure full compliance with our sustainability policies.

Non-Compliant Suppliers

Non-compliant suppliers are blacklisted in the procurement system with their transaction status set to "Rejected." Once the supplier completes corrective actions and their status is verified via Ministry of Economic Affairs and Ministry of Finance records, the procurement unit may restore them to active status.



Supplier Evaluation Dimension Score Statistics (Raw Scores)

Overall Supplier Performance (Items 01-10)							
Item No.	Corporate Governance (20 pts)	Trade Secrets (15 pts)	Supplier Management (10 pts)	Labor Relations (20 pts)	Health & Safety (20 pts)	Environmental Protection (15 pts)	Total Score (100)
01	17	15	6	16	11	9	74
02	12	11	6	14	10	7	60
03	20	15	10	19	19	13	96
04	16	15	10	16	16	11	84
05	20	15	10	16	20	15	96
06	19	15	2	16	16	11	79
07	14	15	10	17	17	9	82
08	10	13	5	16	11	5	60
09	18	15	8	16	16	8	81
10	18	19	6	16	15	3	77
Average	16.4	14.3	7.3	16.2	15.1	9.1	80.9



Labor Relations Management (Weight 20%)

Compliance Baseline Established

70% of suppliers scored 16 points, indicating standardized operations for basic labor rights.

Benchmark Supplier: Item 03

Supplier 03 achieved a high score of 19, serving as the model for human rights management.

Follow-up Required for Supplier 02

Only Supplier 02 recorded a lower score (14) and has been added to the follow-up list for improvement.



Health & Safety Management (Weight 20%)

Large Implementation Gap

Scores range significantly from 10 to 20, reflecting varying levels of maturity in safety and health systems.

Key Audits for Borderline Passers

Items 01, 02, and 08 scored between 10-11 points; these suppliers are added to the follow-up list for critical safety reviews.



1-4 Sustainable Supply Chain Management Policy

Sustainable products and services

GRI 2-6

Stark Technology is one of the largest information system integration service providers in Taiwan, distributing more than 40 internationally renowned information products and solutions. Its core business covers IT, CT, OT and other application categories, providing information integration services to more than 1,600 clients. It integrates the product needs of downstream clients, purchases from upstream manufacturers and distributors, and provides enterprise clients with environmentally friendly and efficient products and services with professional technical capabilities and a complete marketing channel. It helps clients establish sustainable management models and achieve sustainable operation by saving energy and reducing carbon emissions.



Multi-pipeline provides customer solutions

A total of 29 client-facing in-person seminars, advertisements, interviews, press releases, and booth exhibitions.

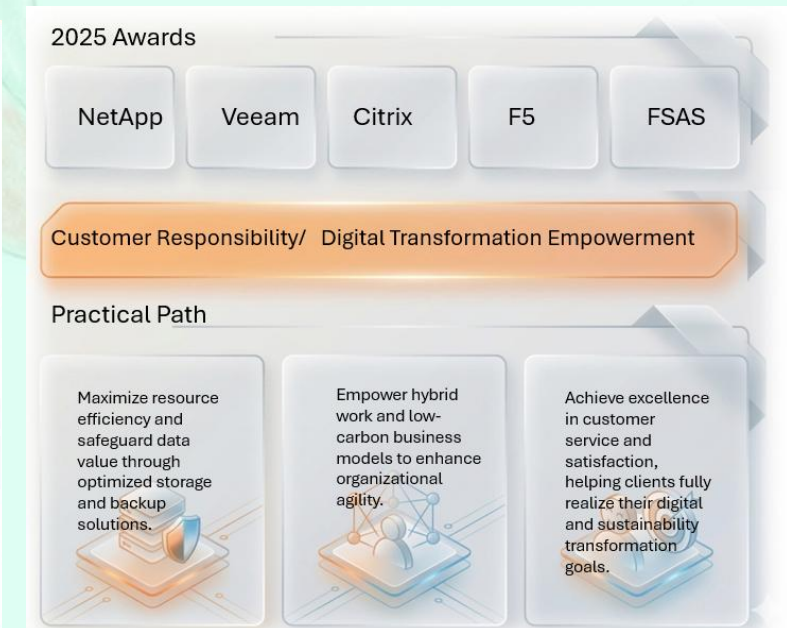
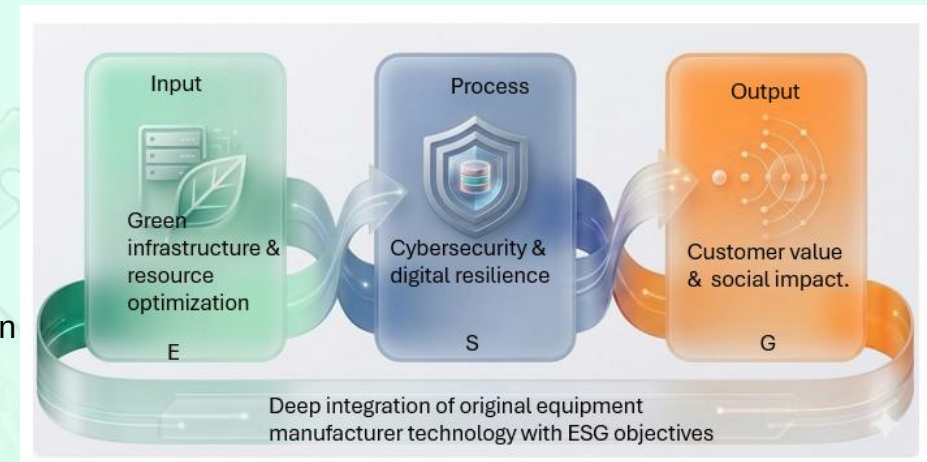
1-4 Sustainable Supply Chain Management Policy

Sustainable products and services

GRI 2-6

2025 Sustainable Products and Services Honor Roll and Deep Integration with ESG's Three Major Aspects

With professional technical capabilities combined with a complete marketing channel, we have consistently received high recognition from many original manufacturers, accumulating more than 25 awards, demonstrating our outstanding strength in product quality and service performance, and our commitment to providing customers with the best solutions.





1-4 Sustainable Supply Chain Management Policy

Green Procurement

GRI 204-1

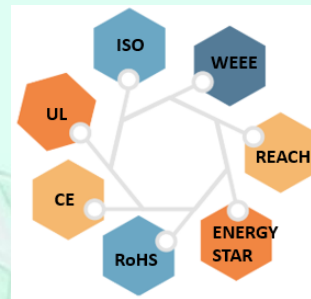
GRI 2-23

We continue to promote green procurement policies in alignment with the Environmental Protection Administration's Green Procurement initiative. We actively declare and obtain certification for our green procurement practices, fulfilling our corporate social responsibility, strengthening customer trust, and enhancing our corporate image.

Green procurement amounts may vary each year due to changes in procurement needs and project mix. **In 2025, the total amount increased significantly, rising by approximately 173% compared to the previous year.**



We actively support local business development. By **2025, over 90% of our procurement will be sourced locally in Taiwan**, supporting local employment, ensuring local after-sales service, strengthening the local supply chain, and reducing transportation risks.



Supply chain resilience and green value chains are indispensable. Through in-depth collaboration with international OEMs of many global technology leaders, we ensure that the products we purchase not only meet the company's operational needs, but also align with international sustainability standards.

Sustainability Dimension	Specific Indicators & Regulations	Core Supplier Practice Examples
Environmental	RoHS, REACH, WEEE	Dell, HPE, Cisco, Lenovo, etc. brands Ensure hardware is free of hazardous substances and possesses comprehensive recycling mechanisms.
Energy	ENERGY STAR, EPEAT, CECP, SEPA	NVIDIA, IBM, HPE, etc. brands Provide high-performance computing solutions to reduce data center energy consumption and PUE values.
Governance	ISO (9001/14001/50001), CE, UL	IBM, HPE, NetApp, Cisco, Dell etc. brands Adhere to international certifications to ensure the security and management resilience of digital services.
Social	Conflict Minerals	IBM, Cisco, Dell, HPE, etc. brands Implement traceability management for hardware components to ensure no involvement in ethical controversies.



1-5 Customer service and satisfaction management

GRI 2-6

Stark Technology has been deeply involved in the information industry for nearly 32 years, focusing on distributing leading products from internationally renowned brands. Over the years, we have accumulated extensive system integration capabilities and professional practical experience, continuously providing optimal solutions for our clients.

Our headquarters is located in Hsinchu City, with 7 sales and service locations across Taiwan, including offices in Taipei, Taoyuan, Taichung, Chiayi, Tainan, Kaohsiung, and Hualien, covering the entire island. Furthermore, we have business locations in the United States, Vietnam, and mainland China (Shanghai, Ningbo, Suzhou, etc.) to provide localized, comprehensive, and real-time services to our clients, embodying our business philosophy of 'maintaining the spirit of entrepreneurship and pursuing customer satisfaction'.

Comprehensive After-Sales Service

Stark Technology provides a strong and experienced technical service team to support the products, equipment, and solutions we sell. Our after-sales service items include comprehensive services such as installation and setup, technical integration, warranty maintenance, and consulting.

Based on the actual needs of our clients, we also offer a 7x24 non-stop service model option, ensuring that clients' systems receive immediate support at any time. Through this comprehensive after-sales service, clients' overall operations and maintenance can not only achieve maximum efficiency but also gain the best assurance without any worries.

Diverse Service Channels



Toll-Free Service Hotline

0800-088876

0800-661688

Five days a week, 8 hours
(business hours)



Service Email

rc@sti.com.tw

ss2_080@sti.com.tw

Five days a week, 8 hours
(business hours)



Dedicated Service Line

03-5348843

02-23827265

Seven days a week, 24 hours

With the rapid changes in the IT environment and increasing demands, Stark Technology offers diverse communication channels for services, allowing clients to contact us in the most convenient way. Whether through our 0800 all-day free service hotline, service email, or dedicated service lines, clients can quickly get in touch with our service specialists.

Once a client submits a service request, our comprehensive customer service system is immediately activated, assigning suitable technical personnel to provide clients with the most professional and timely support. This diverse and flexible service window design ensures that clients receive prompt assistance in various situations.



Customer Satisfaction Survey Procedure



Define Survey Participants

The primary survey participants are customers who have made purchases and have maintenance contracts within the last three years, ensuring the opinions are representative and timely.

Distribute and Collect Questionnaires

Survey questionnaires are sent via email, proactively inviting customers to participate in the annual customer satisfaction survey, which lasts for one month.

Data Analysis and Improvement

A dedicated unit organizes and categorizes the statistical results, analyzes customer feedback on strengths, weaknesses, and suggestions, and conducts further reviews for improvement.

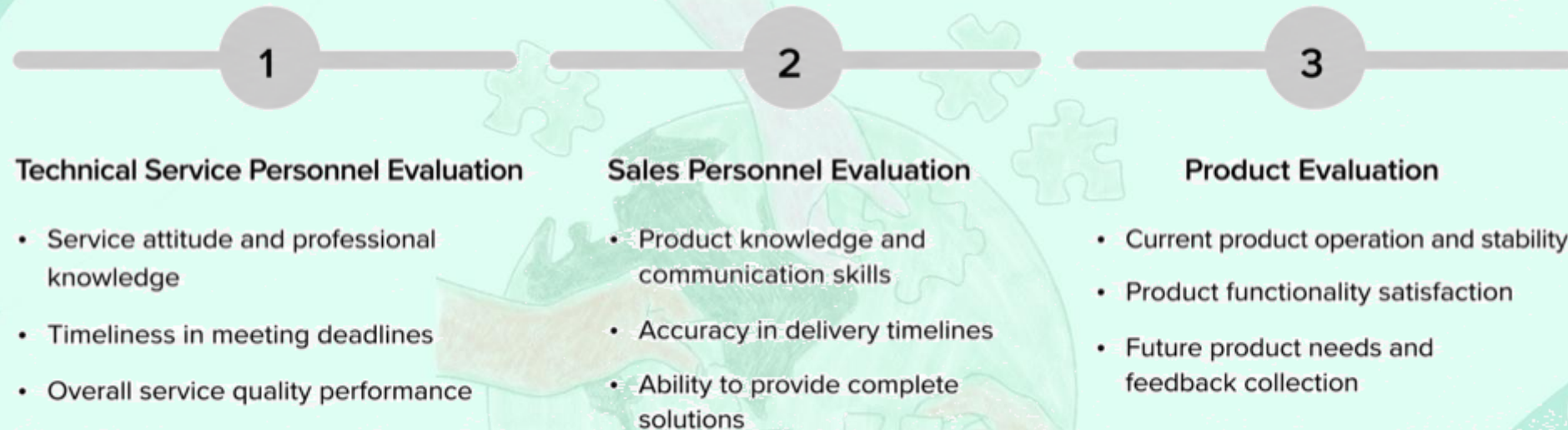
Track and Continuously Optimize

Specific improvement plans are developed based on the analysis results, and their execution effectiveness is continuously tracked, forming a virtuous cycle.

To maintain consistent high-quality service and embody the spirit of continuous learning and improvement to meet diverse customer needs, Stark Technology conducts regular annual customer satisfaction surveys. The purpose of the survey is to express gratitude for customers' long-term support and patronage, and to solicit sincere feedback and suggestions from customers, which serve as a reference for future review, revision, improvement, and enhancement of service quality.

Our survey methodology is comprehensive, forming a complete quality improvement cycle from participant selection to data analysis, and then to the formulation and execution of improvement measures. Through this systematic customer satisfaction survey, we can promptly understand changes in customer needs and adjust our service content and methods accordingly, ensuring that we consistently provide high-quality services that meet customer expectations.

Survey Type and Questions



Stark Technology's customer satisfaction survey questionnaire is mainly divided into three categories: technical service personnel, sales personnel, and product evaluation. This classification allows us to comprehensively understand customer feedback on various aspects of the company's services and make targeted improvements.

Regarding technical service personnel, we focus on their service attitude, professional knowledge level, overall service quality, and time accuracy; for sales personnel, in addition to basic service evaluation, we pay special attention to the communication of product knowledge, delivery timeliness, and the completeness of solutions; product evaluation focuses on collecting customer feedback on their experience with existing products and future needs. This multi-faceted evaluation system ensures we obtain comprehensive and in-depth customer feedback.

Survey Rating Scale and Feedback Handling

Stark Technology Technology's customer satisfaction survey adopts a five-level rating system, from 'Very Satisfied' to 'Very Dissatisfied', offering customers clear evaluation choices. The survey results, after professional organization and analysis, are distributed to relevant business units and department heads as a crucial basis for continuous improvement.

We place particular emphasis on handling negative feedback. For customer feedback rated 'Dissatisfied' or 'Very Dissatisfied', relevant units are immediately notified for action, and dedicated personnel are assigned to proactively visit and understand the details, followed by review meetings to formulate improvement measures. Concurrently, product satisfaction survey results influence the company's product strategy, including adjustments to agency products and planning for new product introductions, ensuring our product portfolio consistently meets market demands and customer expectations.

Rating Scale

Survey ratings are divided into five levels: Very Satisfied, Satisfied, Neutral, Dissatisfied, Very Dissatisfied, providing customers with clear evaluation options

Results Analysis and Distribution

After organizing and statistically analyzing the survey results, they are provided to relevant business units and department heads as an important reference for future review, tracking, and improvement

Negative Feedback Handling

For dissatisfied feedback from customers, relevant units are notified for handling, and the sales or engineering manager responsible for the customer is arranged to proactively visit and provide care, to deeply understand the situation.

Product Strategy Adjustment

Based on product satisfaction survey results, adjust future main and secondary agency products, and use this as a decision-making consideration for phasing out weaker products and introducing new agency products.

The 2025 Customer Satisfaction Survey was conducted from July 1st to July 31st, with approximately 1,900 surveys issued and 350 valid responses received. The results show that over 98% of customers gave positive ratings of 'Very Satisfied' and 'Satisfied' for the performance of our service personnel.



