

2024

Sustainability Report of Nova Technology Corp.



NOVA TECHNOLOGY CORP.

Put Green Engineering into Practice

Table of Contents

Foreword

Message from the Chairman

Message from the President

About This Report

About Novatech

Novatech Major Milestones

Honors and Recognition

Sustainability Performance Highlights

1. Pursuing Sustainable Development: Advancing Sustainability

- 1-1 Sustainable Development Vision
- 1-2 Sustainable Development Goals
- 1-3 Sustainable Development Implementation Units
- 1-4 Sustainability Topic Identification
- 1-5 Stakeholder Communication
- 1-6 Novatech Sustainable Value Chain

2. Implementing Sustainable Governance: Transparency and Integrity

- 2-1 Sustainable Governance and Risk Management
- 2-2 Ethics and Integrity Management
- 2-3 Regulatory Compliance
- 2-4 Information Security Management
- 2-5 Association Participation

3. Creating Sustainable Value: Partnering Together

- 3-1 Sustainable Engineering and Services
- 3-2 Supply Chain Sustainability Management and Responsible Procurement
- 3-3 Customer Relationship Management
- 3-4 Customer Health and Safety

4. Promoting Sustainable Environment: Environmental Protection

- 4-1 Sustainable Environmental Management
- 4-2 Climate Change and Greenhouse Gas Management
- 4-3 Energy Management
- 4-4 Water Resources and Waste Management

5. Fostering Diversity and Inclusion: Achieving Workplace Success

- 5-1 Novatech's Work Partners
- 5-2 Labor-Management Relations
- 5-3 Talent Training and Education
- 5-4 Workplace Health and Safety

6. Contributing to Social Prosperity: Achieving Mutual Benefits

- 6-1 Educational Development
- 6-2 Sustainable Value Creation
- 6-3 Preserve Cultural Heritage
- 6-4 Support Senior Care

Appendix

- Limited Assurance Report from CPA
- Summary of Assurance Items
- GRI Standards Disclosure Index Table
- SASB Standards Disclosure Index Table
- TCFD Standards and Climate-Related Information Index Table for TPEx-listed Companies
- Climate-related information

Table of Contents

Foreword

Message from the Chairman

Message from the President

About This Report

About Novatech

Novatech Major Milestones

Honors and Recognition

Sustainability Performance
Highlights

- 1 Pursuing Sustainable
Development: Advancing
Sustainability
- 2 Implementing Sustainable
Governance: Transparency and
Integrity
- 3 Creating Sustainable Value:
Partnering Together
- 4 Promoting Sustainable
Environment: Environmental
Protection
- 5 Fostering Diversity and Inclusion:
Achieving Workplace Success
- 6 Contributing to Social Prosperity:
Achieving Mutual Benefits

Appendix

Innovating Today, Inspiring Tomorrow

Message from the Chairman

Continuous Transformation, Enhanced Value

Sustainable development is one of our core corporate values. In an ever changing and uncertain global landscape, operational resilience can only be maintained by leveraging our solid engineering capabilities, technical advantages, combined with high-level integration of hardware and software. From initial design to meeting customer needs, we are building a digitally empowered workplace that connects teams worldwide, accelerates production efficiency, and fuels smart decisions, thereby delivering greater innovative value.

Taking Action, Sustainable Shared Prosperity

Sustainability is key to the survival of businesses. By embedding sustainability goals at the heart of our organization and incorporating ESG into every aspect of our corporate culture, we continue to participate in various sustainability assessments to monitor our progress and achievements. We work alongside industry leaders to instill sustainability goals into business strategies, refining our initiatives across all dimensions to create value for a broad range stakeholders.

At the same time, we actively tackle the opportunities and challenges posed by climate change by encouraging all employees to take meaningful action. We implement our net-zero vision from the top-down, reinforced by bottom-up net-zero incentive programs. Pursuing sustainable development is key to long-term corporate success. By integrating ESG principles into our core strategies and operations, we demonstrate our commitment to advancing green technology, promoting social welfare and enhancing corporate governance

transparency and efficiency. We strive to create lasting positive social and environmental impact while driving sustainable economic value.

Excellence and Value, Advancing Toward Sustainability

AI has become a crucial element in driving transformation and optimization across various fields. With the advent of this powerful tool, companies are accelerating their overseas manufacturing expansion, moving towards shorter supply chains and regional localization. Looking ahead, all employees will uphold our spirit and remain steadfast in their dedication to innovation and development. Through multi-industry, multi-regional, and multi-disciplinary strategic synergies, we form value chains through partner resource integration. Through strategic alliances, we balance long-term value with operational performance, dedicating our full efforts to achieving corporate and global sustainability, while jointly promoting sustainability and inclusivity in society.

President of Nova Technology Corp. Chairman



Table of Contents

Foreword

- Message from the Chairman
- Message from the President ●
- About This Report
- About Novatech
- Novatech Major Milestones
- Honors and Recognition
- Sustainability Performance Highlights
- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Message from the President

Global events in 2024 fully demonstrated a world in flux, with intensifying extreme weather, political conflicts, inflation, and disruptions to economic and trade order. In facing the impacts of this volatile environment, we sincerely thank all our colleagues, suppliers, customers, investors, and partners for their long-term encouragement, trust, and support. Together, we navigated shifting circumstances and stood firm against challenges. As a result, in 2024, our revenue reached NT\$10.382 billion, an increase of 13.59% year-over-year, marking a historical high.

Enhancing Corporate Governance and Strengthening Cybersecurity Resilience

Integrity and compliance are vital to corporate governance. By strengthening supply chain management and stakeholder communication, we have ranked among the top 5% in the OTC Corporate Governance Evaluation for five consecutive years. We are grateful to continue to be honored with awards such as the Commonwealth CSR Corporate Citizenship Award, TCSA Taiwan Corporate Sustainability Report Award, and the 1111 Happy Enterprise Award. These are important milestones that recognize Novatech's active achievements in corporate governance implementation.

Furthermore, in 2024, we strengthened cybersecurity risk management by establishing multiple security regulations, setting up dedicated cybersecurity management units, and conducting personnel security education, training, and drills. These efforts protect the Company's trade secrets and intellectual assets, build robust information security and risk management systems and reinforce corporate cybersecurity.

Focusing on Climate Issues, Committed to Environmental Management

Responding to climate change, we use the TCFD framework to identify significant related opportunities and risks for the short-, medium-, and long-term, and establish corresponding risk management plans. In 2024, we actively participated in pursuing net-zero carbon emission goals, succeeding in reducing energy intensity by 14.1% (GJ/ping) compared to the baseline year. We also plan to implement the ISO 50001 Energy Management System to establish comprehensive energy efficiency monitoring and measurement standards to achieve continuous energy improvement and enhance energy performance.

Additionally, through E.SUN Bank's purchase of sustainability bonds, we acquired First Bank's twAA+ sustainability bonds worth NT\$10 million and continued to participate in E.SUN Bank's sustainable time deposit program with US\$1 million.

In the pursuit of sustainable development, we enhance corporate operational resilience in the face of climate risks by reducing our operational energy consumption, decreasing greenhouse gas emissions, and implementing green finance.

Nurturing Employees and Promoting Social Inclusion

We cultivate and recruit key talents through a comprehensive education and training system, training maps. We are constantly strengthening on-the-job education courses to enable employees to reach new heights. In 2024, the average annual training hours per employee exceeded 32 hours. We encourage reserve supervisors and project staff to participate in special project management training to enhance project management and practical skills. The Company's mentorship system continues to be implemented for new employees, fostering experience transfer, knowledge-sharing, and career guidance, enabling mutual growth for employees and the Company.

Novatech is committed to building a diverse, fair, and inclusive workplace. We regularly organize employee walking activities, regularly engage professional medical teams to provide on-site consultation and services and continue to promote Employee Assistance Programs (EAP) to ensure employees receive the care they need. In 2024, we provided employee benefit savings plans to strengthen team cohesion and share the Company's operational results with employees.

Strengthening Integration Capabilities, Building Sustainable Operations

Maintaining competitiveness is a crucial challenge for the Company's future. We are steadily expanding our team, continuously adjusting and optimizing existing equipment and developing new technology. We are also deepening our business deployment in China, Taiwan, and Southeast Asia. By integrating vertical and horizontal resources, we enhance the depth and quality of our technical services and actively create opportunities for cross-industry progress, while pursuing sustainable business operations and development.

President of Nova Technology Corp. President



Table of Contents

Foreword

Message from the Chairman

Message from the President

About This Report •

About Novatech

Novatech Major Milestones

Honors and Recognition

Sustainability Performance
Highlights

- 1 Pursuing Sustainable
Development: Advancing
Sustainability
- 2 Implementing Sustainable
Governance: Transparency and
Integrity
- 3 Creating Sustainable Value:
Partnering Together
- 4 Promoting Sustainable
Environment: Environmental
Protection
- 5 Fostering Diversity and Inclusion:
Achieving Workplace Success
- 6 Contributing to Social Prosperity:
Achieving Mutual Benefits

Appendix



About This Report

Executive Summary

Since 2016, Nova Technology Corp. has published its Corporate Social Responsibility Report, which was renamed to Sustainability Report in 2021 (Sustainability Report or this report). The report transparently discloses the Company's strategies, management approaches, and implementation results in governance, environmental, and social aspects to stakeholders and the general public, demonstrating our sustainability achievements and commitment to becoming a sustainable enterprise.

Report Preparation Guidelines

This report's disclosure is prepared in accordance with the GRI Universal Standards 2021 issued by the Global Reporting Initiative (GRI), the Task Force on Climate-related Financial Disclosures (TCFD) framework, and the Sustainability Accounting Standards Board (SASB) standards for the Electrical & Engineering Services industry. GRI Standards Content Index and SASB Standards Content Index are attached at the end of the report for readers' reference. The statistical data and information in this report are derived from Novatech's surveys and statistics collected from daily operational management of various departments and are calculated in accordance with local regulatory requirements, international indicators, and industry standards or practices.

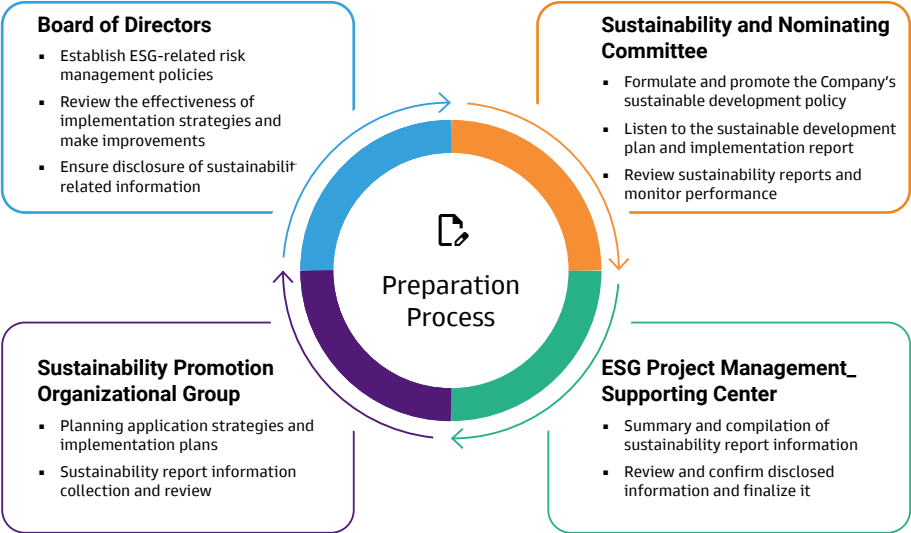
Table of Contents

Foreword

Message from the Chairman	
Message from the President	
About This Report	
About Novatech	
Novatech Major Milestones	
Honors and Recognition	
Sustainability Performance Highlights	
1 Pursuing Sustainable Development: Advancing Sustainability	
2 Implementing Sustainable Governance: Transparency and Integrity	
3 Creating Sustainable Value: Partnering Together	
4 Promoting Sustainable Environment: Environmental Protection	
5 Fostering Diversity and Inclusion: Achieving Workplace Success	
6 Contributing to Social Prosperity: Achieving Mutual Benefits	

Appendix

Report Preparation Process



Reporting Period and Publication Cycle

This report is Novatech's 9th corporate sustainability report. Novatech's headquarters and subsidiary operations are located in Taiwan, Mainland China, and Singapore. The scope of disclosure in this report is for the parent company of Novatech, excluding subsidiaries. However, the financial data is consistent with the consolidated financial statements and calculated in New Taiwan Dollars. In the future, we will continue to gradually expand the disclosure boundary to align with the consolidated financial reporting boundary, in order to present a more complete picture of the group's overall sustainability performance.