87% Service Satisfaction
Customers rated our technicians' service attitude highly

98% Overall Satisfaction
Combined percentage of satisfied and very satisfied responses

<1% To be improved
This percentage is very low

1-6 Operating Performance

GRI 201-1

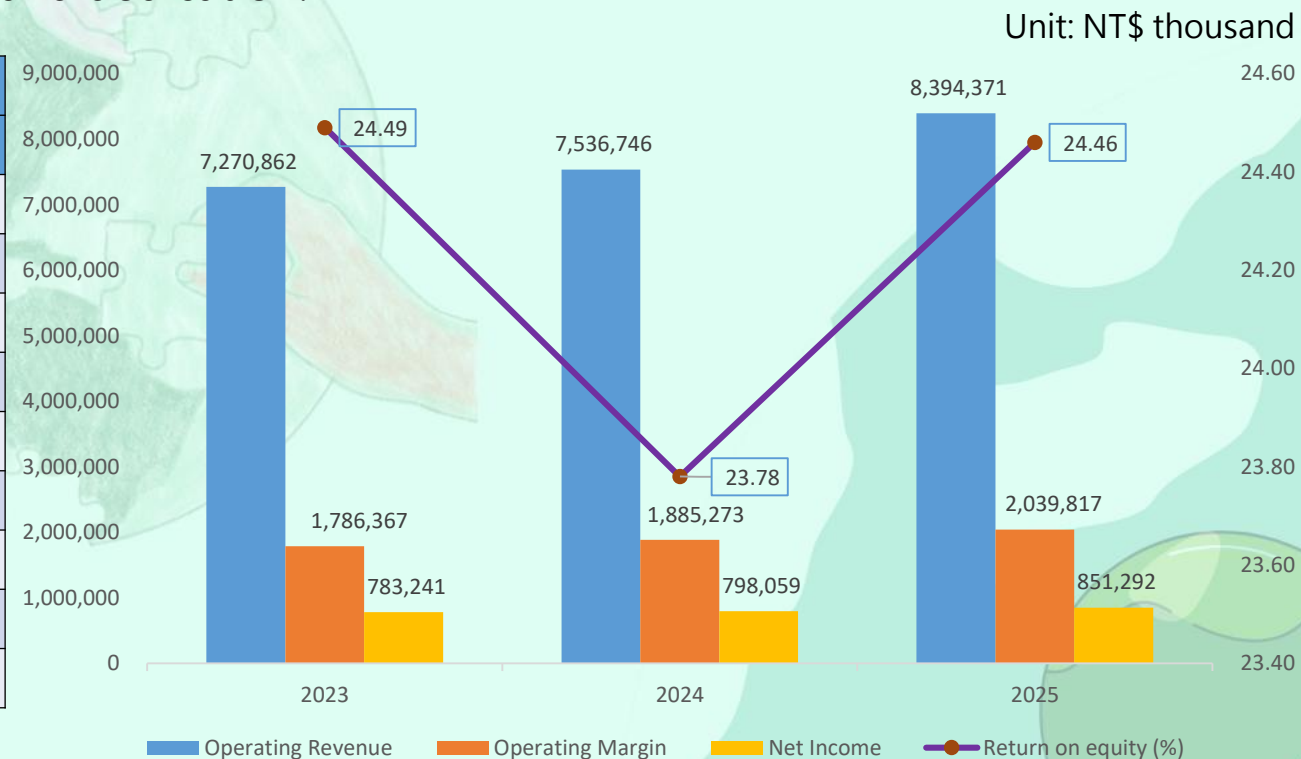
SDG 8

Operating Performance / Corporate Operations and Financial Status

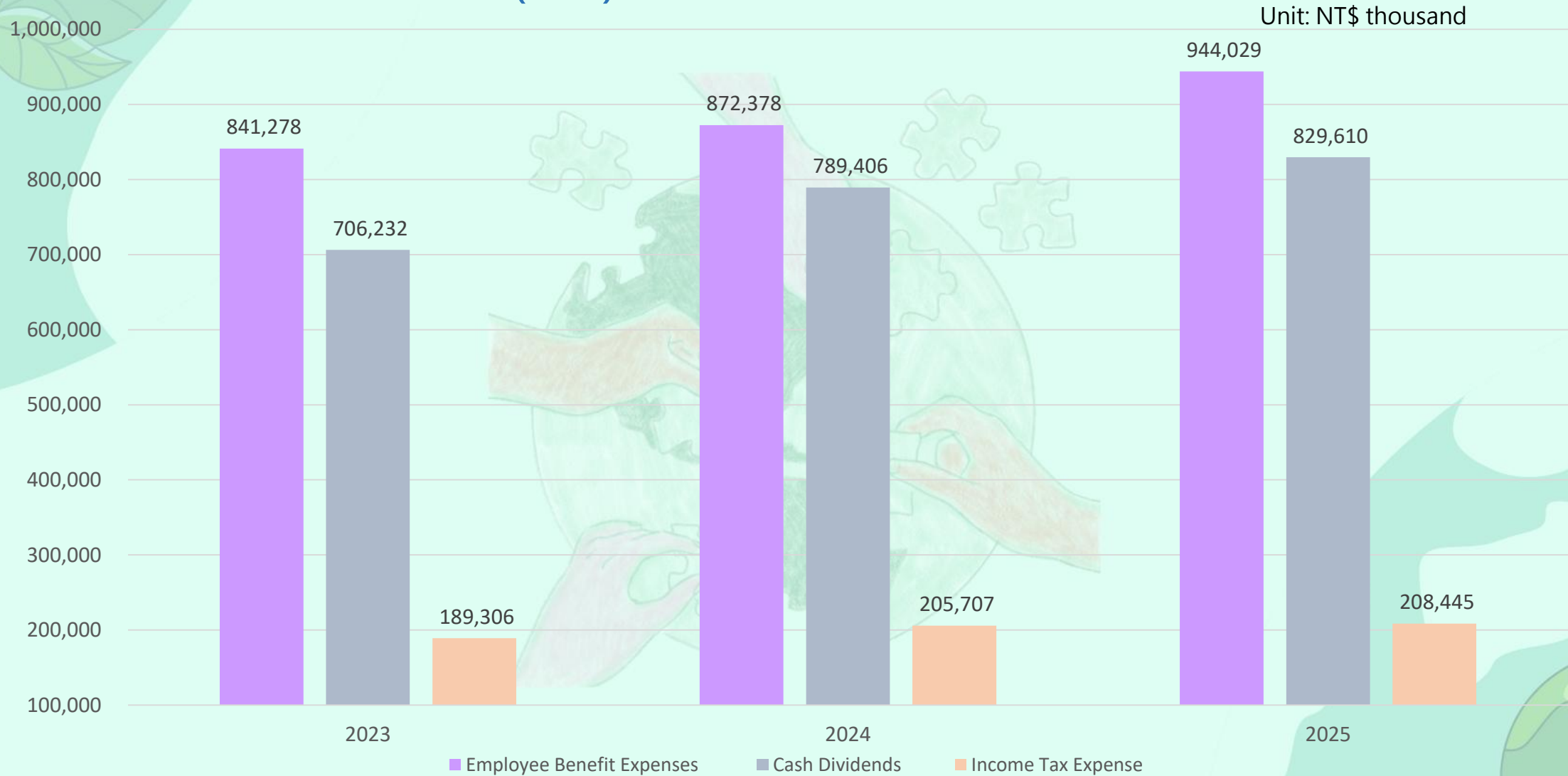
In 2025, the Company’ s annual consolidated revenue reached NT\$ 8.394 billion, with net profit after tax totaling NT\$ 851,292 thousand, and basic earnings per share (EPS) of NT\$ 8.00. The Company maintains ample self-owned capital and a robust financial structure. By utilizing assets efficiently to drive business operations, we continue to generate high returns on equity for our shareholders. Furthermore, the Company shares the fruits of its operating success with its employees. Based on annual profit performance, employee remuneration are distributed to reward outstanding performance and recognize their hard work and dedication.

Three-Year Financial Summary				
Unit: NT\$ thousand				
Analysis	Items	2023	2024	2025
Financial and Operational Highlights	Operating Revenue	7,270,862	7,536,746	8,394,371
	Operating Margin	1,786,367	1,885,273	2,039,817
	Operating Income	863,681	918,149	996,785
	Net Income	783,241	798,059	851,292
Economic Value Distributed (EVD)	Employee Benefit Expenses	841,278	872,378	944,029
	Cash Dividends	706,232	789,406	829,610
	Income Tax Expense	189,306	205,707	208,445
Profitability	Return on equity (%)	24.49	23.78	24.46

Note: Data prepared according to IFRSs and audited by Ernst & Young.



Economic Value Distributed (EVD)



Note: Data prepared according to IFRSs and audited by Ernst & Young.



G-2

Corporate governance

2-1 Governance Framework

2-2 Risk Management

2-3 Integrity governance and internal control system

2-4 Information Security and Customer privacy protection



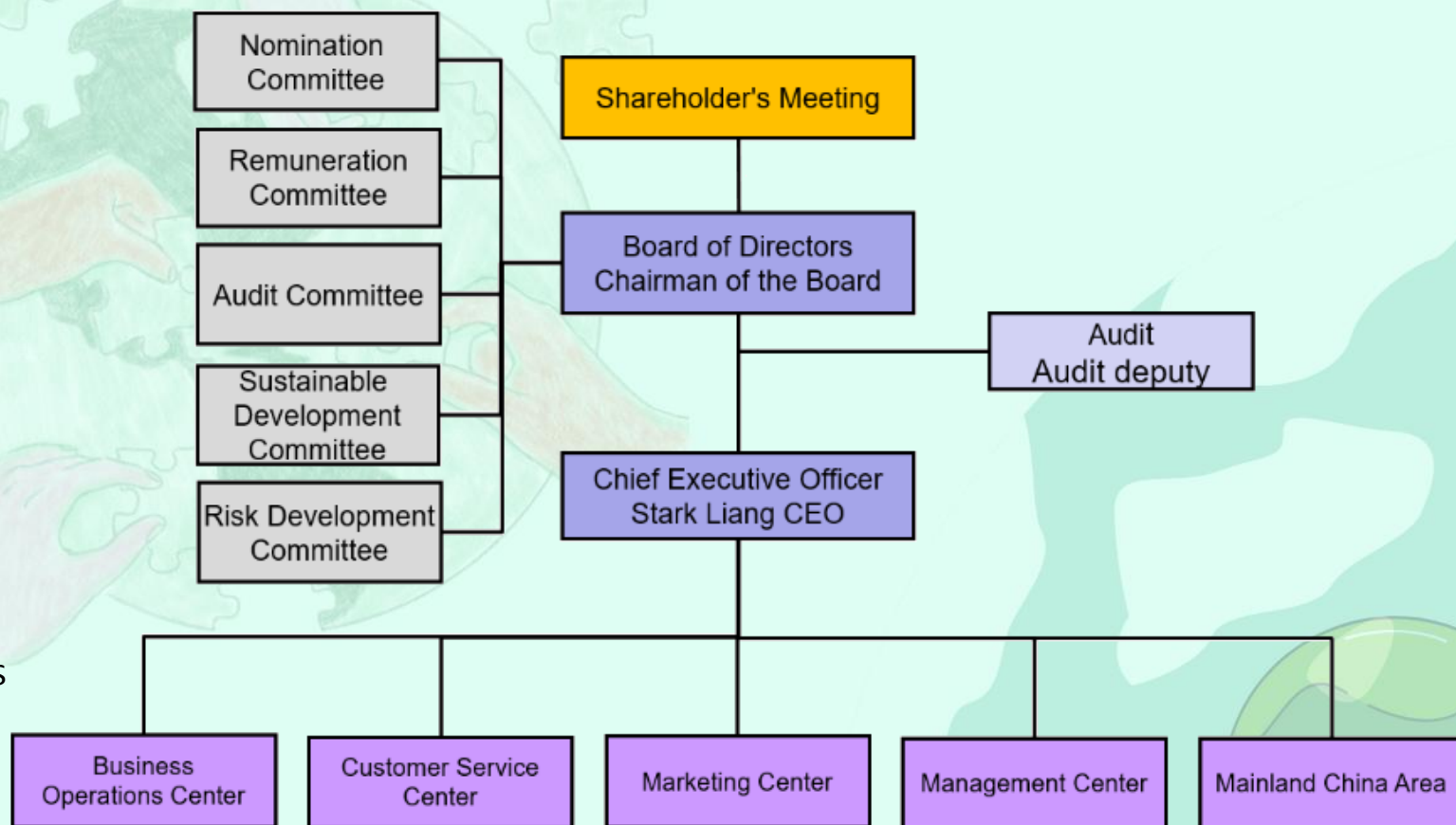


2-1 Governance Framework

GRI 2-9

Directed by the Board of Directors, the Company focuses on strategic growth while protecting shareholder equity and stakeholder interests. To ensure robust oversight and corporate governance, the Board is supported by five functional committees: Remuneration Committee, Audit Committee, Sustainable Development Committee, Risk Management Committee, and Nomination Committee.

Organizational Structure



Please visit official website for the Charters of the Board and Functional Committees.

[Investor Services>Corporate Governance>Major Internal Policies](#)



Board of Directors and Its Operations

GRI 2-9~13

GRI 2-15

GRI 2-16

GRI 2-17

GRI 405-1

The Board of Directors serves as the highest governance body. In addition to establishing and adhering to various regulations and policies based on relevant laws, regulations, and powers authorized by the Shareholders' Meeting, the Board is responsible for supervising execution results, resolving major matters, and guiding the management team. The Company adopts a candidate nomination system in accordance with the Articles of Incorporation, with members elected by vote at the Shareholders' Meeting. Upholding the Board Diversity Policy, the Company integrates external stakeholders' perspectives to achieve the ideal goals of corporate governance. The current (12th) Board of Directors was re-elected in May 2025, comprising 11 directors in total (including 4 independent directors), with a three-year term running from May 29, 2025, to May 28, 2028. The Chairman serves as both the chairperson of the Board and part of the senior management, with the rights and obligations to lead the Board in executing its primary responsibilities. These include overseeing corporate business performance, preventing conflicts of interest, and ensuring the Company's compliance with laws and regulations, while remaining accountable to the shareholders.

The Company has established the "Rules and Procedures for Meetings of the Board of Directors." According to Article 15 of these Rules: "If any director or a juristic person represented by a director is an interested party with respect to any agenda item, the director shall state the important aspects of the interested party relationship at the respective meeting. When the relationship is likely to prejudice the interests of the Company, the director may not participate in discussion or voting on that agenda item, and further, shall enter recusal during discussion and voting on that item and may not act as another director's proxy to exercise voting rights on that matter." Furthermore, if a director or manager engages in any behavior within the scope of the Company's business operations for themselves or on behalf of others, prior approval must be obtained via a resolution of the Shareholders' Meeting in accordance with the law. The Board of Directors meets quarterly, where directors collectively review business operations and key material events that may impact the Company's functioning. In the event of any negative incidents affecting stakeholders, the responsible unit must report the root cause and remediation measures to the Board.

- Please refer to pages 18-24 of the 2025 STI Annual Report for more details on the professional competencies and industry experience of our board members.
- Please refer to the [TWSE MOPS](#) for more details on "Continuing Education of Directors."
- Please visit official website "[Major Resolutions of Board Meetings](#)" for more details on the 2025 sustainability-related material matters reported to the Board.

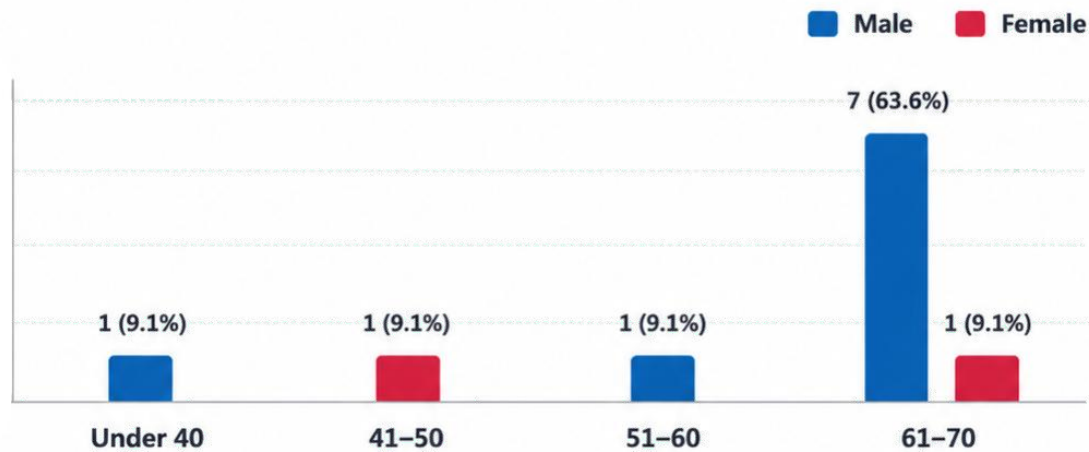




Board Diversity

In selecting and reviewing candidates for directors and independent directors, we take a comprehensive approach to Board diversity by considering education, experience, gender, independence, professional background, and nationality. Furthermore, we evaluate each candidate's ability to effectively fulfill their responsibilities upon joining the Board to maximize value for the Company.

Age and Gender Distribution



Board Gender Ratio Structure



Board Member Composition Ratio





Board Diversity

Director	Name	Nationality	Gender	STI employee	Tenure (years)			Age (years)			Diversity in professional and industry experiences										Functional Committees				
					< 3	3 – 9	> 9	<40	41-50	51-60	61-70	Operational Judgements	Finance & Accounting	Business Management	Crisis Handling	Industry Knowledge	International Perspective	Leadership & Strategic Decisions	Information Technology	Law	Professional Experience in Sustainability	Audit Committee	Remuneration Committee	Risk Management Committee	Sustainable Development Committee
Chairman	Liang, Hsiu-Chung	ROC	M	✓	—	—	✓	—	—	—	✓	✓	—	✓	✓	✓	✓	—	✓						✓
Director	Chu, Jui-Hua	ROC	F	—	—	✓	—	—	—	—	✓	✓	✓	✓	—	✓	✓	—	✓						✓
Director	Chen, Hsing-Chou	ROC	M	✓	—	—	✓	—	—	—	✓	✓	—	✓	✓	✓	✓	—	✓						
Director	Tseng, I-Shun	ROC	M	✓	—	—	✓	—	—	—	✓	✓	—	✓	✓	✓	✓	—	✓						
Director	Chen, Kuo-Hung	ROC	M	—	—	—	✓	—	—	—	✓	✓	✓	✓	✓	✓	✓	—	—						
Director	Liu, Hsien-Min	ROC	M	✓	—	—	✓	—	—	—	✓	✓	—	✓	✓	✓	✓	—	—						
Representative of Corporate Director	Tsai, Hua-Cheng	ROC	M	✓	—	✓	—	✓	—	—	—	✓	✓	✓	✓	—	✓	—	—						
Independent Director	Lu, Jui-Wen	ROC	M	—	—	✓	—	—	—	✓	—	✓	✓	✓	✓	✓	—	—	✓	✓ (Convener)	✓		✓		✓
Independent Director	Yu, Yung-Hung	ROC	M	—	—	✓	—	—	—	—	✓	✓	✓	✓	✓	✓	✓	—	✓	✓	✓	✓ (Convener)	✓ (Convener)	✓ (Convener)	✓ (Convener)
Independent Director	Tang, Ying-Hua	ROC	M	—	—	✓	—	—	—	—	✓	✓	✓	✓	✓	✓	✓	—	✓	✓	✓	✓ (Convener)			✓ (Convener)
Independent Director	Chu, Wei-Ling	ROC	F	—	✓	—	—	—	✓	—	—	✓	✓	✓	✓	✓	✓	—	✓	✓	✓	✓	✓		✓



Functional Committees

GRI 2-10

To strengthen corporate governance, the Company has established five functional committees under the Board: Audit, Remuneration, Risk Management, Sustainable Development, and Nomination. These committees oversee economic, environmental, and social matters and review major proposals to enhance Board decision-making. The operation status of functional committees under each board of directors is detailed in the table below. For detailed information, please refer to the company's [annual report](#).

Committee	Content	Number of meetings / actual attendance
Audit Committee	■ The Committee shall be composed of the entire number of independent directors, at least one of whom shall have accounting or financial expertise. ■ Supervise the proper presentation of the company's financial statements, the selection (or dismissal) of certified public accountants, and their independence and performance ■ Effective implementation of the company's internal control system, compliance with relevant laws and regulations, and management of existing or potential risks	A total of 5 meetings were held in 2025. Attendance Rate: 95%
Remuneration Committee	■ Supervise the performance evaluations of directors and managers, and formulate compensation policies, systems, standards, and structures ■ Regularly review the company's compensation policies and plans to ensure attracting, motivating, and retaining the required professionals	A total of 3 meetings were held in 2025. Attendance Rate: 91.67%
Risk Management Committee	■ Establish effective risk management mechanisms to prevent losses within a manageable range ■ Ensure the achievement of company strategic goals and sustainable corporate development	A total of 2 meetings were held in 2025. Attendance Rate: 83.33%
Sustainable Development Committee	■ Members assist the Board in continuously promoting policies and measures related to sustainable development and ensuring their implementation in company operations ■ Regularly review sustainability strategies and execution results to ensure the goals of sustainable management are realized	A total of 5 meetings were held in 2025. Attendance Rate: 93.33%
Nomination Committee	■ Establish standards for the diverse backgrounds and independence required of board members, including professional knowledge, skills, experience, and gender ■ Search, review, and nominate director candidates based on the above standards	A total of 2 meetings were held in 2025. Attendance Rate: 100%

Performance Evaluation of the Board & Functional Committees

GRI 2-18

The Company conducts annual performance evaluations in accordance with the "Rules for Performance Evaluation of Board of Directors and Functional Committees." Before the executing unit reports the evaluation results to the Board of Directors, the results shall first be submitted to the Nomination Committee for review and improvement, and subsequently approved by the Board of Directors. Annual Board evaluations include self-assessments of the Board, functional committees, and individual members. The evaluation frequency and independence strictly comply with governance principles to enhance Board functions.

The Company distributes internal Board self-evaluation questionnaires every December and reports the results at the first Board meeting of the following year. The 2025 evaluation results were submitted to the Board on February 26, 2026.



Note: Evaluated on a 5-point scale (Max score: 5).

Cycle	Once a year
Period	2025.01.01-2025.12.31
Scope	The Board, and individual members the Board and functional committees
Method	Internal Self-evaluation by the Chairman, each Board members and the Chairperson of the Functional Committees
Content	- Board of Directors: Level of participation in company operations, Improve the decision making quality of the board of directors, Composition and structure of the board of directors, Selection of directors and continuous education and Internal Control, comprising 45 items across 5 major categories, achieving a good score of 4.09. - Individual Members the Board: Understand the objectives and mission of the Company, Understand the directors' job responsibilities, Level of participation in company operations, Internal relationship management and communication, Professionalism and continuous education of directors and Internal Control, comprising 23 items across 6 major categories, score between 4.1–5.0 (Average: 4.7), rated as "Good." - Functional Committees: Level of participation in company operations, Understand the functional committee' s job responsibilities, Improve the decision making quality of functional committee, Composition of functional committees and selection of committee members and Internal control, across 5 major categories. The Audit Committee (22 items) scored 4.95 (Good); the Remuneration Committee (17 items) scored 4.93 (Good); the Risk Management Committee (17 items) scored 4.69 (Good); the Sustainable Development Committee (17 items) scored 4.78 (Good); and the Nomination Committee (17 items) achieved a perfect score of 5 (Excellent).
Results	For 2025, the overall evaluation results for the Board, individual members, and the five functional committees (Audit, Remuneration, Risk Management, Sustainable Development , and Nomination) were rated between "Good" and "Excellent." These results reflect a well-functioning Board that strictly adheres to corporate governance standards.



2-2 Risk management

GRI 2-23

GRI 2-24

TC-SI-550a.1,2



Risk Management Policy

The Company adheres to its commitment to corporate sustainability and defines various risks based on operational objectives and material issues. Establish an effective and institutionalized risk management mechanism to prevent possible losses within the acceptable risk range to protect the interests of stakeholders and ensure the achievement of strategic goals and the sustainable development of the enterprise.



Independence and professional composition

The Board of Directors has a Risk Management Committee with three members, more than half of whom are independent directors to ensure objective and professional decision-making °



approved by the highest governance unit

The Risk Management Committee's Charter and Risk Management Policies and Procedures are approved by the Board of Directors by formal resolution, and are implemented from top to bottom.



Responsibilities and standardized procedures

The Risk Management Committee is responsible for supervision and review, and is jointly implemented by the ESG Implementation Team and various business units °



Periodic Reporting Mechanism

The Risk Management Committee reports to the Board of Directors on the implementation and results of overall risk management operations at least once a year °



Joint enforcement mechanism

Risk Management Committee

It is subordinate to the board of directors and is responsible for overseeing mechanisms and reviewing major risk issues.

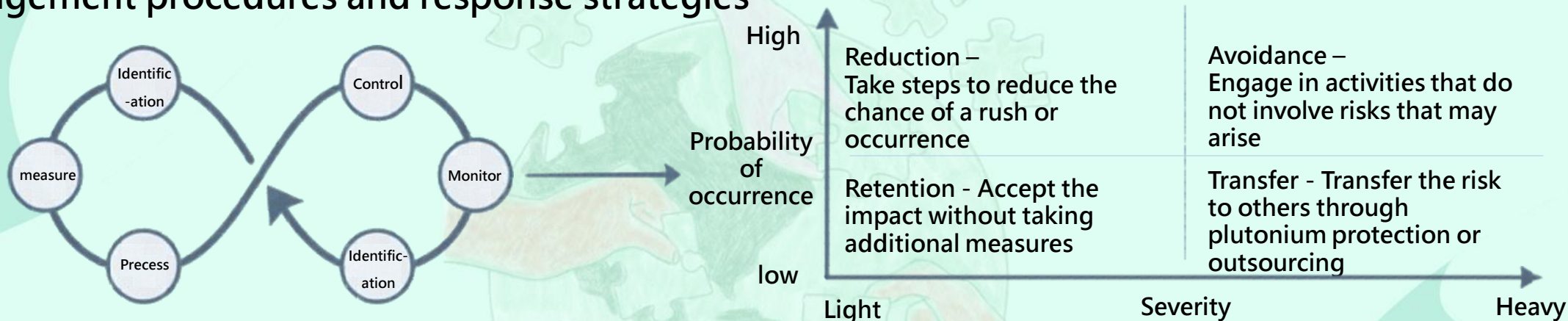
ESG Executive Team

Responsible for coordination, analyzing and monitoring risks, and ensuring effective implementation of procedures.

business units

Frontline identifies risks and takes protective control measures according to measurement standards.

Risk management procedures and response strategies



Implementation results



2025/2/27

Complete the annual overall risk management implementation results and report to the board of directors °



2 Mettings

In FY2025, a total of 2 Risk Management Committee meetings were held and complete records were kept.



ISO Cretificate

Acquisition ISO 27001 and ISO 27701 renewal certificate.



Social engineering drills

Completed the company's annual social engineering drill to strengthen internal protection against non-sexuality.



2-3 Integrity governance and internal control systems

Integrity in business philosophy

GRI 2-23

GRI 2-24

GRI 205-1

GRI 205-2

SDG 16

Core Philosophy

- Business Spirit: Integrity and honesty, steadiness and pragmatism
- Cornerstone of sustainability: Establishing fair and transparent governance mechanisms
- Ultimate goal: To earn the trust of customers, employees, shareholders, and the public

Business Standards

- Internal management: All employees strictly adhere to business ethics and laws from top to bottom
- Eliminate Behavior: Strictly adhere to rules and eliminate any improper behavior
- External requirements: Suppliers and business partners sign a "Integrity Commitment Letter"

Implementation of the system

- System Construction: Formulated the "Code of Integrity Management," "Code of Ethical Conduct," "Guidelines for Operating Practices and Conduct of Integrity," and "Employee Work Ethics, Anti-Corruption, Anti-Bribery, and Business Activity Guidelines."
- Practical Skills: Regular promotion and training to strengthen employee awareness and regularly report implementation status to the board

supervisory mechanism

- There is an independent internal and external reporting mechanism in place
- Stakeholders: Encourage internal and external personnel to expose suspicious behavior
- Core Objective: Ensure operational transparency and implement a supervisory system

Integrity management training, training, and reporting procedures

The Company upholds integrity, transparency, and accountability as core principles of corporate governance and sustainable operations. Comprehensive

Training: Regular training on business ethics, insider trading, intellectual property, and anti-corruption. Compliance

Awareness: Strengthening employees' and managers' understanding of laws and internal policies to reduce legal and operational risks. Professional

Audit Mechanism: Internal audits are conducted to ensure effective implementation of policies and procedures.

2025 Education and Training Achievements

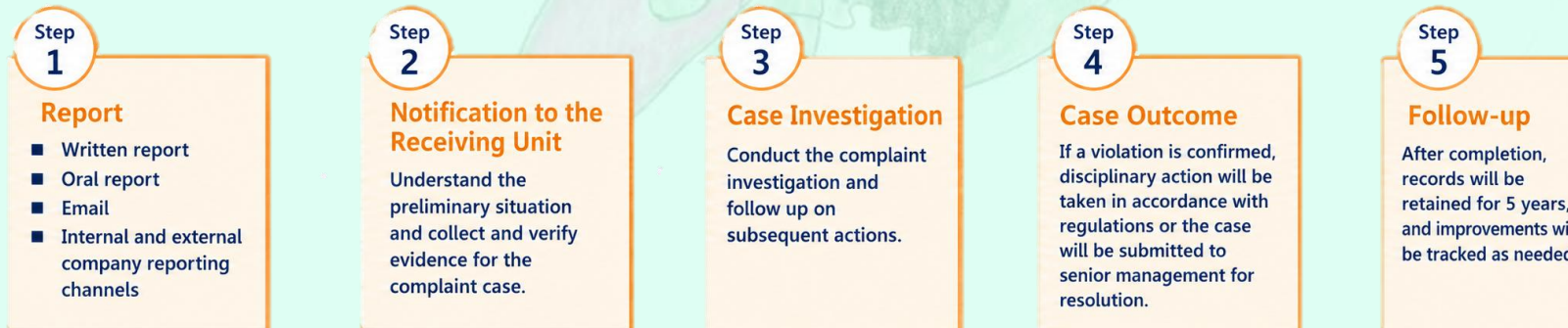
Training Participants	Training Completions	Training Completion Rate
Employees	657 person-times	
Directors, Supervisors, and Managers	38 person-times	
Total	695 person-times	



Internal communication letter for integrity in business practices

A total of ⁴~~4~~ emails will be sent in 2025

Company whistleblowing, complaint, and reporting process





Legal Compliance and Internal Control

The Company is steadfast in its commitment to regulatory compliance and integrity-based governance. Throughout 2025, we continued to conduct regular internal advocacy and education programs centered on core issues, including ethical management, the prevention of insider trading, and intellectual property protection, to enhance the legal literacy of all employees. Simultaneously, our Internal Audit Office performs periodic compliance audits to ensure that all operational activities strictly adhere to external regulations and internal corporate policies, thereby establishing a robust risk protection network.

Furthermore, the Company provides diverse, accessible, and strictly protected grievance and whistleblowing channels, encouraging employees to report any conduct that violates integrity or ethical standards in a timely manner. The Audit Department applies the highest level of confidentiality to all reported cases. In 2025, the Company recorded zero reported violations, maintaining an unblemished record of ethical management.



Whistleblowing Channels

 whistle@sti.com.tw

 03-5421213



GRI 2-25

GRI 2-26

GRI 2-27

GRI 205-3

GRIEVANCE SYSTEM & PERFORMANCE



TRANSPARENT AND HIGHLY
PROTECTED MULTI-GRIEVANCE
& WHISTLEBLOWER SYSTEM



AUDIT DEPARTMENT
IMPLEMENTS HIGHEST LEVEL
OF CONFIDENTIALITY
MEASURES

2025 ANNUAL
MISCONDUCT REPORTS
0 CASES 



Legal Compliance and Internal Control

The Company maintains an independent Internal Audit Department under the Board of Directors. The appointment and dismissal of audit personnel are approved by the Board and Audit Committee to ensure governance objectivity.

Regarding sustainability, we implement the "Internal Control System for Sustainability Information Management," prioritizing GHG inventory and ESG data accuracy in our annual audits. We also integrate ISO 27001 (Information Security) and ISO 27701 (Privacy Information) into our internal controls to strengthen cybersecurity.

The 2025 audit results confirm our internal control system is robust and effective in safeguarding sustainable operations. With no material weaknesses identified, we demonstrate a strong commitment to legal compliance and rigorous governance.

GRI 2-25

GRI 2-26

GRI 2-27

GRI 205-3



Participate in external organization advocacy actions

GRI 2-28

Stark Technology actively participates in various domestic and international organizations, integrating and sharing information through cross-organizational exchange and cooperation, and expands business scope and enhances business opportunities through collective strength. Since 2019, the company has participated in responding to climate change questionnaires for the CDP (Carbon Disclosure Project) and is expected to receive a D rating in 2025.

Currently, it is still in the information disclosure stage. Looking ahead, Stark will continue to improve, advancing toward sustainable environments and net-zero carbon reduction goals, demonstrating the company's commitment and actions on global sustainability issues.





2-4 Information Security and Customer Privacy Protection

GRI 2-23

GRI 2-24

GRI 418-1

TC-SI-220

TC-SI-230

In order to maintain information security and personal data management, and to strengthen the confidentiality, integrity, and availability of its information assets, STI has established an information security policy that complies with relevant laws and regulations. This policy aims to protect against intentional or accidental threats from both internal and external sources, while considering the business needs of the company. Based on this information security policy, various control measures are constructed and effectively implemented to achieve the objectives set forth by the policy. In 2025, there were no incidents of customer privacy violations or loss of customer data. A total of 16 information security audits were conducted in 2025 to ensure information security and confidentiality protection.

Since June 28, 2020, STI has successfully obtained the ISO/IEC 27001:2013 (UKAS) ISO27001 certification. On August 8, 2024, STI completed the transition certification process for ISO/IEC 27001:2022 (UKAS) and CNS 27001:2023 (TAF). The current certificate is valid from August 8, 2024, to June 28, 2026. Additionally, on August 8, 2024, STI completed the certification process for ISO/IEC 27701:2019 (ANAB), with the certificate valid from August 8, 2024, to June 28, 2026.