Previous publication date: June 2024
Current publication date: August 2025
Next publication date: August 2026

Report Assurance

Specific indicators and content in this report have been independently verified with limited assurance by PwC Taiwan in accordance with Statement of Assurance Standards No. 1 Assurance Engagements other than Audits or Reviews of Historical Financial Information of the Republic of China. Please refer to Appendix 1 for the assurance report.

Assurance and Verification of Reported Information	Third-Party Verification Agency	Standards Followed
Sustainability Report	PwC Taiwan	GRI Standards
		International Standard AA1000 SES
		United Nations Sustainable Development Goals
		TCFD Climate-related Financial Disclosures
		SASB Sustainability Accounting Standards
Greenhouse Gas Inventory Report	Dnv GL Business Assurance Co., Ltd.	ISO 14064-1 Standard
Financial Information (Annual Report, Financial Statements)	KPMG	Regulations Governing the Preparation of Financial Reports by Securities Issuers

Feedback

If you have any questions or feedback about this report, please contact us.

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Table of Contents

Foreword

Message from the Chairman

Message from the President

About This Report

About Novatech

Novatech Major Milestones

Honors and Recognition

Sustainability Performance
Highlights

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Where Vision Meets the Future

About Novatech

Founded in June 1997, Nova Technology Corp. is dedicated to securing a leading position in industrial processes for high-tech industries. The Company focuses on technical services and professional division of labor in high-tech industrial processes. With an experienced design team and a competitive engineering team, the Company provides high-quality equipment, engineering construction, and maintenance services, covering everything from initial communication and design to overall environmental planning, while leveraging the advantages of vertical integration. Novatech's services have expanded from water, gas, and chemical system design to equipment manufacturing, sales, and agency services, as well as process equipment and pipeline planning, design, construction, installation and testing, providing customers with comprehensive one-stop customized solutions.

Distribution of Novatech's Operating Regions

Shanghai, Mainland China

Winmax Technology Corp. (Shanghai)

Suzhou, Mainland China

Winmax Technology Co., Ltd. (SuZhou)

Hsinchu, Taiwan

Nova Technology Corp.

Winmega Technology Corp.

Rayzher Industrial Co., Ltd.

Dadewin Technology Corp.

Malaysia

WINMAX TECHNOLOGY
MALAYSIA SDN.BHD

Singapore

NOVATECH ENGINEERING &
CONSTRUCTION PTE.,LTD
WINMAX TECHNOLOGY
MALAYSIA SDN.BHD

Organizational Chart of Affiliated Companies

For detailed information, please refer to the Market Observation Post System (MOPS)

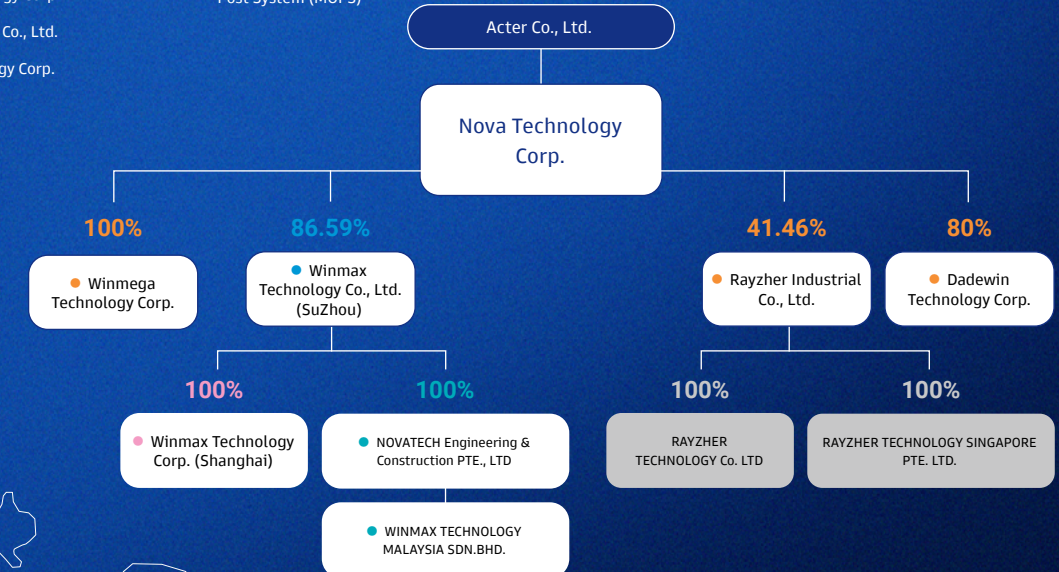


Table of Contents

Foreword

Message from the Chairman

Message from the President

About This Report

About Novatech

Novatech Major Milestones

Honors and Recognition

Sustainability Performance

Highlights

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Starting as an integration expert in water, gas, and chemical systems for high-tech industrial facilities, Novatech has always upheld the values of service, integrity, professionalism, and mutual benefit. The Company is committed to becoming a respected benchmark in the industry. Novatech has served leading domestic and international semiconductor plants, optoelectronics factories, solar energy facilities, biotech pharmaceutical companies, and chemical industry manufacturers, with customer service locations across Taiwan, Mainland China, Vietnam, Singapore, Malaysia, and other regions.

To enhance operational performance and competitive advantages, Novatech established a strategic alliance with Acter Co., Ltd. in 2009. By combining with Acter’s professional

engineering expertise in mechanical and electrical systems, air conditioning, and cleanrooms, and through strategic operations and process management, Novatech provides customers with comprehensive professional services. In view of Novatech’s comprehensive business development, Winmega Technology Corp. was established in 2014 to provide professional agency and sales services for equipment, materials, and instruments needed by semiconductor, optoelectronics, packaging, and testing related industries. Since 2015, expanding its business scope and operational locations, the Company established Winmax Technology Co., Ltd. (SuZhou) in Jiangsu, China. While gradually expanding in the Chinese market, Novatech also entered the Southeast Asian market by establishing NOVATECH Engineering & Construction PTE., LTD in Singapore,

implementing a regional point-to-plane strategy to provide comprehensive products and services. In 2021, the Company acquired Rayzher Industrial Co., Ltd., an engineering service provider, to enhance its gas equipment and engineering services capabilities, better meet the order demands of customers in semiconductor and optoelectronics industries, and drive operational growth.

Main Products

- High Purity Chemical Supply System

Special Gas Supply System

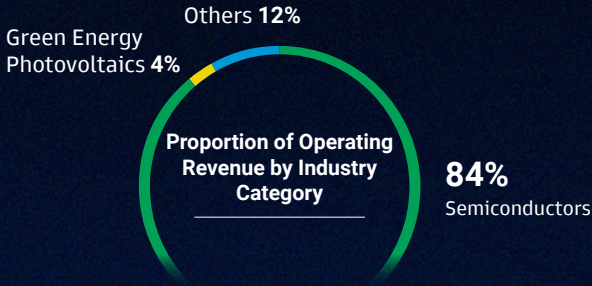
Wet Process Equipment
- Stripper Recycling System

Thin Film Oil and Gas Recovery System

Business Segment Proportion

December 31, 2024;
Unit: NT\$ Thousand; %

Items	Operating Revenue	Business Proportion
High-Tech Industry Process Supply System Equipment Sales	6,491,702	62.53%
High-Tech Industry Process Supply System Integration Engineering	3,524,489	33.95%
Others	366,119	3.52%
Total	10,382,310	100%



Number and Amount of Engineering Projects

Unit: Number of Cases/NT\$ Thousand

Region Name	Number of Projects Under Construction (As of the end of December 2024)	Number of Completed Projects (2024)	Amount of Projects Under Construction (As of the end of December 2024)
Taiwan	161	246	1,206,051
Mainland China	0	9	0
Other Asian Regions	1	6	190
Total	162	261	1,206,241

Basic Information

Nova Technology Corp. Stock Code | 6613

Date of Establishment	June 13, 1997
Capital	NT\$500,000,000
Number of Employees	920
Headquarters Address	10F., No.76, Sec. 2, Jiafeng S. Rd., Zhubei City, Hsinchu County, Taiwan
Services	1. Integration services for process water, gas, and chemical supply systems 2. Waste recycling and energy-saving environmental system services 3. Water resource development and recycling integration services 4. Plant-wide equipment system integration engineering services
Industry Category	Other Electronics Industry
Operating Sites	Taiwan, Mainland China, Singapore
Market	Taiwan, Mainland China, Singapore

Table of Contents

Foreword

Message from the Chairman

Message from the President

About This Report

About Novatech

Novatech Major Milestones

Honors and Recognition

Sustainability Performance
Highlights

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Our Goals and Progress

Novatech Major Milestones

1997

June

Nova Technology Corp. was officially established, initially focusing on chemical supply systems and CMP slurry supply systems operations, with a paid-in capital of NT\$5 million

2001

February

Cash capital increase of NT\$3.5 million and capitalization of earnings of NT\$7.5 million, paid-in capital increased to NT\$16 million

2002

November

Established a wholly-owned subsidiary, Winmax Technology Corp. (Shanghai), in Shanghai, China, and built a production and processing base including cleanroom facilities in Waigaoqiao. It is a professional company providing services such as design, manufacturing, sales, and services

December

Capitalization of earnings of NT\$24 million, paid-in capital increased to NT\$40 million

2008

February

Collaborated with Japan's Suikan Corporation to develop waste solvent recycling and regeneration systems

2009

March

Novatech established a strategic alliance with Acter Co., Ltd. (stock code: 5536) and became a 100% subsidiary of Acter Group

2014

August

To align with future development plans, Novatech spun off its agency and sales department to establish Winmega Technology Corp., a 100% owned subsidiary. The company focuses on electronic equipment and components agency/distribution business with a paid-in capital of NT\$15 million

2016

February

Established a wholly-owned subsidiary [Winmax Technology Corporation (Suzhou)] in Suzhou, China, mainly focusing on the design, manufacturing, sales and service of gas cabinets and equipment, with an actual investment of NT\$32.2 million (US\$1 million)

October

Approved for Initial Public Offering by Taipei Exchange (TPEX) (Stock code: 6613)



Table of Contents

Foreword

Message from the Chairman

Message from the President

About This Report

About Novatech

Novatech Major Milestones

Honors and Recognition

Sustainability Performance
Highlights

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

2017

December

Cash capital increase of NT\$43 million, paid-in capital increased to NT\$339.3 million

The Taipei Exchange approved Nova Technology Corp. for listing, and the Company published its first Corporate Social Responsibility (CSR) Report.



2018

Published its second Corporate Social Responsibility Report

Ranked in the top 6%-20% among TPEX-listed companies in corporate governance evaluation

Won the 15th National Brand Yushan Award:
1. Enterprise Excellence Award
2. Enterprise First Prize

2019

Released Novatech 2030 Sustainability Declaration, responding to global Sustainable Development Goals (SDGs)

Ranked in the top 5% of TPEX companies in corporate governance evaluation

Awarded CommonWealth Magazine's Top 100 Fast-Growing Companies Award

2021

Ranked in the top 5% of TPEX companies in the 7th Corporate Governance Evaluation

Awarded 2021 CommonWealth Magazine CSR Corporate Citizenship Award - Rising Star Award for Small Giants

Awarded 2021 14th TCSA Corporate Sustainability Report Award - Silver Award

Strategic cooperation to drive operational growth, acquired 51% equity stake in Rayzher Industrial Co., Ltd.