To ensure the responsibility for information security and personal data management systems, implement information security policies, and comply with the control objectives of ISO 27001 and ISO 27701, STI has established a dedicated Information Security Management Promotion Team. This team is responsible for promoting internal information security and personal data management within the company, reviewing information security policies, assigning security responsibilities, and coordinating the implementation of various information security and personal data protection measures. Additionally, it establishes communication channels with external experts in information security and personal data fields to facilitate the handling of security incidents and consultation of expert opinions.



Information Security Management Promotion Team

The Information Security Management Promotion Team is composed of relevant supervisors and colleagues within the company. It is responsible for the planning and implementation of the company's information security and personal data management systems. The team holds regular annual information security management meetings, appoints a Chief Information Security Officer who also serves as the convener, and establishes the following subgroups:



- **Information Security Management Team:** Responsible for planning and executing various information security and personal data control operations.
- **Emergency Response Team:** Responsible for emergency response handling and subsequent recovery operations when major information security or personal data incidents occur.
- **Document Control Team:** Responsible for managing version control, notification, and issuance of policy documents, as well as access control of related documents/records.
- **Internal Audit Team:** Formulates and conducts information security management audits, writes reports, and follows up on corrective actions for identified deficiencies.

Information Security Policy Objectives

- **Operational Continuity:** Ensure the continuous operation of the company's business and the stable provision of various services.
- **Information Security:** Maintain the confidentiality, integrity, and availability of the company's information assets, and protect personal data security.
- **Legal Compliance:** Ensure that the company's business complies with relevant laws and regulatory requirements.

Control Measures

- **System Protection:** Build a multi-layered security protection system.
- **Cybersecurity Monitoring:** Monitor endpoint security, provide real-time alerts, and follow-up tracking.
- **Incident Handling:** Establish a cybersecurity incident emergency response team and related procedures.
- **Security Testing:** Conduct regular annual vulnerability scans and apply vulnerability patches and updates.
- **Regular Audits:** Audit system management and various security regulations to ensure compliance with company requirements and continuous improvement.
- **Education and Training:** Enhance employees' cybersecurity awareness and professional capabilities.





S-3 Friendly Workplace

- 3-1 Human Rights Protection
- 3-2 A Diverse and Inclusive Workplace
- 3-3 Talent Attraction and Retention
- 3-4 Career Development and Training
- 3-5 Occupational Safety and Health Promotion



3-1 Human rights protection

GRI 2-23

GRI 2-24

GRI 2-25

GRI 2-26

SDGs

Human rights policy

Our company supports and complies with internationally recognized human rights conventions, requiring suppliers and partners to ensure that their operations do not violate fundamental human rights, so that both internal and external members are treated fairly and with dignity. The company has established its Human Rights Policy and Human Rights Statement, which apply to Stark Technology Technology and its affiliates, adhere to the same standards, expectations, and require suppliers and partners to comply with the spirit and fundamental principles of this policy.

Stark Technology Human Rights Policy

- ※ Comply with local labor and environmental regulations and provide reasonable working conditions.
- ※ Comply with local minimum age regulations and prohibit child labor.
- ※ Provide a fair and inclusive work environment that respects and embraces employees from different backgrounds, cultures, genders, races, ages, religions, and other characteristics.
- ※ Respect employees' right to free association and provide smooth channels for labor-management communication.
- ※ Provide a safe workplace environment to protect employees' physical and mental health.
- ※ Establish a comprehensive personal data protection management system to ensure the privacy of employees and customers' personal data.
- ※ Advocate for equality and prohibit discriminatory behavior

HUMANS
ALL THE SAME

Human rights risks and due diligence processes

GRI 2-23

GRI 2-24

GRI 2-25

GRI 2-26

SDGs

Since 2020, Stark has initiated a human rights due diligence process, incorporating it into one of the key methods for promoting sustainable management. It conducts due diligence once a year to review management performance on human rights issues, develop improvement plans, and publicly disclose due diligence reports.

Human rights due diligence process





Human rights risks and due diligence processes

Stark Technology Human Rights Risks and Mitigation Implementation Plan

Human rights issues	Management actions	Risk assessment	Improvement and mitigation implementation plans	Improving results in 2024	Improving effectiveness by 2025
Implementing workplace diversity	Understand employees' attitudes toward discrimination and unfair treatment, and confirm their awareness of complaint and communication channels to protect employee rights and create an equal and friendly workplace.	Medium risk	Promote anti-discrimination and fair treatment principles Establish grievance channels and regularly review the handling status.	100% achieved	A report will be submitted to the committee/board of directors in the third quarter of 2026 and published on the company's official website
Gender equality	Confirm employees' awareness of sexual harassment prevention policies and complaint channels, and strengthen awareness and training to reduce workplace unlawful infringement risks.	Medium risk	Periodic promotion of sexual harassment prevention policies and complaint procedures. Conduct irregular training sessions for new and existing employees and implement practical case complaint handling.		
Occupational safety and health	Whether employees understand whether the company implements occupational safety and health management operations and processes in accordance with relevant laws and internal regulations	Medium risk	Conduct hazard identification and safety inspections Occupational safety and health education and training Implement occupational injury reporting procedures and follow-up analysis		
Privacy protection	Are employees aware of the company's information security policies, management regulations, and related operational guidelines? They have established information security incident response and reporting procedures. Through advocacy, training, and internal management mechanisms, they ensure employees comply with information security requirements, reduce the risks of data leaks and security incidents, and protect the data security of the company, customers, and stakeholders.	Medium risk	Organize information security promotion and training Cybersecurity permission control Clearly establish information security incident reporting, handling, and improvement tracking Rules for the use of email, cloud, and information devices		

Note: Supplier human rights due diligence will be scheduled for 2026 to conduct questionnaire analysis and disclosure. For more detailed information, please refer to the company website: "Stark Technology Human Rights Risk Identification and Due Diligence."



3-2 A diverse and inclusive workplace

The diversity of talent is the driving force behind Stark's innovation. We respect the unique background of every colleague, regardless of ethnicity, beliefs, disabilities, or gender orientation, ensuring equal career opportunities. Stark Technology is committed to providing a dignified working environment.

Workforce structure and diverse distribution

GRI 2-7

GRI 2-8

GRI 405-1

SASB TC-SI-330

Stark Technology Group includes its parent company Stark Technology Technology and subsidiary Stark Technology Information. By the end of 2025, the group's workforce structure will total 719 employees. In terms of gender structure, there are 495 men (68.8% of all staff) and 224 women (31.2% of all staff).

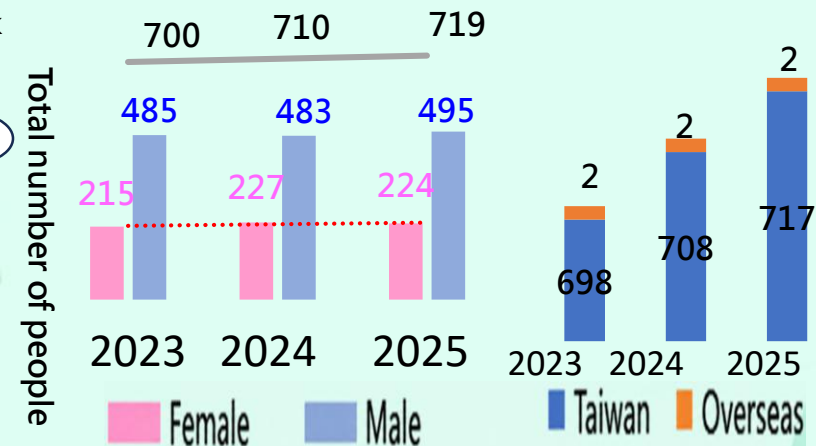
The Group is mainly composed of employees on indefinite contracts, totaling 684 people (95.1% of all employees), including 461 men and 223 women; There are 35 employees on fixed-term contracts, with 34 men and 1 woman respectively. By work location, most employees are located in Taiwan, totaling 717 (99.7% of all staff), while 2 are from overseas regions (0.3% of all staff).

Employment Type Statistics (by Gender, Region)

Types of contracts	Gender			Region		
	Female	Male	Total	Taiwan	Overseas	Itotal
Open-ended contract	223	461	684	682	2	684
fixed-term contract	1	34	35	35	0	35
Total	224	495	719	717	2	719

Types of working hours	Gender			Region		
	Female	Male	Total	Taiwan	Overseas	Tortal
Full-time employees	224	466	690	688	2	690
Part-time staff	0	29	29	29	0	29
Total	224	495	719	717	2	719

Statistics on the Distribution of All Group Employees Over the Past Three Years (by Gender and Region)



Note: The total number of people in the group includes the parent company Stark Technology Technology and the subsidiary Stark Technology Information. The number of employees counted each year refers to those still employed by the end of that year.

Statistics on body proportion (by gender, age)

Category	item	Gender proportion (%)		Age proportion (%)			The number of people In total (person)	The proportion of total employees (%)
		Female	Male	Under 30 years old	30-50 years old	Over 50 years old		
Management level	Senior executives	0.3%	1.2%	0.0%	0.0%	1.5%	11	1.5%
	Middle manager	5.0%	17.0%	0.0%	8.1%	13.9%	158	22.0%
non-management		25.9%	50.6%	11.5%	45.9%	19.1%	550	76.5%
Total Proportion (%)		31.2%	68.8%	11.5%	54.0%	34.5%	719	100.0%

Note: Employees are classified by management roles, divided into 11 senior executives, 158 middle managers, and 550 non-managerial staff. Senior executives include group managers and chairpersons; Mid-level managers include division and ministerial managers, with two overseas staff being senior and mid-level managers.

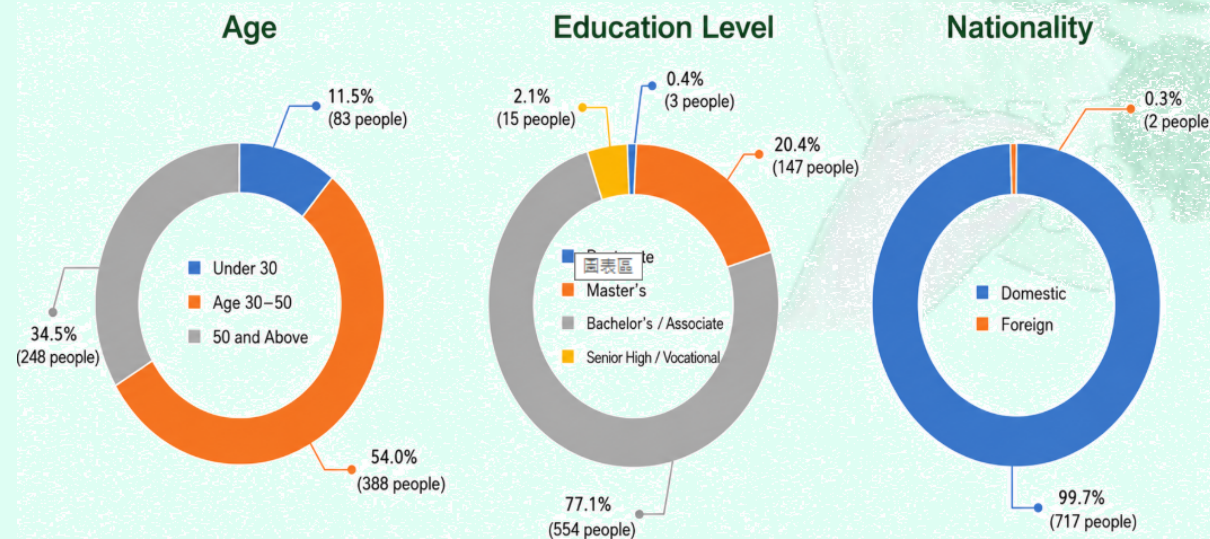
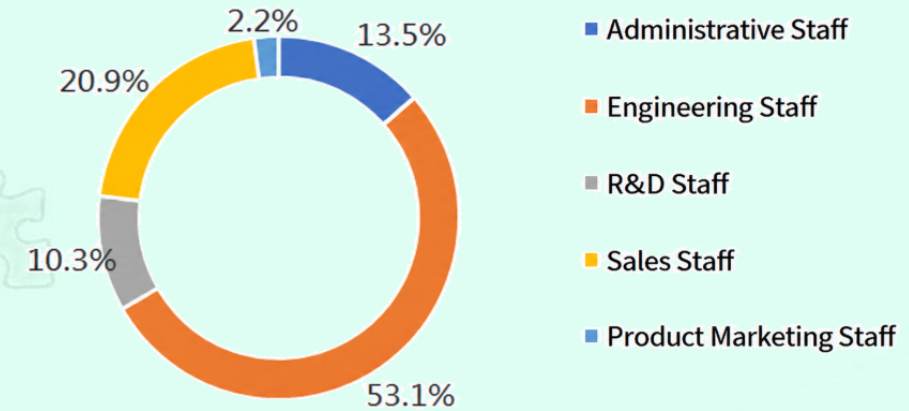


Statistics on the distribution of all employees (by age, education level, nationality, position, and specific minority groups)

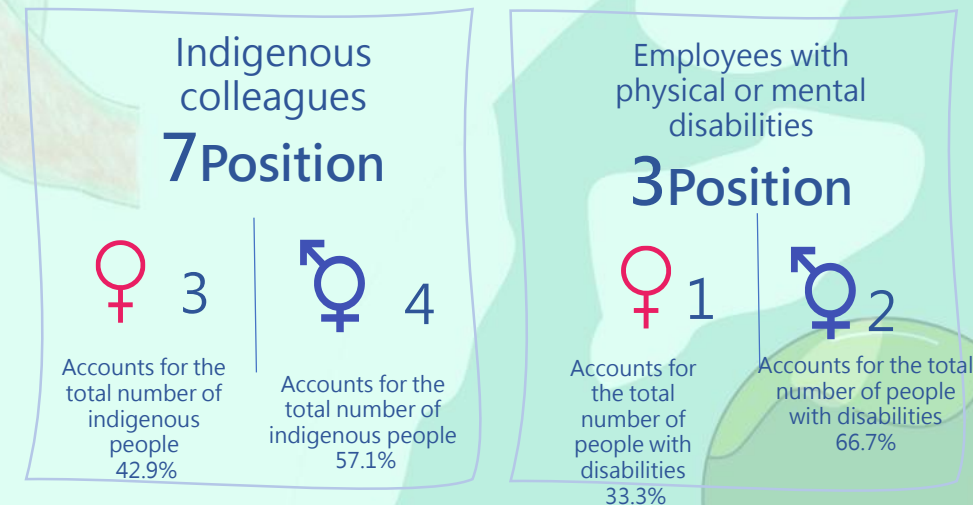
All employees are distributed by age, with the 30-50 age group being the main workforce, totaling 388 people (accounting for 54%); There were 248 people aged 50 and above (34.5%), and 83 people under 30 (11.5%). In terms of educational structure, the vast majority of employees hold at least a college degree, totaling 704 people (97.9% of the total workforce), of whom 150 hold master's or doctoral degrees (20.9%). By nationality, the company mainly employs Taiwanese nationals, totaling 717 employees (99.7%), while 2 employees are foreign nationals (0.3%). By job classification, engineering personnel account for the highest proportion, accounting for 53.1% of all employees; Next are sales staff at 20.9%, administrative staff at 13.5%, and R&D staff at 10.3%.

To create a diverse and inclusive friendly workplace, Stark Technology Group hired a total of 10 people from specific minority groups, including 7 indigenous and 3 employees with disabilities, continuously advancing toward implementing inclusive employment.

Job Function



Specific minority groups





New hires and departing employees

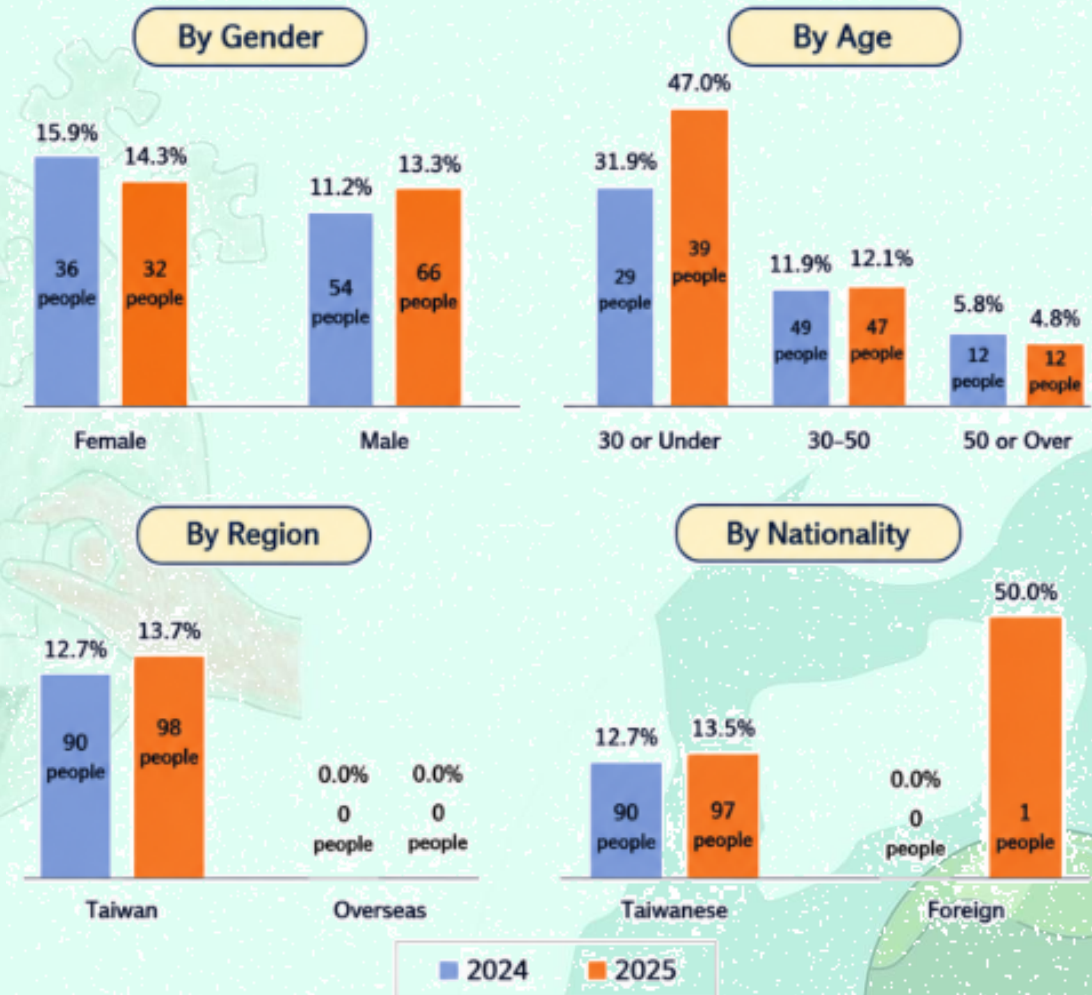
GRI 401-1

New employee statistics

Annual recruitment overview: 98 new hires in 2025 (13.7% of total staff), 90 new hires in 2024 (12.7% of total staff), and 0.9% growth in 2025 compared to 2024. By gender analysis, in 2025, there will be 32 new female employees (14.3% of all females), and 66 new male employees (13.3% of all males). In 2024, there will be 36 new female employees (15.9%), and 54 new male employees (11.2% of all males). Due to the industrial nature of Stark Technology Group, the company has relatively more male employees, with a higher proportion of male new employees. By age analysis, in 2025, there will be 39 new employees under 30 (the rate for this category is 47.0%), and in 2024, 29 will be for those under 30 (the rate for this category is 31.9%). By region and nationality, among the new employees in 2025, there will be one foreign national working in Taiwan, while in 2024, all new employees will be local nationals working in Taiwan.

- In-depth analysis of key groups: Analyzing the age group under 30, the number of new employees in 2025 will be 39, with a new hire rate of 47.0%, significantly higher than the turnover rate of 36.1%, indicating the company's effective recruitment and retention policies for younger employees. In 2025 and 2024, new employees aged 30-50 will account for nearly half of the total new hires, continuously injecting and extending mid-level technical and management experience.

2024-2025 New Hire Composition (by Gender, Age, Region, and Nationality)

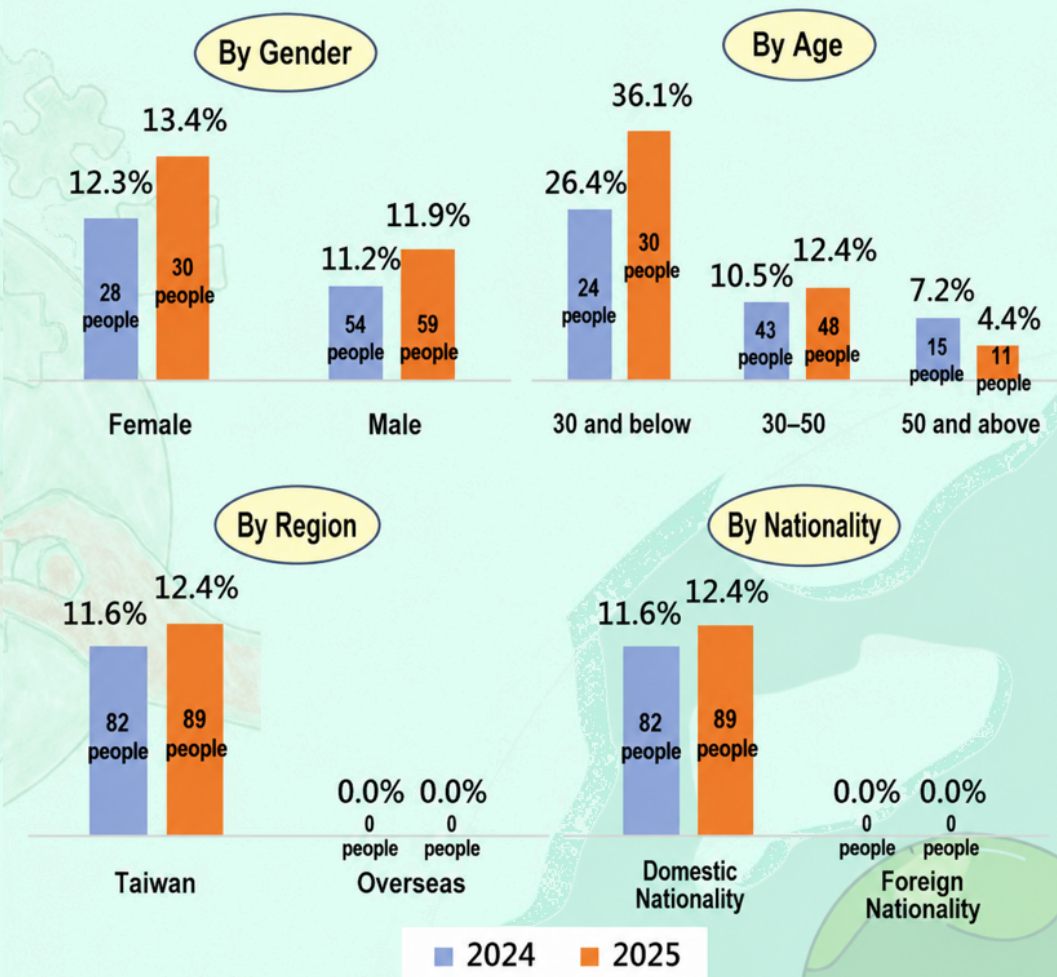


Note: The percentages are calculated based on the total number of new hires each year.
(Total new hires = number of new hires by gender / age / region / nationality)

Statistics of departing employees

- Annual turnover overview: 89 employees will leave in 2025 (12.4% of all staff), 82 will leave in 2024 (11.5%), and the overall turnover rate in 2025 will slightly increase by 0.9% compared to 2024. By gender, in 2025, 30 female employees will resign (13.4% of all females), while 59 male employees will resign (11.9% of all males). In 2025, compared to 2024, there will be 2 more female employees and 5 more male employees. Due to the industrial nature of Stark Technology Group, the company has relatively more male employees, resulting in a higher male turnover rate.
- In-depth analysis of key groups: Analyzed by the age group under 30, the number of employees leaving in 2025 is expected to be 30 (this category has a turnover rate of 36.1%), and in 2024, 24 employees will leave (this category has a turnover rate of 26.4%). In 2025, this is a 9.7% increase compared to 2024. Due to the rapid development of the economy, industry, and information technology in recent years, young people are willing to take on diverse career opportunities externally. Therefore, retaining talent from this group has become a continuous focus for the company. This is to strengthen talent retention rates. Based on the analysis of the mid-level employees aged 30-50, the number of employees leaving in 2025 is expected to be 48 (with a turnover rate of 12.4%), 43 in 2024 (a turnover rate of 10.5%), and 1.9% higher in 2025 compared to 2024. Among the resignations of this group are transfers between groups, providing employees with opportunities for diverse internal growth.

Employee Turnover Rate in 2024-2025 (by Gender, Age, Region and Nationality)



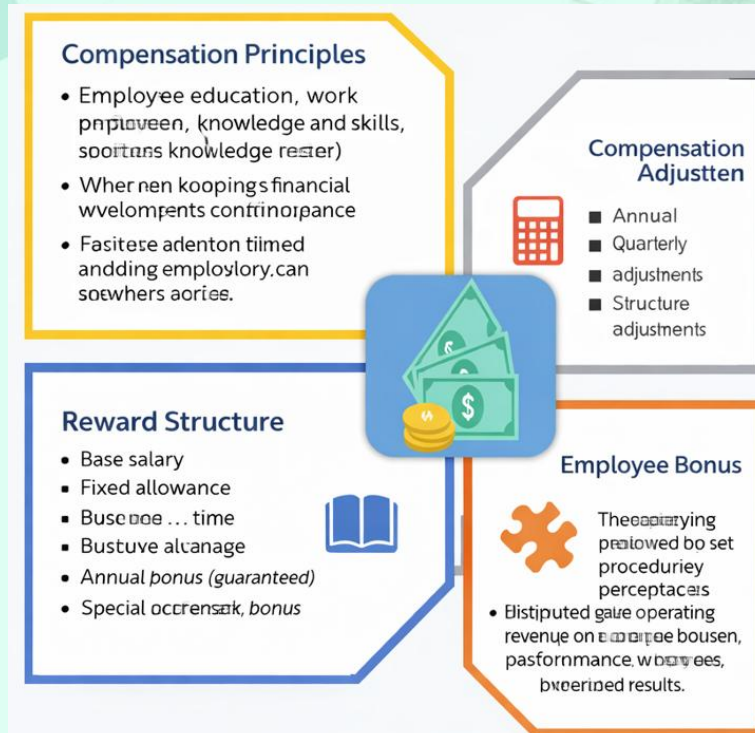
Note: The turnover rate (%) is calculated based on the "total number of people who left during the year ÷ total number of people at the end of the year".



3-3 Talent Attraction and Retention

Salary and rewards

The compensation policy for directors and managers is based on the company's articles of incorporation and approved by the Compensation Committee and Board of Directors, and is legally submitted to the annual shareholders' meeting report. Managerial compensation includes salary and bonuses. The compensation paid to each manager is determined by the Compensation Committee based on their education and experience, the responsibilities of the position, personal performance, contribution to overall company operations, company business performance, and ESG-related performance evaluations, with reference to industry standards. For detailed remuneration details, please refer to the information on "Most Recent Year Remuneration for Directors, General Managers, and Vice General Managers" in the annual report.



Statistics on welfare expenses for full-time employees not holding supervisory positions

Unit: NT\$ thousands

Evaluation Indicators	2024 fartess	2035 fartess
 Number of Employees	575 +	592 ^
 Average Salary	1,065 +	1,096 +
 Median Salary	973 +	1,006 ^
	+2.96%	+2.91%
		+3.39%

Explanation:

1. Disclose information on non-supervisory, full-time employees who have been employed at the parent company for more than six months
2. The above information is identical to the Market Observation Post System data.

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

Information related to parental leave and reinstatement

GRI 401-3

Stark Technology values employees' development needs at every stage and, in accordance with the Gender Equality in Employment Act, implements comprehensive parental leave without pay policies. It provides employees with substantial care and support, including arrangements for unpaid leave, career rescheduling, or transfers, enabling employees with parental needs to balance family and work and lead a fulfilling life. The company also has a nursing room for postpartum employees. The reinstatement rates for 2024 and 2025 are 100% and 60%, respectively, with a retention rate of 100%.



Year	2024			2025		
Item / Gender	Male	Female	Total	Male	Female	Total
Total Number of Employees with Parental Leave Taken This Year (A) (Number of employees who applied for maternity/paternity leave)	33	13	46	31	15	46
Number of Employees with Maternity Leave Taken This Year (B)	0	3	3	1	3	4
Number of Employees with Paternity Leave Taken This Year (C)	0	3	3	1	4	5
Number of Employees with Parental Leave Taken This Year (D)	0	3	3	0	3	3
Number of Employees who Took Maternity Leave in the Previous Year (E)	0	2	2	0	3	3
Number of Employees Who Returned to Work within One Year After Maternity Leave in the Previous Year (F)	0	2	2	0	3	3
Application Rate (B/A)	0%	23%	7%	3%	20%	9%
Return to Work Rate (D/C)	-	100%	100%	0%	75%	60%
Retention Rate (F/E)	100%			100%		

Note:
 (A) Employees whose parental leave eligibility in 2025 is between 2022/1/1 and 2025/12/31 and who apply for maternity and paternity leave in 2025 are "eligible" for parental leave leave.
 (B) Meet the parental leave leave eligibility and actually use the leave within the year.



Employee retirement protection

GRI 201-3

GRI401-2

To protect employee welfare, Stark Technology Technology has established systems such as the Labor Retirement Reserve Supervision Committee and the Employee Welfare Committee to ensure comprehensive benefits.



Labor Retirement Reserve Supervisory Committee

Since March 1998, Stark has been subject to the Labor Standards Act, which has retirement regulations based on the Act and the Labor Pension Act. Employees who joined on or before June 30, 2005, are entitled to the old system pension years. Under the old system, retirement funds were set aside at 2% of the total salary of each person with years of service under the old system. The retirement reserve fund is managed by the Labor Retirement Reserve Supervisory Committee, which regularly convenes committee members to review pension contributions and usage. Currently, the reserve fund is sufficient to meet the retirement needs of relevant employees.

The Labor Pension Act has been in effect since July 1, 2005, and adopts a defined contribution system. Under the new retirement system, each eligible recipient will contribute no less than 6% of their salary per month into the Employee Individual Retirement Fund.



Employee Welfare Committee

Welfare funds are allocated according to law, coordinated by the welfare committee for promotion, responsible for organizing sports meets, employee trips, and other activities, and distributing birthday and holiday bonuses. Helping employees balance work and physical and mental relaxation. To care for employees and their families, additional subsidies for funerals and celebrations are provided.





Welfare policies and creating a healthy workplace environment





3-4 Career development and training

Talent Development Quality Management System

Stark is people-oriented, continuously deepening its investment and commitment to talent development and cultivation. To provide better training environments and opportunities to continuously improve overall talent quality and competitiveness, Stark Technology introduced the Taiwan TrainQuali System (TTQS) and won the bronze medal.



GRI 404-2

Training performance and results

GRI 404-1

GRI 404-2

In 2025, Stark will hold internal training courses with a total of 1,009 participants, totaling 3,717 training hours, and 183 external training participants, totaling 2,845 hours. The main training categories are general knowledge, professional competency, and management competency courses. The number of male and female trainees and average hours are shown in the table below; Additionally, in 2025, the company obtained 114 professional certifications covering system integration, network cybersecurity, cloud services, and storage, demonstrating solid professional service capabilities and technical expertise.

Training for both internal and external company employees		
Gender	Average Training Hours (hours)	Total trainees (A)
Male	5.51	953
Female	5.49	239
Total	6,562(B)	1,192

Professional/General Education Competency Category External Training			
Gender	Average Training Hours (hours)	Total number of trainees	
		Professionalism	General Education
Male	15.69	73	72
Female	14.97	19	19
Total	2,845	183	

Employee Job Category: External Training (including Exam)		
By job	Average Training Hours (hours)	Total number of trainees
business	21.5	2
Engineer	15.7	160
Administration	13.5	21
Total	2,845	183

註：員工平均訓練時數(C)= 總訓練時數(B) / 受訓總人次(A)



3-5 Occupational Safety and Health Promotion

Workplace health and safety policies

GRI 2-23

Providing a safe and healthy working environment is a fundamental requirement of corporate social responsibility. In addition to statutory labor and health insurance, employees are also insured with group insurance and overseas travel insurance. Additionally, free health checkups are provided, activity funding subsidies are provided to encourage the formation of clubs, and leisure health activity information and health-related events are held from time to time. By investing practical policies and resources, we realize the company's commitment to and care for the health and safety of our employees.

Occupational Safety and Health Management System

GRI 2-24

GRI 403-1

To enhance worker health and safety, Stark Technology has formulated occupational safety and health policies and related management measures in accordance with current occupational safety laws and reference guidelines for safety and health management systems. In terms of management systems, Stark Technology operates continuously according to the "Occupational Safety and Health Management Measures" and the "Safety and Health Work Code," adopting a PDCA process to continuously organize occupational safety and health management, complete personnel reporting, and file safety and health work rules for record. Conduct annual risk assessments and hazard identification across all internal units of the company, and establish a risk management team consisting of representatives from various departments. Representatives from each department received training in hazard identification and risk assessment. After identifying and assessing unacceptable risks, they set improvement goals, implemented improvement plans, and conducted internal audits.