2020

Ranked in the top 5% of TPEX companies in the 6th Corporate Governance Evaluation

Awarded 2020 CommonWealth Magazine CSR Corporate Citizenship Award - Rising Star Award for Small Giants

2022

Ranked in the top 5% and received award in the 8th Corporate Governance Evaluation

Ranked in the top 5% and received award in the 8th Corporate Governance Evaluation (Market Cap NT\$5-10 billion)

2022 15th TCSA Corporate Sustainability Report - Bronze Award (Service Industry Category 1) Bronze Award

2022 CommonWealth Sustainability Citizen Award - 15th Place in Mid-sized Enterprises

2022 Excellence Award in Occupational Health and Safety Indicators Disclosure Initiative for Sustainability Reports (OTC Electronic Services Industry)



2023

Subsidiary Winmax Technology Corporation (Suzhou) renamed to Winmax Technology Co., Ltd. (SuZhou)

Established Dadewin Technology Corp., an 80% owned subsidiary of Novatech, focusing on engineering design services with a paid-in capital of NT\$5 million

2024

2024 Taiwan Foreign Investment Potential Award for Selected Industry Champions

In 2024, Winmax Technology Co., Ltd. (SuZhou) received the National Level Specialized and Innovative Little Giant Enterprise Award

Obtained ISO 45001:2018 Occupational Health and Safety Management System certification



Table of Contents

Foreword

Message from the Chairman

Message from the President

About This Report

About Novatech

Novatech Major Milestones

Honors and Recognition •

Sustainability Performance
Highlights

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Shine with Honor, Rise with Pride

Honors and Recognition



TOP 5% Award in
the 10th Corporate
Governance
Evaluation



2024 Taiwan Foreign
Investment Potential
Award for Selected
Industry Champions



2024 CommonWealth
Sustainability Citizen
Award - 7th Place in
Mid-sized Enterprises



2024 17th
TCSA Corporate
Sustainability Report
- Silver Award (Service
Industry Category 1)



2024 Happy TPEx-
listed Enterprise
Award



2024 High-Tech
Facility International
Forum Letter of
Appreciation
Supporting the Acceleration of Innovation,
Empowering Facility Intelligence and
Sustainable Development



In 2024, Winmax
Technology Co., Ltd.
(SuZhou) received the
National Level Specialized
and Innovative Little Giant
Enterprise Award

Table of Contents

Foreword

Message from the Chairman

Message from the President

About This Report

About Novatech

Novatech Major Milestones

Honors and Recognition

Sustainability Performance

Highlights

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Sustainability in Action

Sustainability Performance Highlights



G Governance and Performance

- Ranked among the top 5% of companies in Corporate Governance Evaluation for five consecutive years (6th to 10th term)
- Ranked in the top 10% of Electronics Companies with Market Value Over NT\$10 Billion in the 10th Corporate Governance Evaluation
- Independent directors account for more than half of Board members, reaching 57%
- The 2024 consolidated revenue was NT\$10,382 million, growing approximately 13.6% compared to 2023. The 2024 consolidated net profit after tax attributable to the parent company was NT\$1,279 million, increasing 22.7% compared to 2023
- The signing rate of Declaration of Compliance with the Management Policy of Integrity by directors and senior management was 100%; the signing rate of Declaration of No Violation of Integrity Principles by department-level and above executives reached 100%
- No corruption incidents were received or occurred in 2024
- In 2024, information security was included as a material topic, and the Information Security Management Unit was established to implement relevant policies
- Established information security management system and security management organization, strengthened security risk management and completed annual security drills

E Environment and Products

- Continuously maintained four ISO management standards certifications (ISO 14001, 9001, 14064-1, 45001)
- Continuously implemented operational energy reduction, with 100% replacement of air conditioning systems with energy-efficient units in all overseas offices
- Energy reduction in 2024, targeting 3% decrease in GJ/ping compared to the base year
- Greenhouse gas emissions in 2024, targeting 1% reduction in tonCO2e compared to the base year
- Water consumption in 2024, targeting 7 cubic meters/person reduction compared to the base year
- Purchased sustainable development bonds linked to green loans, acquired First Bank's twAA+ sustainable development bonds (Bond Code: G159A3) through E.SUN Bank, with an amount of NT\$10 million, held until maturity date December 8, 2026.
- Participated in E.SUN Bank's sustainable time deposit program for the second year with USD 1 million, actively engaging in sustainable development initiatives
- In 2024, Novatech and its subsidiaries obtained 86 patents
- In 2024, improved chamber extraction efficiency using new methods, reducing chemical waste treatment volume: 0.5L*52(times/year)*170(machines/year)=4420L

S Society

- Total employee benefits expenditure in 2024 increased by 4.81% compared to 2023, and average employee benefits expenses increased by 7% over the same period
- Human rights policy education and training achieved a 100% participation rate.
- In 2024, the Company voluntarily obtained CNS 45001 (Taiwan Occupational Safety and Health Management Systems TOSHMS) certification
- As of December 31, 2024, the Company achieved 3,212,746 hours without workplace accidents
- The health examination participation rate reached 92% in 2024
- In 2024, the Company collaborated with employees, suppliers, affiliated companies, and customers to carry out social engagement projects. Novatech invested approximately NT\$1.71 million, with a total of 58 corporate volunteers contributing 177.5 hours.
- The Company supported Hakka Language Promotion Project by sponsoring Yuan-Ke Mixed Chorus of Hsinchu County for two consecutive years, with accumulated operational funding sponsorship totaling NT\$600,000
- For the second consecutive year, the Company supported rural education development by sponsoring NT\$300,000 for archery team training at rural schools in Hsinchu County.
- In 2024, Novatech donated NT\$190,000 to social welfare, long-term care, and critically ill patients
- Continued collaboration with Yuan-Ke Mixed Chorus to conduct environmental education promotion activities in Hsinchu County schools, with a total of 360 participants

Table of Contents

Foreword

1 Pursuing Sustainable Development: Advancing Sustainability •

1-1 Sustainable Development Vision

1-2 Sustainable Development Goals

1-3 Sustainable Development Implementation Units

1-4 Sustainability Topic Identification

1-5 Stakeholder Communication

1-6 Novatech Sustainable Value Chain

2 Implementing Sustainable Governance: Transparency and Integrity

3 Creating Sustainable Value: Partnering Together

4 Promoting Sustainable Environment: Environmental Protection

5 Fostering Diversity and Inclusion: Achieving Workplace Success

6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

In Pursuit of Sustainable Development Common Prosperity

1 Pursuing Sustainable Development Advancing Sustainability

1-1 Sustainable Development Vision

1-2 Sustainable Development Goals

1-3 Sustainable Development Implementation Units

1-4 Sustainability Topic Identification

1-5 Stakeholder Communication

1-6 Sustainable Value Chain Management

13 Material Topics

In 2024, Novatech identified 13 material topics across three major aspects: governance, environment, and social (including human rights)

Sustainable Development Pillars: Guided by the development strategies of sustainable planet, technological innovation, and customer safety, Novatech partnered with stakeholders to comprehensively implement ESG initiatives.

Implemented sustainable value chain management by leveraging six major capitals to drive internal sustainability management, maximize operational profits and shareholder value, and generate economic, environmental, and social benefits

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 1-1 Sustainable Development Vision
- 1-2 Sustainable Development Goals
- 1-3 Sustainable Development Implementation Units
- 1-4 Sustainability Topic Identification
- 1-5 Stakeholder Communication
- 1-6 Novatech Sustainable Value Chain
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

1-1 Sustainable Development Vision

As a key player of the high-tech industry process, Novatech provides research, development, and integration services for water, gas, and chemical technologies in high-tech facility systems. Committed to being the preferred partner in industrial processes, the Company collaborates with employees, suppliers, and industry partners to advance the global sustainable development 5P principles: People (Social), Planet (Environmental), Prosperity (Economic), Peace (Governance), and Partnership (Implementation). We not only provide customers with diversified quality products and services that align with green sustainability trends but also implement corporate sustainable governance and risk management. We create a healthy, safe, and friendly workplace, build energy-saving and waste-reducing green operations, and actively participate in social welfare. Through these efforts, we gradually realize the goals of sustainable products, environmental stewardship, and social sustainability, fostering mutual prosperity with all stakeholders.

Sustainable Development Direction and Long-term Strategy

To achieve sustainable development goals, Novatech has established ESG directions and long-term strategies, setting short, medium, and long-term objectives. We review the implementation of these goals annually to ensure the Company's sustainability strategies achieve the greatest positive impact.

In response to domestic and international sustainability trends, internal and external environmental changes, and policy shifts, we plan sustainability promotion strategies across three aspects: business operations, environment, and society. We actively align with the United Nations' Sustainable Development Goals (SDGs) by incorporating them into our core business operations. Through identifying impactful opportunities and key development potential within our industry value chain and core competencies, we have formulated a sustainable development blueprint and strategy focused on sustainable planet, technical innovation, and customer safety. We work together with stakeholders to comprehensively implement ESG practices.

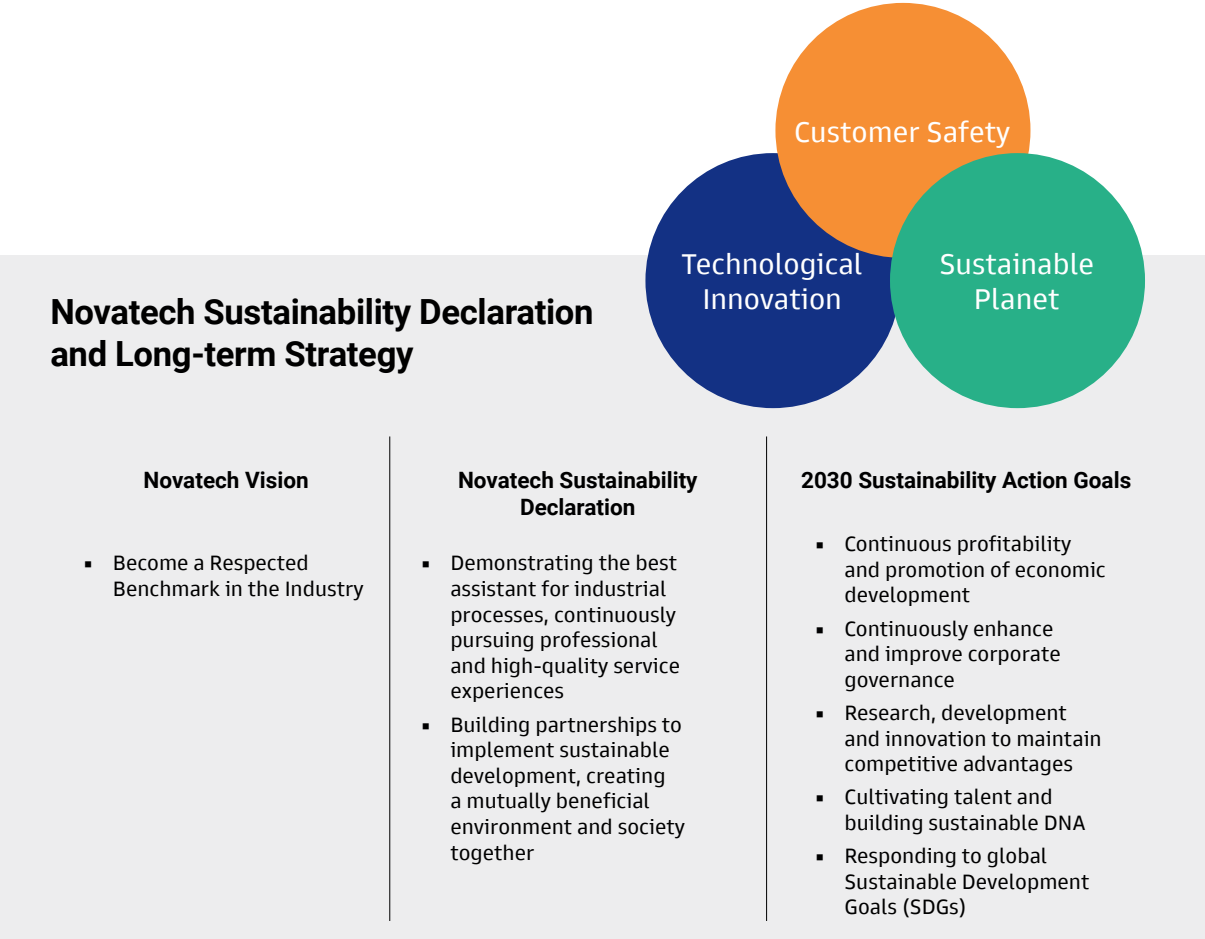


Table of Contents

Foreword

1 Pursuing Sustainable Development: Advancing Sustainability

1-1 Sustainable Development Vision

1-2 Sustainable Development Goals

1-3 Sustainable Development Implementation Units

1-4 Sustainability Topic Identification

1-5 Stakeholder Communication

1-6 Novatech Sustainable Value Chain

2 Implementing Sustainable Governance: Transparency and Integrity

3 Creating Sustainable Value: Partnering Together

4 Promoting Sustainable Environment: Environmental Protection

5 Fostering Diversity and Inclusion: Achieving Workplace Success

6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Sustainable Development Pillars

Environment

- Development Principles
- Reduce carbon emissions, manage climate change risks and opportunities, and take action to achieve environmental sustainability.
 - Apply sustainable practices across operations, product design, production, and customer service to co-create a sustainable value chain.
- Novatech's 2024 Material Topics
- Climate Change and Greenhouse Gas Management
 - Energy and Resource Management
 - Customer Relationship Management
 - Supply Chain Sustainability Management
 - Sustainable Products and Innovation



Governance

- Development Principles
- Fully uphold ethical business practices, strengthen ESG governance and stakeholder engagement.
 - Pay attention to regulations and take corresponding actions, perform due diligence in risk management and ensure transparent disclosure.
- Novatech's 2024 Material Topics
- Sustainable Governance and Risk Management
 - Regulatory Compliance
 - Ethics and Integrity Management



Society

- Development Principles
- Prioritize people, value diverse development, and support employee care.
 - Collaborate with communities to create a sustainable and inclusive society.
- Novatech's 2024 Material Topics
- Customer Health and Safety
 - Occupational Safety and Health
 - Training and Education
 - Labor-Management Relations
 - Climate Change and Greenhouse Gas Management



Responding to UN Sustainable Development Goals

The UN Sustainable Development Goals provide guidance through 5 core principles and 17 related indicators, outlining a common direction for global businesses and civil society organizations to address major environmental, social, and economic challenges faced today. As a member of the global community, Novatech actively aligns with the UN Sustainable Development Goals, identifying 9 highly relevant goals to focus on. Through concrete actions within the context of globalization, we optimize our corporate structure and enhance core competitiveness, serving as a driving force for the Company's sustainable development.