Safety and health
policy

Note: The above safety and health personnel reporting and safety and health work regulations apply to all Stark Technology Technology offices and subsidiaries

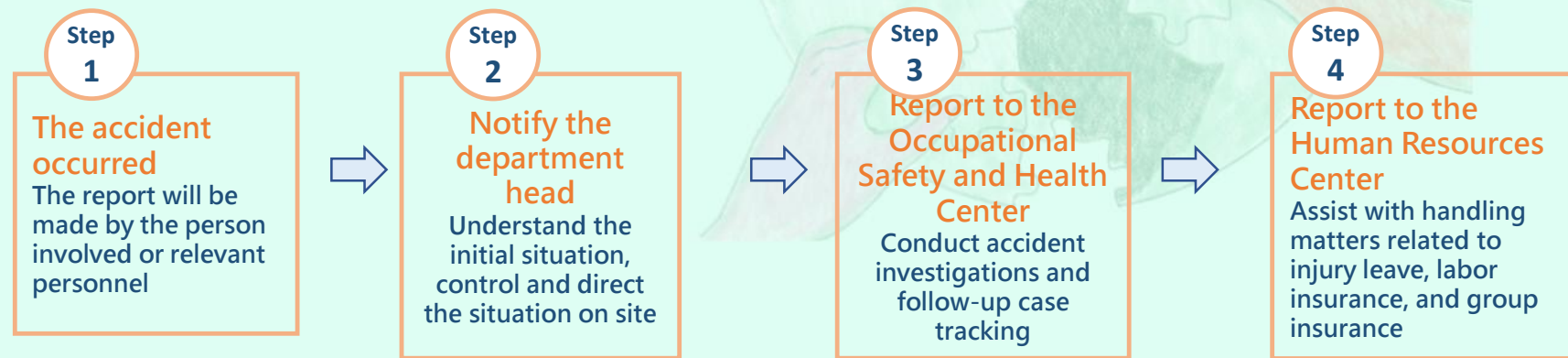


Hazard identification, risk assessment, and accident investigation

GRI 403-2

Stark has established internal accident management procedures. In the event of a workplace injury or an emergency that directly endangers personal safety (such as a fire, earthquake, commuting, etc.), workers can immediately report to their supervisor. In urgent cases, workers have the right to stop operations or evacuate the workplace after taking appropriate emergency measures. When an injury or death occurs, the relevant occupational safety and safety authorities are notified according to relevant laws and regulations, and relevant occupational accident reporting and investigation and analysis forms are completed. The Occupational Safety and Health Center evaluates the corresponding risks/opportunities and reviews the effectiveness of control management, in order to formulate (revise) relevant policies and objectives to continuously improve the performance of occupational safety and health management. Stark Technology has established the 'Emergency Response Management Procedures' to regulate accident investigation and prevention,

Reporting and investigation procedures



Accident investigation process

1. Develop improvement strategies based on the reasons analyzed
2. Implement relevant improvement measures
3. Regularly audit the effectiveness of improvement measures



Manage process procedures

GRI 403-2

P Identify risks and develop management strategies

Conduct occupational safety and health risk identification and hazard assessments for company operations and work environments, consolidate major issues, and formulate annual management plans and improvement goals accordingly.

C Check execution effectiveness and audit reviews

Through regular self-audits, on-site inspections, and management reviews, review the execution status of various management measures and operations, confirm compliance with project objectives and regulatory requirements, and record issues and suggestions for improvement.

P Promote management measures and training

Implement various occupational safety and health management measures according to the annual plan, and organize related training and promotional activities to enhance employees' safety awareness and response capabilities.

A Improvement and continuous improvement

Based on the results of audits and effectiveness reviews, necessary improvements and resource adjustments are made to strengthen management mechanisms, and experience feedback is incorporated into risk assessment and plan formulation for the following year.

Occupational Safety and Health Organization

GRI 403-4

Stark has established the "Occupational Safety and Health Center," responsible for drafting, planning, promoting, and supervising safety and health management matters. It holds meetings every six months to provide recommendations on the company's safety and health policies, and to review, coordinate, and recommend related safety and health matters. The Occupational Safety and Health Center is chaired by the Executive Director, with six representatives from both labor and management under its jurisdiction. It consists of two units: Labor Safety and Environmental Sanitation, with members nominated by the administration and HR departments.





Occupational safety training

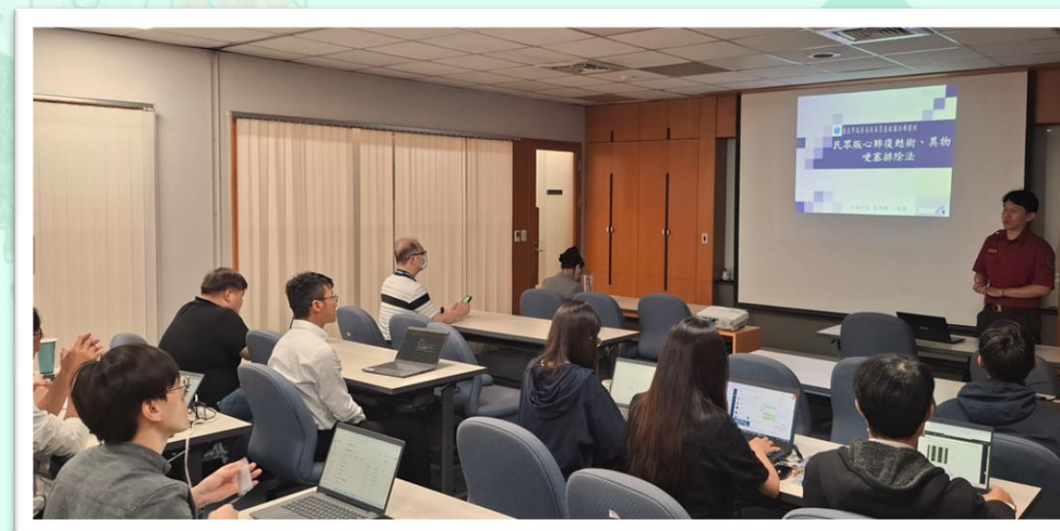
GRI 403-5

GRI 403-7

Each year, our company formulates an annual labor safety training plan in accordance with the Talent Development and Training Regulations, and regularly conducts internal and external labor safety courses.



Escape training and drills	At least two firefighting and first aid training sessions are held annually
Emergency personnel are assigned	Arrange for personnel in each district to obtain first aid personnel training qualifications
Assign a fire prevention manager	Allocation is based on the number of employees in the company region
Occupational safety internal and external education and training	There were 555 current employees and 69 new employees
	A total of 70 participants participated in the external training, totaling 473 hours, with a cost of NT\$830,000.

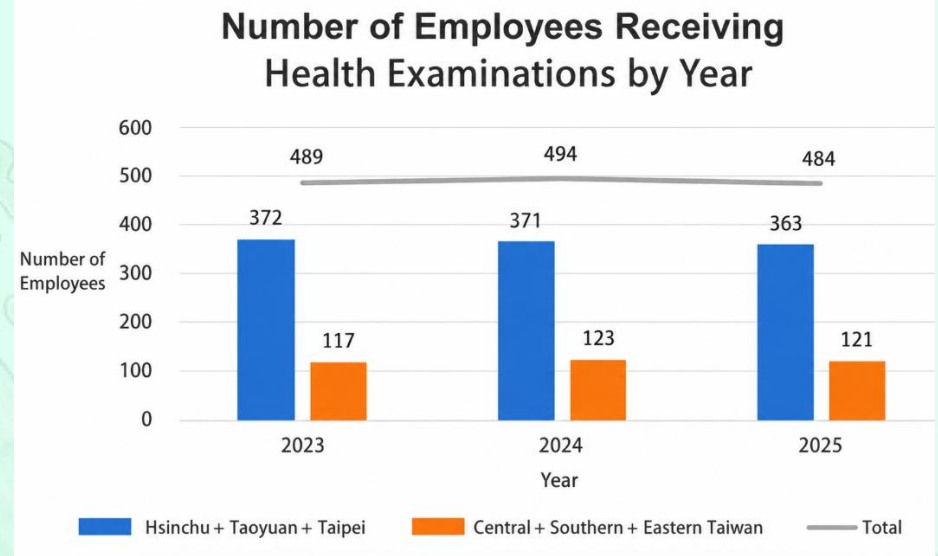


Annual health check-ups and care services, group insurance, travel insurance

GRI 403-3

GRI 403-6

Our company regularly conducts annual employee health checkups, offering tests that exceed legal requirements, and arranges for hospitals to be stationed in various offices to serve employees, saving time and inconvenience when traveling to hospitals. After completing the health report, assist in arranging one-on-one health consultations between doctors, nurses, and staff, helping colleagues fully understand their health status. Ensure every employee can work and live in a healthy state, with 484 health checkups completed across the province in fiscal year 2025. To provide better benefits, the company will continue to renew group insurance and purchase business travel accident insurance in 2025, ensuring better protection for employees and those traveling abroad





Statistics on occupational injuries among employees and non-employees

GRI 403-7

GRI 403-9

Stark Technology compiles monthly statistics on occupational accident injuries. If any such incidents occur, relevant units or labor representatives will investigate, analyze, and record them, and measures for continuous improvement will be proposed. No serious occupational injury cases occurred in fiscal year 2025.

Year	Type	Total working hours	It can record the number of occupational injuries			Occupational injury rate		
			The number of serious occupational injuries	Death total	Number of occupational injuries	Serious occupational injury rate	Mortality rate	occupational injury rate
2023	Employees	1,756,864	0	0	1	0	0	0.57
	Non-employees	0	0	0	0	0	0	0
2024	Employees	1,817,792	0	0	0	0	0	0
	Non-employees	0	0	0	0	0	0	0
2025	Employees	1,863,232	0	0	0	0	0	0
	Non-employees	0	0	0	0	0	0	0

Note 1: Occupational injuries: Accidental injuries caused by workers while performing their duties or in the workplace. The statistical criteria do not include commuting accidents during commuting.

Note 2: Serious occupational injury: refers to injury resulting in disability due to occupational injury, or inability to recover to pre-injury health within 6 months (excluding death).

Note 3: Mortality rate = number of deaths caused by occupational injuries × million working hours ÷ total hours worked

Note 4: Serious occupational injury rate = Number of serious occupational injuries × million work hours ÷ total working hours

Note 5: Recordable occupational injury rate = Number of recordable occupational injuries (including serious occupational injury cases, deaths, and other recordable occupational injury cases) × million working hours ÷ total working hours



S-4 Sustainable Society

4-1 Social inclusion





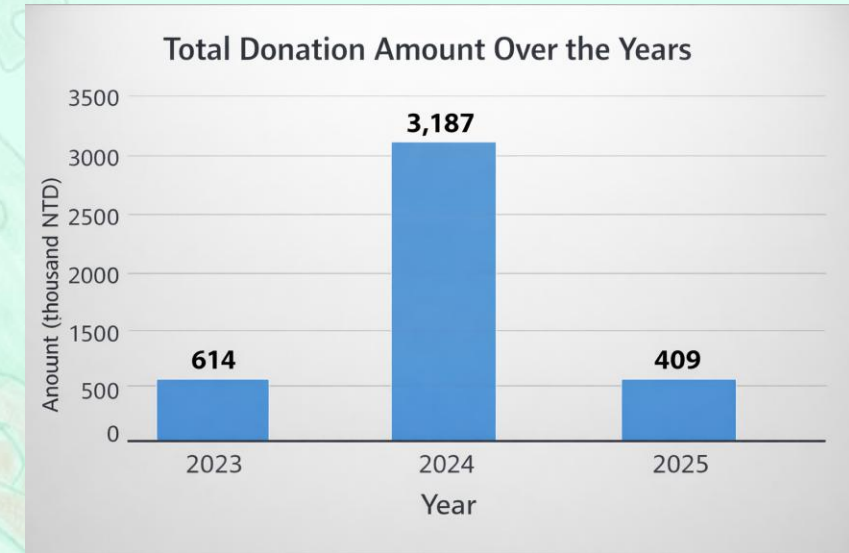
4-1 Social inclusion

Donations and volunteer service pickup during public welfare activities in 2025

Total volunteer hours in recent public welfare activities

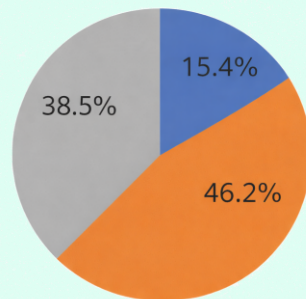


Total amount donated to public welfare activities in recent years



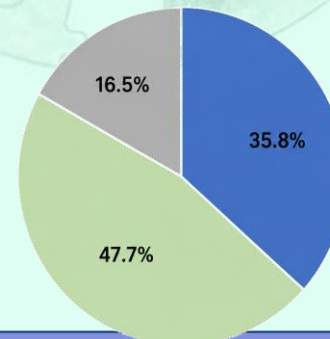
2025 Social Public Welfare Activity Category Proportions

Community Investment Industry-Academia Collaboration



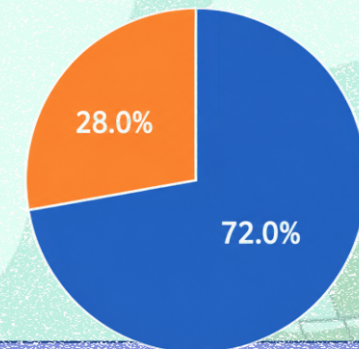
2025 Percentage of Donations by Public Welfare Activity Category

Community Investment Industry-Academia Collaboration Charitable Organizations



2025 Volunteer Participation by Category

Industry-Academia Collaboration Charitable Organizations



E-5

Environmental Sustainability

- 5-1 Environmental sustainability policies
- 5-2 Climate governance and action
- 5-3 Greenhouse Gas Management
- 5-4 Waste Management





5-1 Environmental sustainability policies

GRI 2-23

GRI 2-24

To emphasize environmental protection, save energy, reduce environmental damage, and maintain biodiversity, our company strives to implement operational management, fulfill corporate social responsibility, and respond to international energy-saving and carbon-reduction trends through continuous improvement of our activities, products, and services, aiming to become a benchmark for environmental sustainability among all domestic system integrators. Our environmental protection and energy policy commitments:

- Strictly complying with regulations with full participation, energy saving, carbon reduction, and sustainable environmental protection
- Resource recycling prevents pollution and complies with national energy policies
- Eliminate deforestation and protect biological life, and promote related education and training
- Continue to introduce circular economy and strengthen sustainable partnerships

We implement the above environmental protection and energy policies, as well as the decisions and execution of various business management decisions, strictly comply with relevant laws and regulations, continuously monitor national energy policies, conduct our own greenhouse gas emission data, fulfill corporate social responsibility, maintain a safe and healthy living environment, and ensure sustainable corporate development.





5-2 Climate governance and action

GRI 201-2

Strategy

The Sustainability Development Executive Group under the Sustainable Development Management Committee is responsible for management, while the Environmental Safety Group is responsible for identifying climate-related risks and opportunities. Together with the Executive Task Force and related units, they jointly develop strategies, goals, and action plans related to climate change and the environment, addressing gas-related risks, opportunities, and financial impacts. Through stakeholder consultation, Stark Technology had members of the Sustainability Development Executive Group evaluate environmental issues, discuss based on the ranking results, and ultimately review and approve the results by the Sustainable Development Management Committee.

The climate-related management period is short-term within 2 years, mid-term at 3~5 years, and long-term at least 5 years.

Risk management

Stark Technology has been approved by the board of directors to establish a "Risk Management Committee" and formulates the "Risk Management Committee Organization Charter" and "Risk Management Policies and Procedures," which have been approved by the board. Risk management committee members are accountable to the board of directors. In addition to strictly implementing risk management policies, their Sustainable Development Execution Team and related units are responsible for promoting and executing them, ensuring that risk management mechanisms are implemented in daily operations. The Risk Management Committee reports to the Board of Directors at least once a year based on the progress and results of risk management implementation.





5-3 Greenhouse Gas Management

SASB TC-SI-130

Indicators used when assessing climate-related risks and opportunities following strategic and risk management processes

The impacts of climate change have been clearly confirmed by science, and their urgency has attracted high global attention. Countries are proposing '2050 Net Zero Emissions' target; Taiwan also on 2021 4 22nd Earth Day officially announced the promotion of 2050 net-zero transition. As a member of Taiwan's business community, Stark Technology Inc. actively responds to the government's net-zero policy, and will reference the Taiwan SME Information Network, SBTi、CDP、GHG Protocol carbon reduction guidelines as the basis for climate-related risk and opportunity indicator and target evaluation, following the six steps of 'Commitment, Inventory, Management, Reduction, Offsetting, and Evaluation,' continuously tracking and reviewing, and formulating response measures to effectively address climate challenges and promote sustainable development.

Greenhouse Gas Emissions and Related Risks

In response to the FSC's 'Sustainability Development Roadmap for Listed Companies' policy, Stark commenced GHG inventory operations in advance and completed third-party data assurance in July 2025 7 completed third-party data assurance. Going forward, in-depth analysis and assessment will be conducted based on inventory results as the basis for formulating carbon reduction strategies, continuously driving the organization toward Net Zero (Net Zero) Target.

Greenhouse Gas Emission Structure

GRI 305-2

GRI 305-3

GRI 305-4

TCFD 4

GRI 305-1

Unit: Metric TonsCO2e

Category	Item	2024	2025
Category 1: Direct Greenhouse Gas Emissions	Mobile Combustion Sources	148.1790	137.0876
	Fugitive Emissions from Anthropogenic Systems	44.6044	45.3783
Category 2: Indirect GHG Emissions from Purchased Energy((Location-based))	Purchased Electricity	791.6326	834.5835
Category 3: Indirect GHG Emissions from Transportation	Downstream Transportation	0.5338	0.9890
	Employee Commuting	335.6819	263.7860
	Business Travel	320.9980	285.0613
Category 4: Indirect GHG Emissions from Products Used by Organization	Energy Upstream Emissions	201.8311	231.9794
	Waste Treatment	1.6847	1.4136
Total Emissions((Location-based))		1845.145	1800.999

Note 1:2024 datascope covers the parent company Stark Technology Inc. and subsidiary Stark Information.

Note 2:2025 Inventory Data will complete third-party assurance, and the assurance statement will be announced on the company website before 8 month end..



■ Greenhouse Gas Emission Intensity (Categories 1 and 2)

Category	Item	2024	2025
Emission Intensity (tCO2e/ person)(Location-based))	Category 1	0.32	0.32
	Category 2	1.32	1.75
Emission Intensity (tCO2e million NTD)(Location-based))	Category 1	0.03	0.02
	Category 2	0.11	0.07

Note 1 : GHG emission intensity is calculated based on the number of employees as of December 31, of that year: 2024: 601 employees in 2024 and 576 employees in 2025..

Note 2 : GHG emission intensity is calculated based on individual revenue: NTD 2024: 7,447 million in 2024 and NTD 2025 : 8,394 million in 2025.

Note 3 : 2025 datascope covers the parent company Stark Technology and subsidiary Stark Information.

Description of the targets used by the organization in managing climate-related risks and opportunities, and performance in achieving those targets

Energy Management

GRI 302-3

GRI 302-1

SASB TC-SI-130

GRI 302-4

GRI 305-5

The energy consumption of Stark Corporation and its subsidiary, Stark Information Co., Ltd., comes entirely from purchased electricity supplied by Taiwan Power Company (Taipower), with no renewable energy consumption.As part of its energy-saving efforts, the Company replaced approximately 418 LED lights in its main office in 2014 and 400 LED lights in its Taipei office in 2017, resulting in annual electricity savings of approximately 98,400 kWh.Since 2023, in line with the FSC’ s Sustainable Development Roadmap, the Company has expanded its greenhouse gas inventory to all operating sites in Taiwan. Based on the third-party verified 2024 GHG inventory data, the Company has set a target of reducing annual energy consumption by 1%.

The past two years of Stark Technology's electricity consumption and intensity statistics:

Category	2024	2025
Annual Full-time Employees	601	576
Purchased Electricity (kWh)	1670110.9350	1760724.7008
Purchased Electricity (GJ)	6012.3994	6338.6089
Purchased Electricity (GJ) Annual / Change Rate	0	6.02%
Energy Intensity (GJ/Full-time Employee)	10.00	11.00

Note 1 : 1kWh equals 0.0036GJ.

Note 2 : The company's established base year is 2024 .

Note 3 : 2025 data scope covers the parent company Stark Technology and subsidiary Stark Information.

Stark's strategies in response to energy management targets are as follows:

- ✧ Set indoor temperature between 26°C and 28°C to reduce air conditioning load
- ✧ Replace low-efficiency, outdated, energy-consuming air conditioning equipment, and regularly maintain main units and clean cooling towers
- ✧ Replace old lighting fixtures with LED lighting
- ✧ Other institutional measures (turn off lights during 1 hour lunch break, and 30 minutes before end of work switch to ventilation-only mode)





Management of Other Indirect Greenhouse Gas Emissions

For indirect greenhouse gases in Categories 3 through 6, which involve supply chain and downstream activities, there are certain challenges in reduction, and Stark Technology Inc. is currently in the preliminary inventory stage. Although the FSC has not yet mandated disclosure of indirect emission information beyond energy, the Company has proactively commenced relevant inventory and reduction planning, simultaneously evaluating feasible reduction measures to substantively advance corporate sustainable development, with specific approaches as follows:



Encourage employees to use public transportation and shared transportation, and provide transportation allowances or subsidies with low carbon footprints



Plan to collaborate with suppliers to promote indirect emission monitoring and reduction, such as optimizing transportation and logistics, and supporting suppliers in transitioning to low-carbon enterprises.



Evaluate and optimize the entire lifecycle of products and services, including design, production, transportation, use, and disposal stages, to reduce indirect emissions.



Procure eco-friendly and low-carbon products and services, and promote suppliers to reduce packaging and waste



Water Resource Management

SASB TC-SI-130

All of Stark Technology Inc. locations across Taiwan are in urban metropolitan areas, using tap water sourced from reservoirs primarily for domestic use. Domestic wastewater is discharged into government-built underground sewers. Except for the Hsinchu headquarters building which has its own water meter, water use at other locations is managed by building property committees. In water management, Stark focuses on Hsinchu headquarters as the primary management area. Although not a large water consumer, the Company self-monitors every aspect of water conservation through measures such as replacing central air conditioning cooling tower equipment, using water-saving toilets in public areas, and installing automatic sensor-operated urinals..., striving to conserve water resources for environmental sustainability.

The company has set a quantitative management goal of reducing per capita water consumption by 1% annually based on 2024 as the base year.

Water Resource Intensity Statistics for the Past Three Years:

Hsinchu Headquarters

Category	2023	2024	2025
Water Resources (10,000 liters)	147.5	151.5	150.7
Hsinchu Headquarters Annual Average Employees	181	173	175
Average Water Resource Use per Person (10,000 liters)	0.8149	0.8757	0.86



5-4 Waste Management

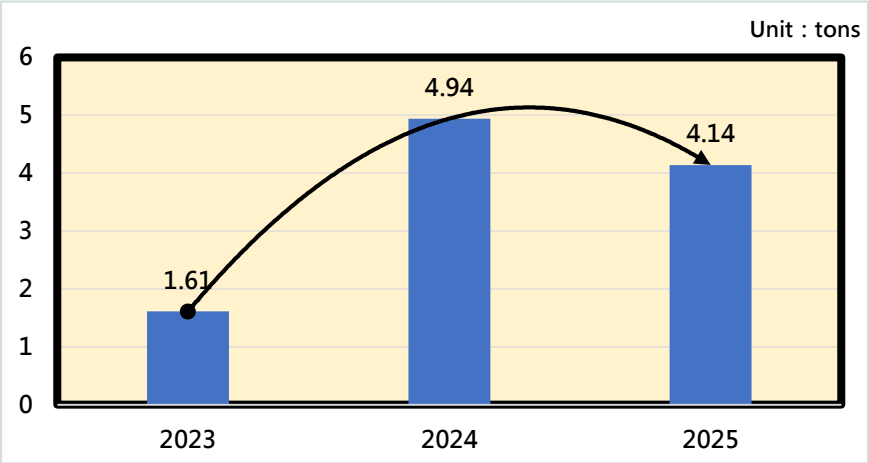
GRI 306-4 SDG 12

Stark Technology operates in the information service industry and does not have factories or product manufacturing facilities. Its general industrial waste originates from packaging materials ordered by customers. This waste is handled by qualified waste disposal companies with at least a Class B waste disposal license, and disposal records are maintained. To reduce environmental pollution, the company employs resource recycling and reuse management methods to reduce waste volume. The company's industrial waste reduction target is based on 2020 as the base year (0.0597%) (tons of waste/million NTD in annual revenue) and aims to reduce it by 0.002% annually.

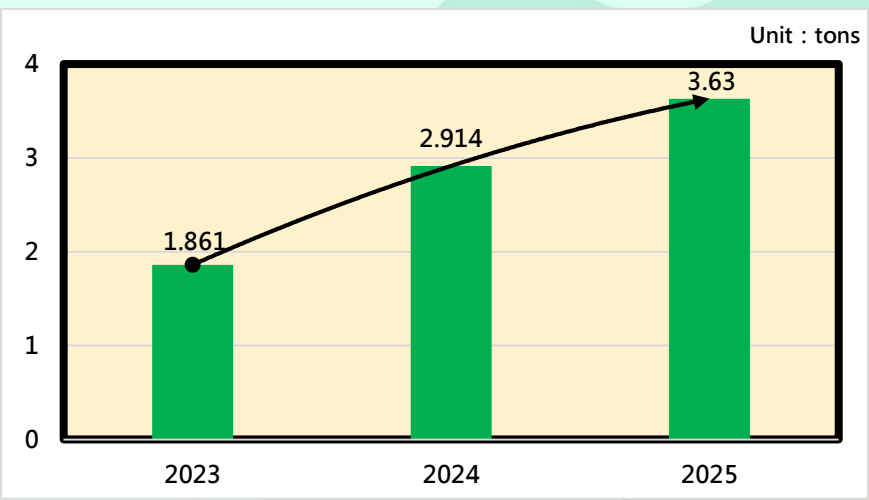
Waste Management and Implementation:

Items	Method
Paper recycling and disposal operations	In addition to promoting resource recycling and waste sorting on a regular basis, paper that does not contain confidential or personal information is generally disposed of by recycling waste paper. However, paper containing personal information and confidential data is collected periodically, approved by the supervisor, and then transported by a specific transportation company to a cooperating professional waste paper recycling plant for on-site recycling and recording by taking photos. This not only complies with the data protection provisions of the Personal Data Protection Act, but also conforms to the environmental protection principle of resource recycling.
Disposal of scrapped computers	Media containing personal data (such as hard drives) will undergo data deletion and physical destruction before being disposed of; computers without hard drives will be sent directly to recycling plants after disposal. Electronic forms will replace paper application forms to reduce waste generation.
Equipment packaging materials processing	According to customer needs, our company will assist in the removal and temporary storage of the information equipment packaging materials sold. In accordance with Article 28, Paragraph 3 of the Waste Disposal Act, we will periodically entrust private waste disposal companies that are authorized by the competent authority to remove and dispose of waste to carry out removal and disposal.

General waste disposal in the past three years



Packaging materials recycled in the past three years



Appendix

Appendix1:Global Reporting Initiative

Appendix2:Sustainability Accounting Standards Board

Appendix3: External assurance





Appendix : International Universal Sustainability Comparison Table

Appendix1 : Global Reporting Initiative Comparison table

Index	Disclosure items	Corresponding chapters and explanations	Page number
GRI 1 : Basis 2021 / GRI Industry Guidelines: None Stark Technology will publish its 2025 sustainability report in accordance with GRI guidelines, covering the data information scope from January 1 to December 31, 2025.			
GRI 2 : General Disclosures 2021			
1. The organization and its reporting practices			
2-1	Organizational details	About This Report (Contact Unit) Regarding Stark Technology's 2025 annual report	P.2 、 P.5 P.2
2-2	Entities included in the organization' s sustainability reporting	About This Report (Scope of the Report)	P.2
2-3	Reporting period, frequency and contact point	About this report (reporting period and cycle, contact unit)	P.2
2-4	Restatements of information	No changes in mergers or acquisitions, reporting periods, business nature, or measurement methods	NA
2-5	External assurance	Appendix3: External assurance	P90-91
2.Activities and workers			
2-6	Activities, value chain and other business relationships	About Stark Technology 1-4 Sustainable supply chain, 1-5 Customer service and satisfaction management	P.5 P.17-P.28
2-7	Employees	3-2 Diverse and inclusive workplaces	P.52
2-8	Workers who are not employees	3-2 Diverse and inclusive workplaces	P.52



Index	Disclosure items	Corresponding chapters and explanations	Page number
3.Governance			
2-9	Governance structure and composition	1-1Sustainability Strategy and Governance 2-1Governance Framework	P.7-8 P.32-33
2-10	Nomination and selection of the highest governance body	2-1Governance Framework	P.33-35
2-11	Chair of the highest governance body	2-1Governance Framework	P.33
2-12	Role of the highest governance body in overseeing the management of impacts	1-1Sustainability Strategy and Governance 1-2Stakeholder Negotiation 1-3Identification of Major Topics	P.7 P.10-13 P.14-16
2-13	Delegation of responsibility for managing impacts	1-1Sustainability Strategy and Governance 2-1Governance Framework	P.8 P.32
2-14	Role of the highest governance body in sustainability reporting	About This Report (Report Confidence) 1-1Sustainability Strategy and Governance 1-2Stakeholder Negotiation 1-3Identification of Major Topics	P.2 P.8 P.10-13 P.12-14
2-15	Conflicts of interest	2-1Governance Framework	P.35
2-16	Communication of critical concerns	1-2Stakeholder Negotiation 2-1Governance Framework	P.10-13 P.33
2-17	Collective knowledge of the highest governance body	2-1Governance Framework	P.33-35
2-18	Evaluation of the performance of the highest governance body	2-1Governance Framework	P.37



Index	Disclosure items	Corresponding chapters and explanations	Page number
2-19	Remuneration policies	3-3 Talent Attraction and Retention	P.56
2-20	Process to determine remuneration	3-3 Talent Attraction and Retention	P.56
2-21	Annual total compensation ratio	3-3 Talent Attraction and Retention	P.56
4.Strategy, policies and practices			
2-22	Statement on sustainable development strategy	Message form CEO	P.3
2-23	Policy commitments	1-1Sustainability Strategy and Governance 1-4 Sustainable Supply Chain Management Policy 2-2 Risk Management 2-3 Integrity governance and internal control system 2-4 Information Security and Customer privacy protection 3-1 Human Rights Protection 3-5 Occupational Safety and Health Promotion 5-1 Environmental sustainability policies	P.7 P.17 P.38 P.40 P.45 P.49 P.61 P.70
2-24	Embedding policy commitments	1-1Sustainability Strategy and Governance 1-4 Sustainable Supply Chain Management Policy 2-2 Risk Management 2-3 Integrity governance and internal control system 2-4 Information Security and Customer privacy protection 3-1 Human Rights Protection 3-5 Occupational Safety and Health Promotion 5-1 Environmental sustainability policies	P.7 P.17 P.38 P.40 P.45 P.49 P.61 P.70



Index	Disclosure items	Corresponding chapters and explanations	Page number
2-25	Processes to remediate negative impacts	2-3 Integrity governance and internal control system 3-1 Human Rights Protection	P.41-42 P.49-50
2-26	Mechanisms for seeking advice and raising concerns	2-3 Integrity governance and internal control system 3-1 Human Rights Protection	P.41-42 P.49-50
2-27	Compliance with laws and regulations	2-3 Integrity governance and internal control system	P.42-43
2-28	Membership associations	2-3 Integrity governance and internal control system	P.44
5.Stakeholder engagement			
2-29	Approach to stakeholder engagement	1-2 Stakeholder Negotiation	P.10-13
2-30	Collective bargaining agreements	No union has been established, no collective agreement, labor-management meetings are held quarterly, and transparent communication channels are provided	NA
GRI 3:Material Topics 2021			
3-1	Process to determine material topics	1-3 Identification of Major Topics	P.14
3-2	List of material topics	1-3 Identification of Major Topics	P.16
GRI 201:Economic Performance 2016			
3-3	Management of material topics	G-1Sustainable management	P.10-13 、 P.15
201-1	Direct economic value generated and distributed	1-6 Operating Performance	P.29-30
201-2	Financial implications and other risks and opportunities due to climate change	5-2Climate governance and action 5-3Greenhouse Gas Management	P.71 P.72-75
201-3	Defined benefit plan obligations and other retirement plans	3-3 Talent Attraction and Retention	P.58
201-4	Financial assistance received from government	No financial assistance from the government	NA