SDG 3 Good Health and Well-being

- SDG Goals
- Ensure healthy lives and promote well-being for all.
- 2024 Performance Actions
- 2024 CommonHealth Magazine's CHR Promise Enterprise for Health Corporate Citizenship
 - In 2024, a total of 102 hours of services were provided by doctors, nurses, and physical therapists, benefiting 96 employees
 - In 2024, we invested a total prize money of NT\$72,000 in the health step competition.
 - As of December 31, 2024, we achieved 3,212,746 hours without workplace accidents

Corresponding Topics	Occupational Safety and Health
Chapter	Chapter 5 - Fostering Diversity and Inclusion: Achieving Workplace Excellence

Table of Contents

Foreword

1 Pursuing Sustainable Development: Advancing Sustainability

1-1 Sustainable Development Vision

1-2 Sustainable Development Goals

1-3 Sustainable Development Implementation Units

1-4 Sustainability Topic Identification

1-5 Stakeholder Communication

1-6 Novatech Sustainable Value Chain

2 Implementing Sustainable Governance: Transparency and Integrity

3 Creating Sustainable Value: Partnering Together

4 Promoting Sustainable Environment: Environmental Protection

5 Fostering Diversity and Inclusion: Achieving Workplace Success

6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix



SDG 4 Quality Education

SDG Goals

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

2024 Performance Actions

- Continued educational development by hiring 4 interns for Corporate Internship, investing NT\$335,695 to recruit future corporate sustainability talents and jointly built next-generation competitiveness.
- Through industry-academia collaboration with Hsinchu Vocational Training & Education Association, we hired students accounting for 3% of the Company's total workforce
- Continued collaboration with Yuan-Ke Mixed Chorus to conduct environmental education promotion activities in Hsinchu County schools, with a total of 360 participants

Corresponding Topics Training and Education

Chapter Chapter 6 - Contributing to Social Prosperity: Achieving Mutual Benefits



SDG 12 Responsible Consumption and Production

SDG Goals

Ensure sustainable consumption and production patterns

2024 Performance Actions

- Passed ITRI's TS explosion-proof electrical equipment type certification, with 29 products certified in 2024, and in full compliance with national standard CNS regulations
- Pyramid construction quality management: Establish a three-tier management mechanism to ensure construction quality control. First tier: Contractor supervisors and construction personnel Second tier: Engineers and supervisors Level 3: QA/QC/Third party

Corresponding Topics Customer Health and Safety

Chapter Chapter 3: Creating Sustainable Value: Partnering Together



SDG 6 Clean Water and Sanitation

SDG Goals

Ensure availability and sustainable management of water and sanitation for all

2024 Performance Actions

- In 2024, we introduced equipment manufacturing standards for high-purity chemical supply systems, improved equipment sampling box structure: reduced chemical usage: 0.5L*52(times/year)*170(machines/year)=4420L
- Assisted customers in recycling stripping solutions and process cleaning solvents; through distillation heating method and utilizing different boiling points of target chemicals, customized solutions can achieve solvent recovery rates of over 90%.

Corresponding Topics Climate Change and Greenhouse Gas Management
Energy and Resource Management
Customer Relationship Management

Chapter Chapter 3: Creating Sustainable Value: Partnering Together



SDG 11 Sustainable Cities and Communities

SDG Goals

Ensure that cities and human settlements are inclusive, safe, resilient, and sustainable

2024 Performance Actions

- Guided by the spirit of people-oriented, caring for society, we engage in social participation through four main axes: educational foundation, sustainable value creation, preserve cultural heritage, and support senior care
- Hakka Language Promotion Project, sponsored the Yuan-Ke Mixed Chorus of Hsinchu County for two consecutive years, with accumulated operational funding sponsorship totaling \$600,000
- In 2024, Novatech donated NT\$190,000 to social welfare, long-term care, and critically ill patients

Corresponding Topics Contributing to Social Prosperity; Preserve Cultural Heritage; Support Senior Care

Chapter Chapter 6 - Contributing to Social Prosperity: Achieving Mutual Benefits



SDG 8 Employment and Economic Growth

SDG Goals

Promote inclusive and sustainable economic growth and create job opportunities for all

2024 Performance Actions

- Novatech's local procurement from suppliers (note) in Taiwan was 98.13% in 2024
- In 2024, Novatech's average employee salary expenses increased by approximately 13.67% compared to 2023. The average salary of full-time employees in non-supervisory positions increased by 10.7% and the median salary increased by 9.85% compared to 2023

Corresponding Topics Sustainable Governance and Risk Management
Regulatory Compliance

Chapter Chapter 3: Creating Sustainable Value: Partnering Together
Chapter 5 - Fostering Diversity and Inclusion: Achieving Workplace Excellence



SDG 13 Climate Action

SDG Goals

Take urgent action to combat climate change and its impacts through both mitigation and adaptation measures

2024 Performance Actions

- In 2024, we implemented operational energy reduction by completing 100% replacement of air conditioning systems with energy-efficient units in all overseas offices
- Energy usage decreased by 3% (GJ/ping) compared to the baseline year
- Greenhouse gas emissions decreased by 1% tonCO2e compared to the baseline year
- Water consumption decreased to 7 cubic meters/person compared to the baseline year

Corresponding Topics Climate Change and Greenhouse Gas Management

Chapter Chapter 4 - Promoting Sustainable Environment: Environmental Protection



SDG 9 Industry, Innovation, and Infrastructure

SDG Goals

Build resilient infrastructure, promote inclusive and sustainable industrialization, and drive innovation

2024 Performance Actions

- Implement green design: Comprehensively promote product green transformation, focusing on Recycle resource recycling, Replace inefficient products, and Reduce energy consumption products, using the 3R strategy to build low-carbon competitiveness
- The gas mixing system reduces customers' unit gas costs and can reduce carbon emissions from gas cylinder transportation. Our gas mixing system helps customers reduce carbon emissions during transportation by 4,128 kg/year CO2, and also saves customers approximately 2.5 million in special gas production costs
- The optimization of gas-liquid separators uses gravity settling to separate gas and liquid, making client process applications more stable. In applications, depending on different operating pressures, the system supply performance can be increased by 4%~10% in flow rate

Corresponding Topics Supply Chain Sustainability Management

Chapter Chapter 3: Creating Sustainable Value: Partnering Together



SDG 17 Global Partnerships

SDG Goals

Strengthen implementation methods for sustainable development and cultivate diverse partnerships

2024 Performance Actions

- In 2024, Novatech, Rayzher, and Chinese subsidiaries Winmax Technology Corp. (Shanghai) and Winmax Technology Co., Ltd. (SuZhou) collectively obtained 28 utility model patents, 20 invention patents, 11 software copyrights, 11 trademark rights, and 16 design patents, accumulating a total of 86 patent authorizations
- In 2024, in collaboration with employees, suppliers, affiliated companies, and customers to implement social engagement projects, Novatech invested approximately NT\$1.71 million, with a total of 58 corporate volunteers contributing 177.5 hours

Corresponding Topics Process efficiency and quality optimization; Contributing to Social Prosperity: Achieving Mutual Benefits

Chapter Chapter 3: Creating Sustainable Value: Partnering Together
Chapter 6 - Contributing to Social Prosperity: Achieving Mutual Benefits

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 1-1 Sustainable Development Vision
- 1-2 Sustainable Development Goals
- 1-3 Sustainable Development Implementation Units
- 1-4 Sustainability Topic Identification
- 1-5 Stakeholder Communication
- 1-6 Novatech Sustainable Value Chain
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

1-2 Sustainable Development Goals

Economy and Corporate Governance

Corresponding Material Topics	Mid to Long-term Goals and Indicators (-2030)	2024 Goals	2024 Implementation Status	Achievement Status
Ethics and Integrity Management	Integrity, ethics, and anti-corruption related courses incorporated into E-learning course system with 100% training completion rate	Integrity, ethics, and anti-corruption related courses reached a training completion rate of 100%	Integrity, ethics, and anti-corruption related courses reached a training completion rate of 100%	🟢
Sustainable Governance and Risk Management	Top 5% in Corporate Governance Evaluation among TPEx-listed companies	Rank in the top 5% among TPEx-listed companies in Corporate Governance Evaluation	Ranked in the top 5% among all TPEx-listed companies in the 10th Corporate Governance Evaluation	🟢
	Review the effectiveness and methods of stakeholder communication every six months	Review the effectiveness and methods of stakeholder communication every six months	Reported to the Board of Directors in Q3 2024 regarding communication status up to Q3 in that year	🟢
	Regularly conduct external evaluation of Board of Directors' performance assessment	Regularly (every three years) conduct external evaluation of Board of Directors' performance assessment	Regularly conducted external director performance evaluation every three years, with the Board performance evaluation conducted in 2023 and the next evaluation scheduled for 2026	🟢
Regulatory Compliance	Maintain zero major penalty incidents and control compliance violations to fewer than three cases per year	Control annual compliance violations to fewer than five cases per year	Accumulated one penalty from property owner's audit	🟢
	No environmental protection audit penalties	No environmental protection audit penalties	No environmental protection audit penalties	🟢

Environment and Products

Corresponding Material Topics	Mid to Long-term Goals and Indicators (-2030)	2024 Goals	2024 Implementation Status	Achievement Status
Customer Health and Safety	Equipment factory testing (100% pressure retention test)	Equipment factory testing (100% pressure retention test)	100% nitrogen pressure retention test for machine piping	🟢
	Equipment factory testing (100% safety valve test)	Equipment factory testing (100% safety valve test)	100% equipment safety valve test rate	🟢
	100% CO2 sensor test rate for organic solvent machines	100% CO2 sensor test rate for organic solvent machines	CO2 sensor testing for 35 organic solvent machines, 100% test rate	🟢

Table of Contents

Foreword

1 Pursuing Sustainable Development: Advancing Sustainability

1-1 Sustainable Development Vision

1-2 Sustainable Development Goals

1-3 Sustainable Development Implementation Units

1-4 Sustainability Topic Identification

1-5 Stakeholder Communication

1-6 Novatech Sustainable Value Chain

2 Implementing Sustainable Governance: Transparency and Integrity

3 Creating Sustainable Value: Partnering Together

4 Promoting Sustainable Environment: Environmental Protection

5 Fostering Diversity and Inclusion: Achieving Workplace Success

6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Corresponding Material Topics	Mid to Long-term Goals and Indicators (-2030)	2024 Goals	2024 Implementation Status	Achievement Status
Customer Health and Safety	100% EMO emergency stop function test rate for machines	100% EMO emergency stop function test rate for machines	EMO emergency stop function testing for 60 equipment units, 100% test rate	🟢
	100% CO2 sensor test rate for explosion-proof machines	100% CO2 sensor test rate for explosion-proof machines	CO2 sensor testing for 34 explosion-proof machines in 2024, 100% test rate	🟢
	100% completion of pre-chemical flush operation safety checks for all piping/equipment completion, ensuring safe handover to customers	100% completion of pre-operation safety checks and handover for chemical flush operations in accordance with standard procedures	Achieved a 100% completion of pre-chemical flush operation safety checks for all piping/equipment completion, ensuring safe handover to customers	🟢
Customer Relationship Management	90% customer satisfaction rate by 2030 Control annual compliance violations to fewer than five cases per year	85% customer satisfaction rate with customer complaints ≤ 5 cases	94.49% customer satisfaction rate by 2024 0 customer complaint cases	🟢
Energy Management	Conduct over 13 Green Office energy-saving and carbon reduction promotional events	Conduct over 10 Green Office energy-saving and carbon reduction promotional events	A total of 12 Green Office energy-saving and carbon reduction promotional events were conducted	🟢
Climate Change and Greenhouse Gas Management	Implement electronic E-forms to reduce paper usage and carbon dioxide emissions compared to the previous year	Implement electronic E-forms to reduce paper usage and carbon dioxide emissions compared to the previous year	Implemented a total of 10,737 E-forms throughout the year, with paper usage reduced by 4.18% compared to the previous year	🟢
Supply Chain Sustainability Management	Conduct 15 on-site supplier audits	Conduct several on-site supplier audits	7 times	🟢
	Visits to 5 or more key or potentially risky suppliers, with a 100% achievement rate (newly added from 2024)	Visits to 3 key or potentially risky suppliers for the year, with an achievement rate of 50%	Visited five suppliers	🟢
	1. Achieve a 100% signing rate of conflict minerals declaration and social responsibility commitment by key suppliers 2. Achieve a 100% signing rate of the Code of Conduct by key raw material suppliers * Key suppliers are defined as the top 10 suppliers and the top 10 raw material suppliers among the top 60 suppliers by transaction amount.	1. Achieve a 50% signing rate of the conflict minerals declaration and social responsibility commitment by key suppliers 2. Achieve a 50% signing rate of Code of Conduct by key raw material suppliers	1. 80% 2. 50%	🟢
Sustainable Products and Technology Innovation	Target a total of 30 Outstanding Supplier Awards by 2030	Target a total of 24 Outstanding Supplier Awards	Secured a total of 24 Outstanding Supplier Awards by 2024	🟢
	Implement 8 operational process optimizations by 2030	Implement 1 operational process optimization by 2024	Implemented 4 operational process optimizations by 2024	🟢
Sustainable Products and Technology Innovation	Target a total of 5 business development cases by 2030 Target a total of 3 project orders by 2030	Target the inclusion of 2 new industry sectors	Achieved 2 business development cases and 1 project order in 2024, accumulating 3 cases	🟢
	Obtain 50 equipment-related certifications (including patents)	Maintain an equipment-related certification acquisition rate above 100% (accumulate 20 cases)	Obtained 33 equipment-related certifications (including patents)	🟢

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
 - 1-1 Sustainable Development Vision
 - 1-2 Sustainable Development Goals
 - 1-3 Sustainable Development Implementation Units
 - 1-4 Sustainability Topic Identification
 - 1-5 Stakeholder Communication
 - 1-6 Novatech Sustainable Value Chain
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Society

Corresponding Material Topics	Mid to Long-term Goals and Indicators (-2030)	2024 Goals	2024 Implementation Status	Achievement Status
Training and Education	Achieve a 90% satisfaction rate on employee training courses by 2030	Achieve a 90% satisfaction rate on employee training courses	Achieved a 94% satisfaction rate on Instrument Department's training course, Introduction to Wafer Process SDS DRUM and HMI Operation	
	Achieve a 95% completion rate for the Design Department's required individual training hours by 2030	Design Department Achieve a 85% completion rate for training hours	Achieved a 100% completion rate for the Design Department's required education and training hours	
	Achieve a 95% completion rate for the Instrument Department's required individual training hours by 2030	Instrument Department Achieve a 90% completion rate for training hours	Achieved a 100% completion rate for the Design Department's required education and training hours	
	Achieve a completion rate of over 90% for department training hours	Achieve 85% and 90% completion rate for training hours for the Engineering I and II Departments, respectively	Achieved a 100% completion rate for Engineering Division's training hours	
	Achieve a satisfaction rate of over 90% for employee training courses	Achieve a satisfaction rate of over 80% for employee training courses by 2024	Achieved a satisfaction rate of over 90% for employee training courses by 2024	
	Increase staff professional certifications, reaching a cumulative total of 60 certificates by 2030	Achieve a cumulative total of 25 professional certifications among staff	Staff obtained a cumulative total of 55 certificates (including recertification)	
	By 2030, achieve an average of 3 engineering-related certificates and operation supervisor certificates per employee	Achieve an average of 1 engineering-related or operation supervisor certificate per employee.	Achieved an average of 1 certificate per employee.	
Local communities	Achieve a 100% completion rate for new employee training (adding labor-management relations issues in 2024)	Achieve a total of 15 industry-academia collaborations	Achieved a total of 14 industry-academia collaborations	
Occupational Safety and Health	Maintain zero major occupational safety incidents	Zero major occupational safety incidents	Zero major occupational safety incidents	
		2.5 million hours without accident certification	Achieved a total of 3,212,746 accident-free working hours	
	On-site nurse consultation 4 times per month (2 hours each time) On-site physician rotating clinic 4 times per year (2 hours each time)	On-site physician rotating clinic 4 times per year (2 hours each time) On-site nurse consultation 4 times per month (2 hours each time)	Continued to implement: On-site physician rotating clinic 4 times per year (2 hours each time) On-site nurse consultation 4 times per month (2 hours each time)	
	Publish 10 articles for electronic health education promotion each year	Publish 10 articles for electronic health education promotion each year.	A total of 10 articles were published for electronic health education promotion	
Labor-Management Relations	Achieve a 85% satisfaction rate for new employee care	Achieve a satisfaction rate of over 82% for new employee care	Achieved a satisfaction rate of over 88% in new employee care, according to the survey	
	New employee training reached a 100% completion rate (newly added in 2024)	New employee training prior to promotion reached 100% completion rate (newly added in 2024)	New employee training prior to promotion reached 100% completion rate (newly added in 2024)	

▪ Note: Development goals: Local community theme_Industry-academia cooperation goals will be implemented until 2024. Starting from 2024, newly added labor relations and employment relations theme_New employee training reached a 100% completion rate.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 1-1 Sustainable Development Vision
- 1-2 Sustainable Development Goals
- 1-3 Sustainable Development Implementation Units
- 1-4 Sustainability Topic Identification
- 1-5 Stakeholder Communication
- 1-6 Novatech Sustainable Value Chain
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

1-3 Sustainable Development Implementation Unit

While pursuing excellent company development, Novatech implements corporate social responsibility management, addressing sustainability issues in the economics, social, environmental, and governance aspects. Following the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, we have established the Code of Practice for Sustainable Development and set up the Sustainability Promotion Group, which is responsible for proposing and implementing sustainability policies and systems.

To ensure sound sustainability management, the Board of Directors has authorized the Sustainability and Nominating Committee to supervise the Company’s sustainable development practices and other Board-approved sustainability policies or systems and regularly report to the Board. The Sustainability and Nominating Committee, in addition to regularly monitoring the progress of each group’s operations based on reports from the Sustainability Promotion Group, also carries the mission of formulating the corporate sustainable development vision. While balancing company operational performance and promoting sustainability issues such as social, environmental, and corporate governance, it makes statements on corporate sustainable development policies and ensures the disclosure of sustainability-related information. Additionally, in compliance with regulatory requirements, Novatech submits quarterly reports on the progress of greenhouse gas inventory and verification to the Board of Directors.

The Sustainability Promotion Group members include the President’s Office, Supporting Center, Administrative Department, Logistics Department, ISEP Department, and Technology and Environment Department. It is divided into the Corporate Governance and Economics Group, Employee and Social Care Group, and Sustainable Environment and Products and Services Group, with the Greenhouse Gas Inventory Group and Risk Management Group established under the Sustainable Environment and Products and Services Group. The Risk Management Group comprehensively evaluates the probability and impact of various risks faced in daily business activities and management processes, including risk identification, measurement, monitoring, reporting, and handling.



Responsibilities of the Sustainability Promotion Group

Policy and Direction Planning

Convene departments to propose and review the appropriateness of corporate sustainability development policies or systems, and hold regular meetings

Hold management executive meetings to establish sustainability development policies, systems, or related management systems, submit it to the Board for approval.

Convey employees' questions or suggestions about the Company's sustainability strategy to senior executives

Sustainability Performance Implementation

Promote corporate sustainability development system and conduct performance review

Communication

Regularly report to the Board of Directors on the progress of corporate sustainability development initiatives annually

Disclosure

Disclose the implementation of corporate sustainability development on the company website

Educational Training

Regularly organize corporate sustainability development education courses for management and employees

Sustainability Promotion Group Organization Chart

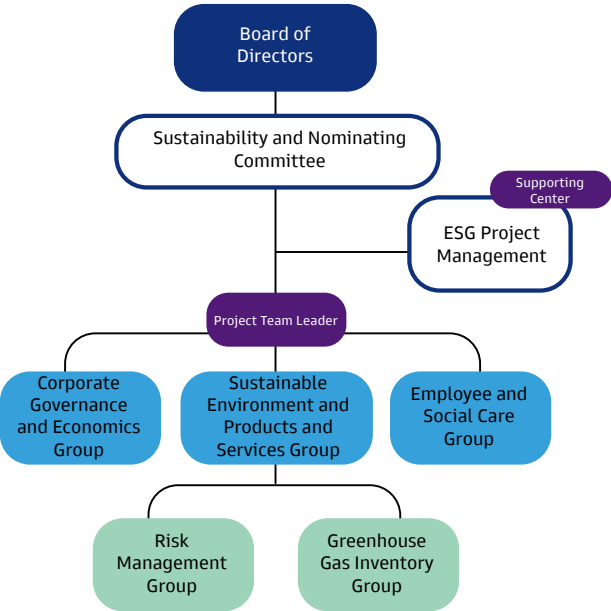


Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
 - 1-1 Sustainable Development Vision
 - 1-2 Sustainable Development Goals
 - 1-3 Sustainable Development Implementation Units
 - 1-4 Sustainability Topic Identification
 - 1-5 Stakeholder Communication
 - 1-6 Novatech Sustainable Value Chain
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Stakeholder Engagement and Material Topics

Through the Sustainability Promotion Group, the Company identifies stakeholder groups that have influence on or are influenced by our economic, environmental, and social dimensions in accordance with the GRI Standards' Defining Report Content Principles. By referencing the five principles of AA1000 Stakeholder Engagement Standard (AA1000 SES): Dependency, Responsibility, Tension, Influence, and Diverse Perspective, and considering the Company's actual operational conditions, we have identified eight major stakeholder groups related to Novatech, including employees, shareholders, investors, government agencies, customers, suppliers, community neighbors, charitable organizations, and media.