Index	Disclosure items	Corresponding chapters and explanations	Page number
GRI 202:Market Presence 2016			
202-2	Proportion of senior management hired from the local community	3-2 A Diverse and Inclusive Workplace	P.52-53
GRI 204:Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	1-4 Sustainable Supply Chain Management Policy	P.23
GRI 205:Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	2-3 Integrity governance and internal control system	P.41-43
205-2	Communication and training about anti-corruption policies and procedures	2-3 Integrity governance and internal control system	P.41
205-3	Confirmed incidents of corruption and actions take	2-3 Integrity governance and internal control system	P.42
GRI 302:Energy 2016			
3-3	Management of material topics	G-1Sustainable management	P.10-13 、 P.15
302-1	Energy consumption within the organization	5-3 Greenhouse Gas Management	P.73-74
302-3	Energy intensity	5-3 Greenhouse Gas Management	P.73-74
302-4	Reduction of energy consumption	5-3 Greenhouse Gas Management	P.73-74
GRI 305:Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	5-3 Greenhouse Gas Management	P.73
305-2	Energy indirect (Scope 2) GHG emissions	5-3 Greenhouse Gas Management	P.73
305-3	Other indirect (Scope 3) GHG emissions	5-3 Greenhouse Gas Management	P.73 、 P.76
305-4	GHG emissions intensity	5-3 Greenhouse Gas Management	P.74



Index	Disclosure items	Corresponding chapters and explanations	Page number
GRI 305:Emissions 2016			
305-5	Reduction of GHG emissions	5-3 Greenhouse Gas Management	P.74-P.76
GRI 306:Effluents and Waste 2016			
306-4	Waste diverted from disposal	5-4 Waste Management	P.78
GRI 401:Employment 2016			
3-3	Process to determine material topics	G-1Sustainable management	P.10-13・P.15
401-1	New employee hires and employee turnover	3-2 A Diverse and Inclusive Workplace	P.54-P.55
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	3-2 A Diverse and Inclusive Workplace	P.58-59
401-3	Parental leave	3-2 A Diverse and Inclusive Workplace	P.57
GRI 403:Occupational Health and Safety 2018			
3-3	Process to determine material topics	G-1Sustainable management	P.10-13・P.15
403-1	Occupational health and safety management system	3-5 Occupational Safety and Health Promotion	P.61
403-2	Hazard identification, risk assessment, and incident investigation	3-5 Occupational Safety and Health Promotion	P.62-63
403-3	Occupational health services	3-5 Occupational Safety and Health Promotion	P.64-65
403-4	Worker participation, consultation, and communication on occupational health and safety	3-5 Occupational Safety and Health Promotion	P.63
403-5	Worker training on occupational health and safety	3-5 Occupational Safety and Health Promotion	P.64



Index	Disclosure items	Corresponding chapters and explanations	Page number
GRI 403:Health and Safety 2018			
403-6	Promotion of worker health	3-5 Occupational Safety and Health Promotion	P.65
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3-5 Occupational Safety and Health Promotion	P.61-66
403-8	Workers covered by an occupational health and safety management system	3-5 Occupational Safety and Health Promotion	P.61
403-9	Work-related injuries	3-5 Occupational Safety and Health Promotion	P.66
GRI 404:Training and Education 2016			
3-3	Process to determine material topics	G-1Sustainable management	P.10-13 、 P.15
404-1	Average hours of training per year per employee	3-4 Career Development and Training	P.68
404-2	Programs for upgrading employee skills and transition assistance programs	3-4 Career Development and Training	P.68
GRI 405:and Equal Opportunity 2016			
3-3	Process to determine material topics	G-1Sustainable management	P.10-13 、 P.15
405-1	Diversity of governance bodies and employees	2-1 Governance Framework 3-2 A Diverse and Inclusive Workplace	P.34 P.52-P.53
GRI 414:Social Assessment 2016			
3-3	Process to determine material topics	G-1Sustainable management	P.10-13 、 P.15
414-1	New suppliers that were screened using social criteria	1-4 Sustainable Supply Chain Management Policy	P.17-18
414-2	Negative social impacts in the supply chain and actions taken	1-4 Sustainable Supply Chain Management Policy	P.19-20



Index	Disclosure items	Corresponding chapters and explanations	Page number
GRI 418: Customer Privacy 2016			
3-3	Process to determine material topics	G-1Sustainable management	P.10-13 、 P.15
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2-4 Information Security and Customer privacy protection	P.24-P.28





Appendix2 : Sustainability Accounting Standards Board

TOPIC	CODE	METRIC	The corresponding chapter of the report	Page number
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	5-3 Greenhouse Gas Management	P.73-P.75
	TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	5-3 Greenhouse Gas Management	P.77
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data centre needs	5-2 Climate governance and action 5-3 Greenhouse Gas Management	P.71 P.74-P.76
Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to targeted advertising and user privacy	2-4 Information Security and Customer privacy protection	P.45-P.47
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	No such incidents this year.	
	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	No such incidents this year.	
	TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	No such incidents this year.	
	TC-SI-220a.5	List of countries where core products or services are subject to government required monitoring, blocking, content filtering, or censoring	No such incidents this year.	



Appendix2 : Sustainability Accounting Standards Board

TOPIC	CODE	METRIC	The corresponding chapter of the report	Page number
Data Security	TC-SI-230a.1	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	No such incidents this year.	
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	2-4 Information Security and Customer privacy protection	P.45-P.47
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1	Percentage of employees that require a work visa	3-2 A Diverse and Inclusive Workplace	P.53
	TC-SI-330a.2	Employee engagement as a percentage	No such incidents this year.	
	TC-SI-330a.3	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	3-2 A Diverse and Inclusive Workplace	P.53-P.54
Intellectual Property Protection & Competitive Behaviour	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	No such incidents this year.	
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	No such incidents this year.	
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Official website_Risk Management	

Appendix3: External assurance



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會計師有限確信報告

敦陽科技股份有限公司 公鑒

確信範圍

本會計師接受敦陽科技股份有限公司（以下簡稱敦陽科技）之委任，對2025年度永續報告書中所選定之永續績效資訊（以下稱「標的資訊」），執行財團法人中華民國會計研究發展基金會所發布之確信準則所定義之「有限確信案件」並出具報告。

標的資訊及其適用基準

有關敦陽科技之標的資訊及其適用基準詳列於附件一。

管理階層之責任

敦陽科技管理階層之責任係依據臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」之規定，以及依照適當之基準編製標的資訊，包括依照全球永續性報告協會（Global Reporting Initiatives, GRI）所發布之2021年GRI準則（GRI Standards）及永續會計準則委員會（Sustainability Accounting Standards Board, SASB），敦陽科技管理階層應選擇所適用之基準，並對標的資訊在所有重大方面是否依據該適用基準報導負責，此責任包括建立及維持與標的資訊編製有關之內部控制、維持適當之記錄並作成相關之估計，以確保標的資訊未存有等因於舞弊或錯誤之重大不實表達。

本會計師之責任

本會計師之責任係依據所取得之證據對標的資訊作成結論。

本會計師依照財團法人中華民國會計研究發展基金會所發布之確信準則3000號「非屬歷史性財務資訊查核或核閱之確信案件」之要求規劃並執行確信工作，以發現標的資訊在所有重大方面是否有未依適用基準編製而須作修正之情事，並出具有限確信報告。本會計師依據專業判斷，包括對等因於舞弊或錯誤之重大不實表達風險之評估，以決定確信程序之性質、時間及範圍。

本會計師相信已取得足夠及適切之證據，以作為表示有限確信結論之基礎。

1



會計師之獨立性及品質管理

本會計師及所隸屬組織遵循會計師職業道德規範中有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意、保密及專業行為。

本事務所遵循品質管理準則1號「會計師事務所之品質管理」，該品質管理準則規定組織設計、付諸實行及執行品質管理制度，包含與遵循職業道德規範、專業準則及適用之法令規範相關之政策或程序。

所執行程序之說明

有限確信案件中執行程序之性質及時間與適用於合理確信案件不同，其範圍亦較小，因此，有限確信案件中取得之確信程度明顯低於合理確信案件中取得者。本會計師所設計之程序係為取得有限確信並據此作成結論，並不提供合理確信必要之所有證據。

儘管本會計師於決定確信程序之性質及範圍時曾考量敦陽科技內部控制之有效性，惟本確信案件並非對敦陽科技內部控制之有效性表示意見。本會計師所執行之程序不包括測試控制或執行與檢查資訊科技（IT）系統內資料之彙總或計算相關之程序。

有限確信案件包括進行查詢，主要係對負責編製標的資訊及相關資訊之人員進行查詢，並應用分析及其他適當程序。

本會計師所執行之程序包括：

- 與敦陽科技人員進行訪談，以瞭解敦陽科技之業務與履行永續發展之整體情況，以及永續報導流程；
- 透過訪談、檢查相關文件，以瞭解敦陽科技之主要利害關係人及利害關係人之期望與需求、雙方具體之溝通管道，以及敦陽科技如何回應該等期望與需求；
- 與敦陽科技相關人員進行訪談，以瞭解用以蒐集、整理及報導標的資訊之相關流程；
- 檢查計算標準是否已依據適用基準中概述的方法正確應用；
- 針對報告中所選定之永續績效資訊蒐集並評估其他支持證據資料及所取得之管理階層聲明；如必要時，則抽選樣本進行測試；
- 辨認及測試支持計算的假設；
- 針對來源資訊之相關文件，抽選樣本進行測試以檢查其正確性；
- 閱讀敦陽科技之永續報告書，確認其與本會計師取得關於永續發展整體履行情況之瞭解一致；

2



先天限制

因永續報告中所包含之非財務資訊受到衡量不確定性之影響，選擇不同的衡量方式，可能導致績效衡量上之重大差異，且由於確信工作係採抽樣方式進行，任何內部控制均受有先天限制，故未必能查出所有業已存在之重大不實表達，無論是導因於舞弊或錯誤。

結論

依據所執行之程序及所取得之證據，本會計師未發現標的資訊有未依照適用基準編製而須作重大修正之情事。

安永聯合會計師事務所

會計師：黃敏



西元二〇二六年七月三十一日

3



Appendix3: External assurance

EY 安永

附件一：

編號	章節	內文標題	標的資訊	適用基準																																																										
G-2 公司 治理	2-1 治理架構	S-3 多元共融 職場	2025 年董事會成員多元化 年齡與性別分佈 董事會性別比例結構 2025 年人力結構與多元分布 <table border="1"> <thead> <tr> <th colspan="2">身別占比統計(依性別、年齡)</th> <th colspan="3">性別占比 (%)</th> <th colspan="3">年齡占比 (%)</th> <th>人數總計 (人)</th> <th>占員工總人數之百分比 (%)</th> </tr> <tr> <th>類別</th> <th>項目</th> <th>女</th> <th>男</th> <th>合計</th> <th>30歲以下</th> <th>30-50歲</th> <th>50歲以上</th> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td rowspan="2">管理層</td> <td>監理主管</td> <td>0.0%</td> <td>1.2%</td> <td>0.0%</td> <td>0.0%</td> <td>1.5%</td> <td>1.1%</td> <td>11</td> <td>1.5%</td> </tr> <tr> <td>中國主管</td> <td>5.0%</td> <td>17.0%</td> <td>0.0%</td> <td>8.1%</td> <td>11.8%</td> <td>35.8%</td> <td>358</td> <td>22.0%</td> </tr> <tr> <td rowspan="3">非管理層</td> <td>管理層</td> <td>25.9%</td> <td>50.6%</td> <td>11.5%</td> <td>45.9%</td> <td>19.1%</td> <td>55.0%</td> <td>719</td> <td>76.5%</td> </tr> <tr> <td>占比總計 (%)</td> <td>31.2%</td> <td>68.8%</td> <td>11.5%</td> <td>54.0%</td> <td>34.5%</td> <td>71.9%</td> <td>719</td> <td>100.0%</td> </tr> </tbody> </table> 註：員工的結構與多元分布，含11位監理主管、158位中國主管及550位非中國主管。管理層包含監理主管、副總裁、中國主管和副總裁、副總裁、其中2位是女性。非管理層包含中國主管。	身別占比統計(依性別、年齡)		性別占比 (%)			年齡占比 (%)			人數總計 (人)	占員工總人數之百分比 (%)	類別	項目	女	男	合計	30歲以下	30-50歲	50歲以上			管理層	監理主管	0.0%	1.2%	0.0%	0.0%	1.5%	1.1%	11	1.5%	中國主管	5.0%	17.0%	0.0%	8.1%	11.8%	35.8%	358	22.0%	非管理層	管理層	25.9%	50.6%	11.5%	45.9%	19.1%	55.0%	719	76.5%	占比總計 (%)	31.2%	68.8%	11.5%	54.0%	34.5%	71.9%	719	100.0%	GRI 405-1: 治理單位與員工的多元化 報導組織應報導以下資訊： a. 就以下多元化類別，組織治理單位的成員百分比： i. 性別； ii. 年齡層：30歲以下、30-50歲、50歲以上； iii. 其它相關的多元化指標（例如：少數或弱勢團體）。 b. 就以下多元化類別，各項員工類別的員工百分比： i. 性別； ii. 年齡層：30歲以下、30-50歲、50歲以上； iii. 其它相關的多元化指標（例如：少數或弱勢團體）。
身別占比統計(依性別、年齡)		性別占比 (%)			年齡占比 (%)			人數總計 (人)	占員工總人數之百分比 (%)																																																					
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EY 安永

編號	章節	內文標題	標的資訊	適用基準																																												
			特定少數族群 原住民同仁 7位 身心障礙同仁 3位 原住民性別: 3位 (42.9%) 身心障礙性別: 4位 (57.1%) 身心障礙性別: 1位 (13.3%) 身心障礙性別: 2位 (26.7%)																																													
S-3 友善 職場	3-3 人才吸引 與留任	2 友善 職場	2025 年育嬰留停及復職相關資訊 <table border="1"> <thead> <tr> <th>年度</th><th colspan="3">2025</th></tr> <tr> <th>項目/性別</th><th>男</th><th>女</th><th>總計</th></tr> </thead> <tbody> <tr> <td>當年度享有育嬰假的員工總數(A) (申請產假與陪產人數)</td><td>31</td><td>15</td><td>46</td></tr> <tr> <td>當年度實際申請育嬰假人數(B)</td><td>1</td><td>3</td><td>4</td></tr> <tr> <td>當年度育嬰留停應復職人數(C)</td><td>1</td><td>4</td><td>5</td></tr> <tr> <td>育嬰留停當年度實際復職人數(D)</td><td>0</td><td>3</td><td>3</td></tr> <tr> <td>前一年度育嬰假復職人數(E)</td><td>0</td><td>3</td><td>3</td></tr> <tr> <td>前一年度育嬰假復職後在職滿一年之人數(F)</td><td>0</td><td>3</td><td>3</td></tr> <tr> <td>申請率(B/A)</td><td>3%</td><td>20%</td><td>9%</td></tr> <tr> <td>復職率(D/C)</td><td>0%</td><td>75%</td><td>60%</td></tr> <tr> <td>留任率(F/E)</td><td colspan="3">100%</td></tr> </tbody> </table>	年度	2025			項目/性別	男	女	總計	當年度享有育嬰假的員工總數(A) (申請產假與陪產人數)	31	15	46	當年度實際申請育嬰假人數(B)	1	3	4	當年度育嬰留停應復職人數(C)	1	4	5	育嬰留停當年度實際復職人數(D)	0	3	3	前一年度育嬰假復職人數(E)	0	3	3	前一年度育嬰假復職後在職滿一年之人數(F)	0	3	3	申請率(B/A)	3%	20%	9%	復職率(D/C)	0%	75%	60%	留任率(F/E)	100%			GRI 401-3 育嬰假 報導組織應報告以下資訊： a. 按性別劃分，享有育嬰假的員工總數。 b. 按性別劃分，實際使用育嬰假的員工總數。 c. 按性別劃分，休完育嬰假後，在報導期間復職的員工總數。 d. 按性別劃分，休完育嬰假且復職後十二個月仍在職的員工總數。 e. 按性別劃分，休完育嬰假後復職和留任的員工比例。
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編號	章節	內文標題	標的資訊	適用基準				
3	E-5 環境 永續	5-3 溫室氣體 管理	2025 年能源管理 敦陽科技及子公司敦陽資訊的能源耗用 100%來自外購電力(台灣電力公司)，尚無再生能源使用之情形。 <table border="1"> <thead> <tr> <th>項目</th><th>2025</th></tr> </thead> <tbody> <tr> <td>外購電力(GJ)</td><td>6338.6737</td></tr> </tbody> </table>	項目	2025	外購電力(GJ)	6338.6737	TC-SI-130a.1 硬體基礎設施之環境足跡 報導組織應揭露以下資訊： a. 總能源消耗量之彙總數（以十億焦耳(GJ)為單位）。 b. 其所消耗之能源中來自電網電力供應之百分比。 c. 其所消耗之能源中屬再生能源之百分比。
項目	2025							
外購電力(GJ)	6338.6737							

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Remarks：The Chinese version of the sustainability report has been assured by Ernst & Young Certified Public Accountants, while the English version has not undergone this procedure.



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