Table of Contents

Foreword

1 Pursuing Sustainable Development: Advancing Sustainability

1-1 Sustainable Development Vision

1-2 Sustainable Development Goals

1-3 Sustainable Development Implementation Units

1-4 Sustainability Topic Identification

1-5 Stakeholder Communication

1-6 Novatech Sustainable Value Chain

2 Implementing Sustainable Governance: Transparency and Integrity

3 Creating Sustainable Value: Partnering Together

4 Promoting Sustainable Environment: Environmental Protection

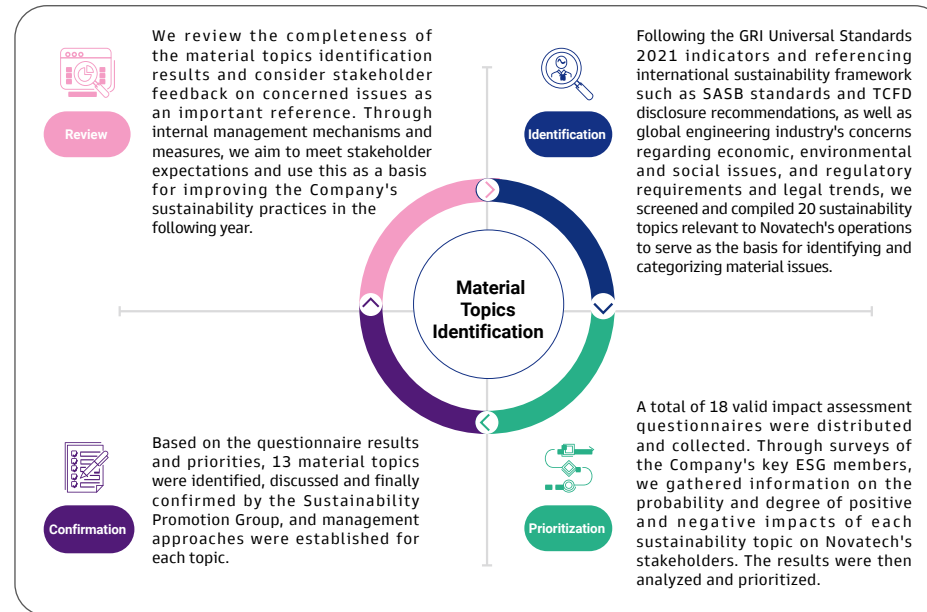
5 Fostering Diversity and Inclusion: Achieving Workplace Success

6 Contributing to Social Prosperity: Achieving Mutual Benefits

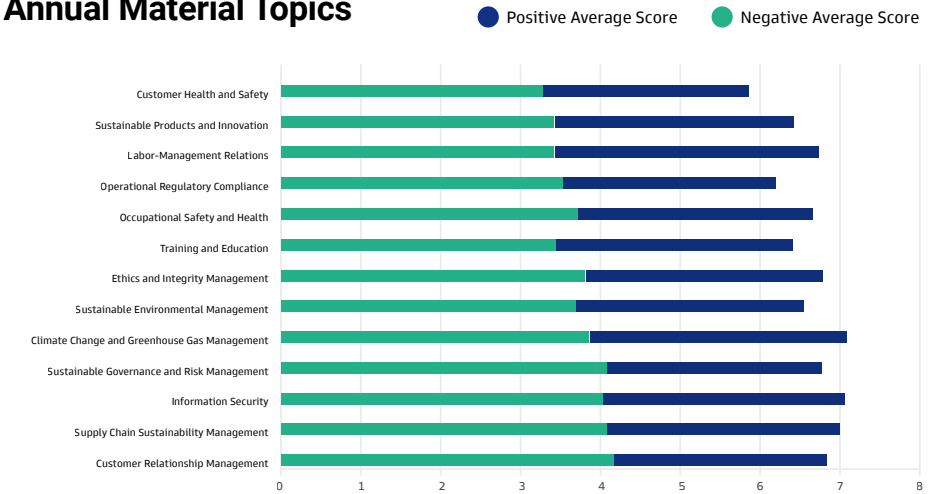
Appendix

Material Topics Identification

To promote sustainability within the Company, strengthen its social responsibility competitiveness, and understand stakeholders' concerns regarding Novatech's sustainability issues, we adhere to the GRI Universal Standards 2021 and AA1000 SES guidelines. Through four steps (identification, prioritization, implementation, and communication), we identify sustainability issues highly relevant to stakeholders, analyze their potential positive and negative impacts, and confirm the Company's material sustainability topics through survey analysis of impact probability and significance. In 2024, Novatech collected and screened 20 key sustainability topics, comparing them with the domestic engineering industry's level of concern for economic, environmental, and social issues. Through questionnaire distribution, analysis, prioritization, and consolidation, these topics were compared with 2024 industry trends and benchmark peers' concerns. Taking into account the Company's issue development status, 13 material sustainability topics were identified as the foundation for compiling and disclosing this sustainability report. The 2024 screening steps are explained as follows:



Annual Material Topics



Material Topic Identification Differences

● Not included in this year's list
● Newly added this year
● Focus and Rename

Major Issues for 2023 (13 Items)

Ethics and Integrity Management
Operational Regulatory Compliance
Energy Management
Sustainable Products and Innovation
Occupational Safety and Health
Customer Health and Safety
● Social Prosperity/Local Communities
Sustainable Governance and Risk Management
Supply Chain Sustainability Management
Climate Change and Greenhouse Gas Management
Labor-Management Relations
Training and Education
Customer Relationship Management

Major Issues for 2024 (13 Items)

Ethics and Integrity Management
Operational Regulatory Compliance
Supply Chain Sustainability Management
Sustainable Products and Innovation
Occupational Safety and Health
Customer Health and Safety
● Information Security
Sustainable Governance and Risk Management
● Sustainable Environmental Management
Climate Change and Greenhouse Gas Management
Labor-Management Relations
Training and Education
Customer Relationship Management

(Note) Material topics in 2024 compared to last year (2023):

* Excluded one material topic "Social Prosperity/Local Communities."

* Added one material topic "Information Security" as the basis for compiling and disclosing the 2024 Sustainability Report.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 1-1 Sustainable Development Vision
- 1-2 Sustainable Development Goals
- 1-3 Sustainable Development Implementation Units
- 1-4 Sustainability Topic Identification
- 1-5 Stakeholder Communication
- 1-6 Novatech Sustainable Value Chain
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Material Topics and Internal/External Impact Boundaries

In 2024, Novatech identified 13 material topics across three major dimensions: governance, environment, and people (including human rights). Based on stakeholders' level of concern and degree of impact for each topic, we disclose and track sustainability performance accordingly. Furthermore, this year, we proactively referenced the Electrical & Engineering Services Industry Standards of the Sustainability Accounting Standards Board (SASB) to disclose sustainability performance metrics relevant to our industry stakeholders, thereby enhancing our sustainability governance.

Aspect	Material Topics	Description of the significance and impact of material topics	GRI Index	Corresponding Chapters	Within organization	Outside organization							
						Novatech	Shareholders	Customers	Suppliers	Community Neighborhoods	Government agencies	Charitable Organizations	Media
Governance	Ethics and Integrity Management	Comply with all applicable laws and regulations. Company decisions and business activities must adhere to government regulations. Any illegal or dishonest behavior is strictly prohibited, and all actions must be executed according to integrity management principles.	205	Ch2 p.40									
	Sustainable Governance and Risk Management	1. Disclose information about the organization's governance structure, composition, knowledge, roles, and remuneration. Assist external stakeholders in understanding how the organization manages and integrates economic, environmental and human (including human rights) impacts into its strategy and operations. The Company's Board of Directors and senior management participate in the governance of economic, environmental, and social issues, establish relevant systems and performance monitoring, and provide necessary resources to support sustainable strategies and decision-making. 2. The Company's risk identification, risk policies, risk management and assessment procedures, and strategies for mitigating risks.	2-9 ~ 2-13	Ch2 p.30									
	Regulatory Compliance	Through establishing compliance regulations for company business conduct to ensure directors and managers operate in accordance with relevant government regulations.	2-27	Ch2 p.43									
	Information Security Management	Information security is related to all operational and financial information of the Company, as well as customer and personal information, directly affecting the Company's reputation and trust with customers and partners,	Specific topics	Ch2 p.45									
	Supply Chain Sustainability Management	1. Supplier management process, policies, and implementation of supplier ESG self-assessment questionnaires. 2. Using social and environmental criteria to screen and evaluate suppliers. 3. Negative environmental and social impacts in the supply chain and actions taken.	204 306 414	Ch3 p.62									
	Customer Relationship Management	Effectively understand and respond to customer needs while maintaining clear communication channels, and regularly review customer satisfaction survey results to drive improvements and build strong customer relationships.	418	Ch3 p.67									
	Customer Health and Safety	1. Assess the impact of products and services on customer health and safety, and whether there have been any incidents of non-compliance with regulations concerning product and service health and safety. 2. Explain the structural integrity and safety of project construction, and disclose monetary losses related to defect and safety-related rework costs and legal proceedings (if any).	416 417	Ch3 p.70									

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 1-1 Sustainable Development Vision
- 1-2 Sustainable Development Goals
- 1-3 Sustainable Development Implementation Units
- 1-4 Sustainability Topic Identification
- 1-5 Stakeholder Communication
- 1-6 Novatech Sustainable Value Chain
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Aspect	Material Topics	Description of the significance and impact of material topics	GRI Index	Corresponding Chapters	Within organization	Outside organization							
						Novatech	Shareholders	Customers	Suppliers	Community Neighborhoods	Government agencies	Charitable Organizations	Media
Environment	Energy Management	Based on the concept of environmental sustainability, Novatech strives to reduce environmental impacts from product design, services, activities, and production. We are committed to complying with energy-related regulations and addressing stakeholder needs by executing an energy management system to create a green and energy-efficient environment.	302	Ch4 p.85	✔					✔	✔		✔
	Climate Change and Greenhouse Gas Management	1. Evaluate and monitor significant risks and opportunities brought by climate change to the enterprise, establish and implement strategies to mitigate risks and capture opportunities, and assess their financial impacts. 2. Global warming caused by greenhouse gases is a critical issue that threatens the survival of ecosystems worldwide. Novatech recognizes this as a key concern for corporate sustainability and actively promotes energy conservation and carbon reduction.	305	Ch4 p.76	✔						✔		✔
	Sustainable Products and Innovation	1. The company's research and development of environmental friendly products and services encompasses the management of toxic and hazardous substances in the manufacturing process and conflict minerals policies, ensuring no negative impacts on human health, the environment, and human rights that could compromise customer health and safety. 2. Describe the company's process for evaluating and managing environmental risks in projects, and disclose the number of cases that violated environmental permit standards or regulations. 3. Describe the company's facility life cycle assessment implementation, including the number of projects certified under third-party sustainability standards and the process of incorporating energy and water efficiency factors from the operational phase into project planning and design. 4. Disclose the total amount of fossil fuel-related projects and renewable energy-related projects under construction, the total amount of cancelled or reduced fossil fuel-related projects, and the total amount of non-energy projects related to climate change mitigation.	Specific topics	Ch3 P.52	✔		✔						
Social (including human rights)	Labor-Management Relations	Employees are the foundation of the Company's sustainable operations. We firmly believe that satisfied employees are essential to continuously achieving higher performance. Therefore, fostering a happy workplace is our commitment.	401 402	Ch5 p.94	✔								
	Occupational Safety and Health	Occupational safety and health is not only a legal responsibility of enterprises but also the cornerstone of a healthy, safe, and sustainable corporate culture. Through active engagement and implementation of occupational safety and health management, the Company can achieve more sustainable long-term operations.	403	Ch5 p.110	✔						✔		✔
	Training and Education	Average training hours per employee per year, programs to enhance employee competencies and provide transition assistance, and the percentage of employees receiving regular performance and career development reviews.	404	Ch5 p.103	✔								

Table of Contents

Foreword

1 Pursuing Sustainable Development: Advancing Sustainability

1-1 Sustainable Development Vision

1-2 Sustainable Development Goals

1-3 Sustainable Development Implementation Units

1-4 Sustainability Topic Identification

1-5 Stakeholder Communication

1-6 Novatech Sustainable Value Chain

2 Implementing Sustainable Governance: Transparency and Integrity

3 Creating Sustainable Value: Partnering Together

4 Promoting Sustainable Environment: Environmental Protection

5 Fostering Diversity and Inclusion: Achieving Workplace Success

6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

1-5 Stakeholder Communication

In daily operations, Novatech develops diverse channels to communicate with stakeholders and establishes transparent communication management. We highly value the feedback provided by stakeholders. The President reports the contents and implementation status of stakeholder engagement to the Board of Directors, and we promptly adjust company policies in response to stakeholder expectations while fostering strong relationships with stakeholders.

The topics of concern to stakeholders, as well as the content, channels, and frequency of our communications with them, are detailed in the following table:

Stakeholders	Importance to Novatech	Communication Methods and Frequency	Key Issues of Concern	Response Approaches	Communication Effectiveness in 2024	Corresponding Chapters
Employees	Employees are the foundation for the Company's ongoing success. We adhere to the principles of merit-based talent selection and placing the right people in the right positions. Under a fair and well-structured personnel system and sound internal organization, employees are empowered to reach their full potential	- Quarterly meetings: Labor-management meetings, Executive management meetings, Occupational Safety and Health Committee meetings - Coordinate important information through monthly meetings, employee suggestion boxes, and Employee Welfare Committee - Supervisors support employees' career development by providing necessary assistance through performance evaluation interviews - Monthly reporting through the Ministry of Labor's Occupational Accident Statistics Online Reporting System	- Labor-management relations - Training and education - Occupational safety and health - Physical and Mental Health Promotion	- Diverse Recruitment Channels and New Employee Care - Annual personnel development training plan and monitoring of educational training development progress - Promoting healthy workplace and setting occupational safety goals - Organizing initiatives related to workplace health promotion - Monthly reporting through the Ministry of Labor's Occupational Accident Statistics Online Reporting System	- Held 4 Labor-Management Meetings - Held 4 Management Executive Meetings - Held 4 Occupational Safety and Health Committee Meetings - Average training hours for environmental safety and health courses reached 16.81 hours/person in 2024 - Medical personnel provided physical and mental health services and consultations for 96 person-times - No work-related injuries occurred in 2024 - Organized 2 walking events in 2024 with 177 participants - Maintained disaster-free working hours, accumulating 3,212,746 hours as of December 31, 2024	Chapter 5 - Fostering Diversity and Inclusion: Achieving Workplace Excellence
Shareholders/ Investors	Shareholders and investors play a vital role in supporting Novatech's steady growth. We enhance the timeliness and transparency of information disclosure to protect the rights and interests of investors and shareholders	- Annual shareholders' meeting - Institutional investor conference	- Ethics and integrity management - Sustainable governance and risk management	- Public information disclosure - Established investor and shareholder services contact window on the Company's official website - Communicate and explain disclosed financial and operational information to shareholders/investors through communication channels	- Annual consolidated net income attributable to parent company increased by 22.7% compared to 2023. - Held 1 shareholders' meeting - Held 4 institutional investor conferences - Reported operational status to shareholders and investors through the Market Observation Post System - Ranked in the TOP 5% and received an award in the 10th Corporate Governance Evaluation 2024 Taiwan Foreign Investment Potential Award for Selected Industry Champions	Chapter 2: Implementing Sustainable Governance; Transparency and Integrity



Table of Contents

Foreword

1 Pursuing Sustainable Development: Advancing Sustainability

1-1 Sustainable Development Vision

1-2 Sustainable Development Goals

1-3 Sustainable Development Implementation Units

1-4 Sustainability Topic Identification

1-5 Stakeholder Communication

1-6 Novatech Sustainable Value Chain

2 Implementing Sustainable Governance: Transparency and Integrity

3 Creating Sustainable Value: Partnering Together

4 Promoting Sustainable Environment: Environmental Protection

5 Fostering Diversity and Inclusion: Achieving Workplace Success

6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Stakeholders	Importance to Novatech	Communication Methods and Frequency	Key Issues of Concern	Response Approaches	Communication Effectiveness in 2024	Corresponding Chapters
Community	Novatech is dedicated to community welfare, aiming to give back to society through charitable initiatives and create a better future.	- Organized community health seminars - Charitable activities	- Social participation - Energy management	- Care for the disadvantaged to promote social harmony - Support charitable initiatives and supplies - Monitor updates on labor, environmental safety and health, and other regulations and laws	- No violations of any environmental protection regulations in 2024 - Donated Future Children/Youth Magazine for four consecutive years, benefiting a cumulative total of 102,700 children and teenagers 1.)Organized internal second-hand supply collection activities for two consecutive years, collecting a total of 248 pairs of shoes, 1,172 items of clothing, and 58 bags 2.) Together with subsidiaries, we gathered charitable resources to extend support and care to those in need - Promoted environmental sustainability in schools and conducted campus tree planting activities, with a total of 125 participants - River environment maintenance: Collaborated with customers to help clean up the Nankan River in Taoyuan Reading Sharing Project: 1) Donated Chinese and English books, totaling 367 volumes 2) Second-hand book collection (children's books, young adult literature) totaling 80 volumes 3) Book donation expenses \$150,000	Chapter 4 - Promoting Sustainable Environment: Environmental Protection Chapter 6 - Contributing to Social Prosperity: Achieving Mutual Benefits
Suppliers/ Contractors	We aim to foster mutual support with suppliers and contractors, focusing on quality while collaboratively ensuring sustainable management and reliable support.	- Supplier evaluation visits and factory inspections - Contractor safety discipline commitment letter	- Supply chain sustainability management - Occupational safety and health	- Hold daily toolbox meetings. - Hold supplier meetings. - Conduct supplier visits and environmental assessments - Handle various procurements in accordance with the Government Procurement Act.	- Conducted 60 supplier evaluations in 2024 - Completed signing of Agreement of Subcontractor Commitment with 48 suppliers in 2024 - Novatech's local procurement from suppliers (note) in Taiwan was 98.13% in 2024 - Established Safety Discipline Commitment Letter to monitor contractors' occupational hazards and dangerous situations to ensure contractor safety.	Chapter 3: Creating Sustainable Value: Partnering Together Chapter 5 - Fostering Diversity and Inclusion: Achieving Workplace Excellence
Customers	Customer trust in our products and services is the foundation of stable operations. "On-time and quality delivery, customer satisfaction" is Novatech's approach to establishing long-term development relationships with customers.	- Establish quality objectives - Conduct annual customer satisfaction surveys - Customer complaint handling procedures	- Ethics and integrity management - Occupational safety and health - Sustainable products and innovation - Customer health and safety - Customer relationship management	- Dedicated contact mailbox on company's official website - For customers with annual contract amounts exceeding NT\$5 million, we conduct satisfaction questionnaire surveys, record feedback, and implement improvements.	100% declaration rate of Declaration of Compliance with the Management Policy of Integrity from directors and senior management; 100% signing rate of Declaration of No Violation of Integrity Principles from department-level and above supervisors - Customer average satisfaction score reached 94.49% in 2024 - In 2024, Novatech and its subsidiaries obtained 86 patents - In 2024, Novatech voluntarily obtained CNS 45001 (Taiwan Occupational Safety and Health Management Systems TOSHMS) certification	Chapter 2: Implementing Sustainable Governance; Transparency and Integrity Chapter 3: Creating Sustainable Value: Partnering Together Chapter 5 - Fostering Diversity and Inclusion: Achieving Workplace Excellence
Media	Media evaluation and coverage play a crucial role in Novatech's continuous improvement and growth.	- Press Release Distribution - Major Announcement Release	- Information Disclosure - Ethics and integrity management - Regulatory Compliance	- Collection and Response to Media Inquiries from Press Conferences - Establishment of Whistleblowing Mailbox for Integrity Violations	- Released 27 Chinese and English Press Releases - Held 3 Investor Conferences, 1 Business Performance Conference, and 1 Shareholders' Meeting - No cases of penalties for violations of economic, environmental, or social regulations in 2024 2024 Commonwealth Sustainability Citizen Award - 7th Place in Mid-sized Enterprises 2024 17th TCSA Corporate Sustainability Report - Silver Award (Service Industry Category 1) 2024 Happy TPEx-listed Enterprise Award	Chapter 2: Implementing Sustainable Governance; Transparency and Integrity

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
 - 1-1 Sustainable Development Vision
 - 1-2 Sustainable Development Goals
 - 1-3 Sustainable Development Implementation Units
 - 1-4 Sustainability Topic Identification
 - 1-5 Stakeholder Communication
 - 1-6 Novatech Sustainable Value Chain
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

1-6 Novatech Sustainable Value Chain

As a sales, design, and engineering contractor for high-tech industry process supply system equipment, Novatech focuses on creating win-win outcomes. By adjusting business order structures, improving raw material supply chain management to control delivery schedules and costs, continuously deepening vertical and horizontal resource integration, and enhancing suppliers' sustainability capabilities, we aim to maintain healthy overall capacity utilization and support positive medium- to long-term operational development.

Supply Chain Introduction

Novatech's supply chain position lies between project owners and engineering materials, equipment, and subcontractors. We primarily deliver process supply system equipment and engineering services based on property owners' requirements. Novatech regards suppliers as strategic partners and firmly believes that business operations should promote coexistence, mutual prosperity, and shared growth with our supplier partners. Novatech's suppliers can be divided into three categories: material manufacturers, equipment manufacturers, and subcontractors. The upstream, midstream, and downstream relationships are shown in the following diagram:

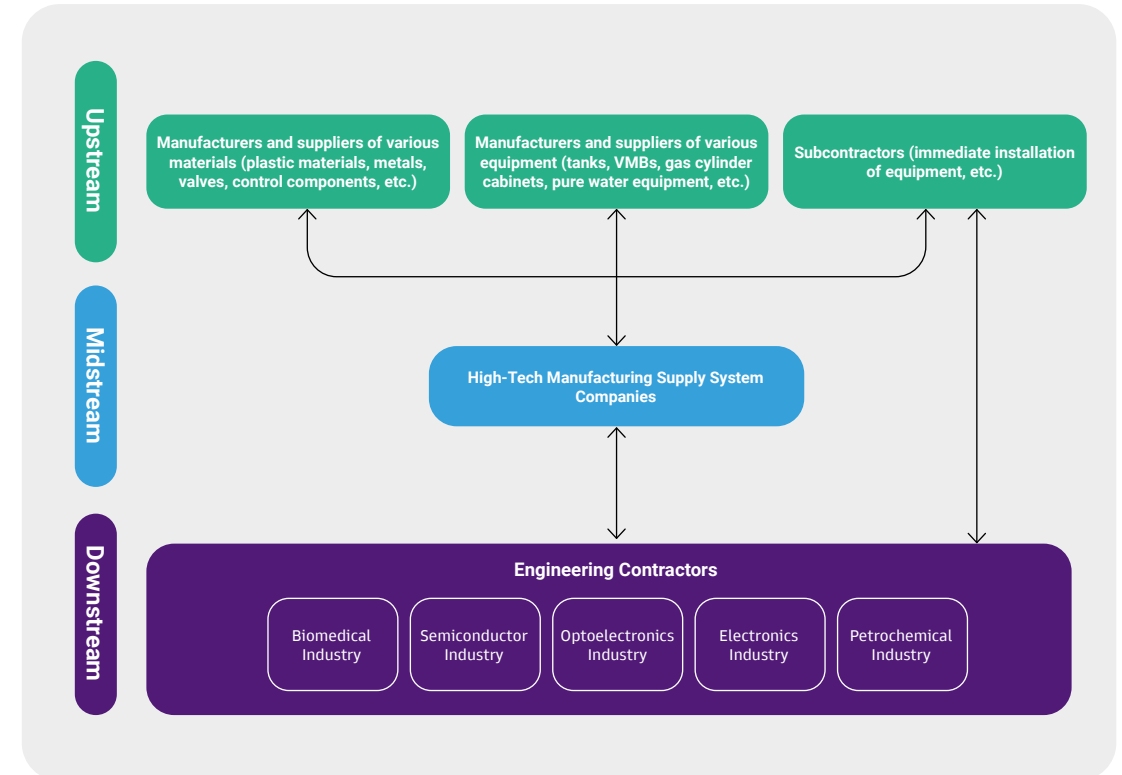


Table of Contents

Foreword

1

Pursuing Sustainable Development: Advancing Sustainability

1-1

Sustainable Development Vision

1-2

Sustainable Development Goals

1-3

Sustainable Development Implementation Units

1-4

Sustainability Topic Identification

1-5

Stakeholder Communication

1-6

Novatech Sustainable Value Chain

2

Implementing Sustainable Governance: Transparency and Integrity

3

Creating Sustainable Value: Partnering Together

4

Promoting Sustainable Environment: Environmental Protection

5

Fostering Diversity and Inclusion: Achieving Workplace Success

6

Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Sustainable Value Chain Management

By utilizing six major forms of capitals (financial, manufacturing, intellectual, human, natural, and social), Novatech drives internal corporate sustainability management mechanisms to maximize operational profits and shareholder value while generating economic, environmental, and social benefits. In promoting organizational sustainability management, we enhance performance through multiple ESG management and maintain active communication with stakeholders. We actively promote sustainability management mechanisms to evaluate and manage the value created for stakeholders across the Company's entire value chain. Our goal is to maximize outcomes and jointly enhance the Company's sustainable value.



Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
 - 2-1 Sustainable Governance and Risk Management
 - 2-2 Ethics and Integrity Management
 - 2-3 Regulatory Compliance
 - 2-4 Information Security Management
 - 2-5 Association Participation
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

2

Implementing Sustainable Governance Transparency and Integrity

2-1 Sustainable Governance
and Risk Management

2-2 Ethics and Integrity
Management

2-3 Regulatory Compliance

2-4 Information Security
Management

2-5 Association Participation

Sustainable Governance : Integrity and Transparency

Top 10%

Ranked in the top 10% of Electronics Companies with Market Value Over NT\$10 Billion in the 10th Corporate Governance Evaluation.

100% Attendance rate

100% attendance rate for functional committees in 2024.

Establish Sustainability and Nominating Committee

Consolidated revenue of 10,382 million

The 2024 consolidated revenue was NT\$10,382 million, growing approximately 13.6% compared to 2023. The 2024 consolidated net profit after tax attributable to the parent company was NT\$1,279 million, increasing 22.7% compared to 2023.

Independent directors account for more than half of Board members, reaching 57%.

The signing rate of Declaration of Compliance with the Management Policy of Integrity by directors and senior management was 100%; the signing rate of Declaration of No Violation of Integrity Principles by department-level and above executives reached 100%.

In 2024, a total of 146 audit reports were produced through the internal control system, resulting in 140 improvement recommendations for deficiencies, with no major integrity management risk incidents occurring. No corruption incidents were received or occurred in 2024.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
 - 2-1 Sustainable Governance and Risk Management
 - 2-2 Ethics and Integrity Management
 - 2-3 Regulatory Compliance
 - 2-4 Information Security Management
 - 2-5 Association Participation
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

2-1 Sustainable Governance and Risk Management

Novatech is committed to promoting a transparent, accountable, and effectively supervised corporate governance system, continuously strengthening board functions, enhancing the leadership and management capabilities of the executive team, and enhancing information disclosure to ensure shareholders' rights. Novatech has been consecutively ranked in the top 5% of TPEx-listed companies in the Corporate Governance Evaluation by the Taiwan Stock Exchange for five terms (6th-10th term) and achieved top 10% performance among listed companies with market value over NT\$10 billion in electronics category in the 10th term. These achievements have been widely recognized, positioning Novatech as a leader in corporate governance among domestic listed companies. In the future, Novatech will continue to align with international standards and advance towards becoming an excellent sustainable enterprise.

Sustainable Governance and Risk Management | Management Approach

Significance and Meaning to the Company

1. Disclose information about the organization's governance structure, composition, knowledge, roles, and remuneration. Assist external stakeholders in understanding how the organization manages and integrates economic, environmental and human (including human rights) impacts into its strategy and operations. The Company's Board of Directors and senior management participate in the governance of economic, environmental, and social issues, establish relevant systems and performance monitoring, and provide necessary resources to support sustainable strategies and decision-making.
2. The Company's risk identification, risk policies, risk management and assessment procedures, and strategies for mitigating risks.

Management Strategies

- The Board of Directors is responsible for supervising company operational strategies, developing strong business leaders, and safeguarding investor interests. The Board of Directors, Audit Committee, and Risk Management Group, establish risk management policies to identify and assess risks from different sources, and effectively monitor, prevent, or control them.

Policy/Commitment

- Novatech's Sustainability Declaration, Corporate Governance Best Practice Principles, Risk Management Policy

Actual and potential, negative and positive impacts

Positive:

- A robust governance framework ensures effective management operations and resource allocation of the enterprise, promoting sustainable operations and enhancing stakeholder trust.
- Conduct advance assessment and planning to mitigate operational risks, minimize potential losses, and prevent business interruptions.

Negative:

- A disorganized governance structure may create internal communication barriers or uneven resource allocation, affecting operational efficiency and hindering the achievement of corporate objectives.
- If potential risks are not anticipated and prepared for in advance, incidents may result in financial and reputational losses for the company, or potential business opportunities may be lost, and in severe cases, it could even lead to operational disruption.

Action

1. Regularly convene functional committees and Board meetings to discuss major company matters and establish systems to prevent conflicts of interest among directors.
2. Regularly conduct performance evaluations of directors and senior executives, and review remuneration policies, systems, standards, and structures.
3. Monitor capital adequacy based on business scale, credit risk, market risk, operational risk conditions, and future operational trends.
4. Establish management mechanisms to measure and monitor liquidity positions for liquidity risk.
5. Establish business risk management by considering overall exposure, own capital and liability characteristics when making asset allocations.

Grievance Mechanisms

Whistleblowing mailbox on company's internal website

Audit Committee Contact:

✉ Audit_Committee@novatech.com.tw 📞 03-6676868

Communication methods: Email, phone, face-to-face meeting

* This material topic has no actual activities or business relationships involving negative impacts in the current year.

Table of Contents

Foreword

- 1

Pursuing Sustainable Development: Advancing Sustainability
- 2

Implementing Sustainable Governance: Transparency and Integrity

2-1 Sustainable Governance and Risk Management

2-2 Ethics and Integrity Management

2-3 Regulatory Compliance

2-4 Information Security Management

2-5 Association Participation
- 3

Creating Sustainable Value: Partnering Together
- 4

Promoting Sustainable Environment: Environmental Protection
- 5

Fostering Diversity and Inclusion: Achieving Workplace Success
- 6

Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Organizational Structure

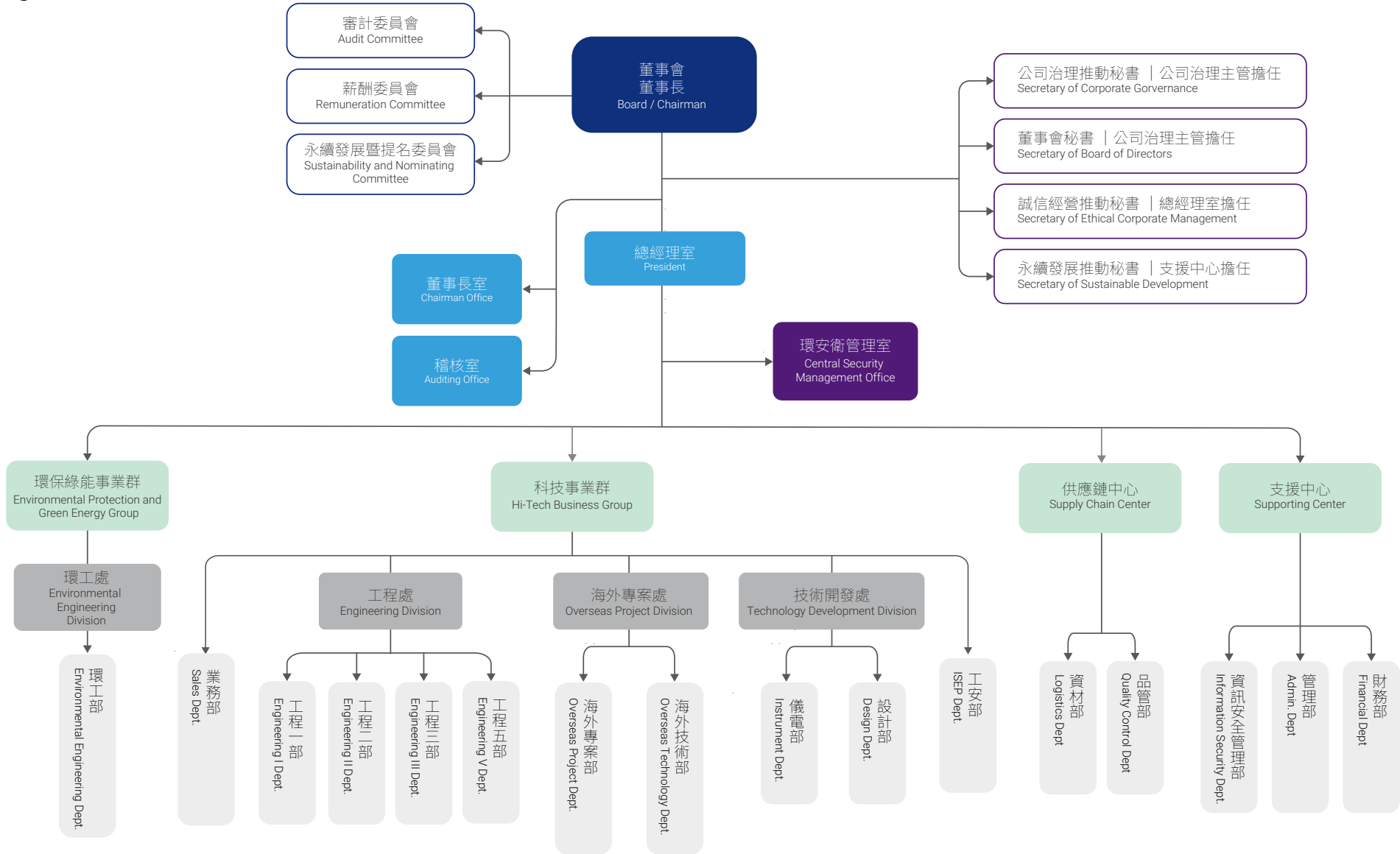


Table of Contents

Foreword

- 1

Pursuing Sustainable Development: Advancing Sustainability
- 2

Implementing Sustainable Governance: Transparency and Integrity

2-1 Sustainable Governance and Risk Management

2-2 Ethics and Integrity Management

2-3 Regulatory Compliance

2-4 Information Security Management

2-5 Association Participation
- 3

Creating Sustainable Value: Partnering Together
- 4

Promoting Sustainable Environment: Environmental Protection
- 5

Fostering Diversity and Inclusion: Achieving Workplace Success
- 6

Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Board Composition and Operations

The Board of Directors serves as the highest decision-making and governance body. In addition to exercising the powers granted by the Company Act, Articles of Incorporation, and shareholders' resolutions, it is responsible for overseeing overall operational responsibilities and the implementation results of management's policies, as well as overseeing the planning and execution of sustainability development. Adhering to the Articles of Incorporation and Procedures for Election of Directors, the Company's Board of Directors adopts a candidate nomination system to elect 7 directors, each serving a 3-year term. Novatech has 4 independent directors, accounting for approximately 57% of all Board seats. In 2024, a total of 6 Board meetings were held, with a 100% actual attendance rate from directors. In addition, Novatech has established three functional committees: the Audit Committee, Remuneration Committee, and Sustainability and Nominating Committee", which are responsible for reviewing important proposals and discussing significant issues related to economic, environmental, and social matters.



Sustainability and Nominating Committee

- In 2024, it was renamed to the Sustainability and Nominating Committee, responsible for formulating the Company's sustainability development strategies and implementation plans.
- This committee is responsible for establishing standards regarding the diverse backgrounds and independence required of Board members and accordingly identifies, reviews, and nominates director candidates.

Operation Status:

- Composed of 5 directors (including 4 independent directors)
- In 2024, 1 Nominating Committee meeting and 1 Sustainability and Nominating Committee meeting were held, with an average attendance rate of 100%



Audit Committee

This committee is responsible for supervising the effective implementation of the Company's internal controls. Additionally, the committee manages the Company's major financial and business activities, directors' conflict of interest matters, the appointment/dismissal and independence evaluation of certified public accountants, the fair presentation of financial statements, and the control of risk management systems.

Operation Status:

- Composed of 4 independent directors
- In 2024, 5 meetings were held, with an average attendance rate of 100%



Remuneration Committee

From a professional and objective standpoint, this committee evaluates the policies, systems, standards, and structures of remuneration for the Company's directors and senior executives, providing recommendations to the Board of Directors as a reference for decision-making. Executive remuneration is based on individual performance evaluations, which are reviewed by the Remuneration Committee before being submitted to the Board of Directors for final approval.

Operation Status:

- Composed of 4 independent directors
- In 2024, 4 meetings were held, with an average attendance rate of 100%

Table of Contents

Foreword

- 1
Pursuing Sustainable Development: Advancing Sustainability
- 2
Implementing Sustainable Governance: Transparency and Integrity

2-1 Sustainable Governance and Risk Management
2-2 Ethics and Integrity Management
2-3 Regulatory Compliance
2-4 Information Security Management
2-5 Association Participation
- 3
Creating Sustainable Value: Partnering Together
- 4
Promoting Sustainable Environment: Environmental Protection
- 5
Fostering Diversity and Inclusion: Achieving Workplace Success
- 6
Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Board Diversity Policy

In accordance with the Corporate Governance Best Practice Principles, Board members should consider the diversity and formulate appropriate policies for their own operations, business models and development needs, including but not limited to: basic conditions and values and professional knowledge and skills. Additionally, board members should generally possess eight core competencies necessary for performing their duties. To ensure the diversity and professionalism of the Board of Directors, Novatech has established a Sustainability and Nominating Committee responsible for director nominations. The committee reviews the qualifications of director candidates according to relevant regulations, strengthens the composition of the Board through rich experience, further enhances corporate governance, supervises management decisions, and improves the Company's operational quality.

Diversity in Board Composition

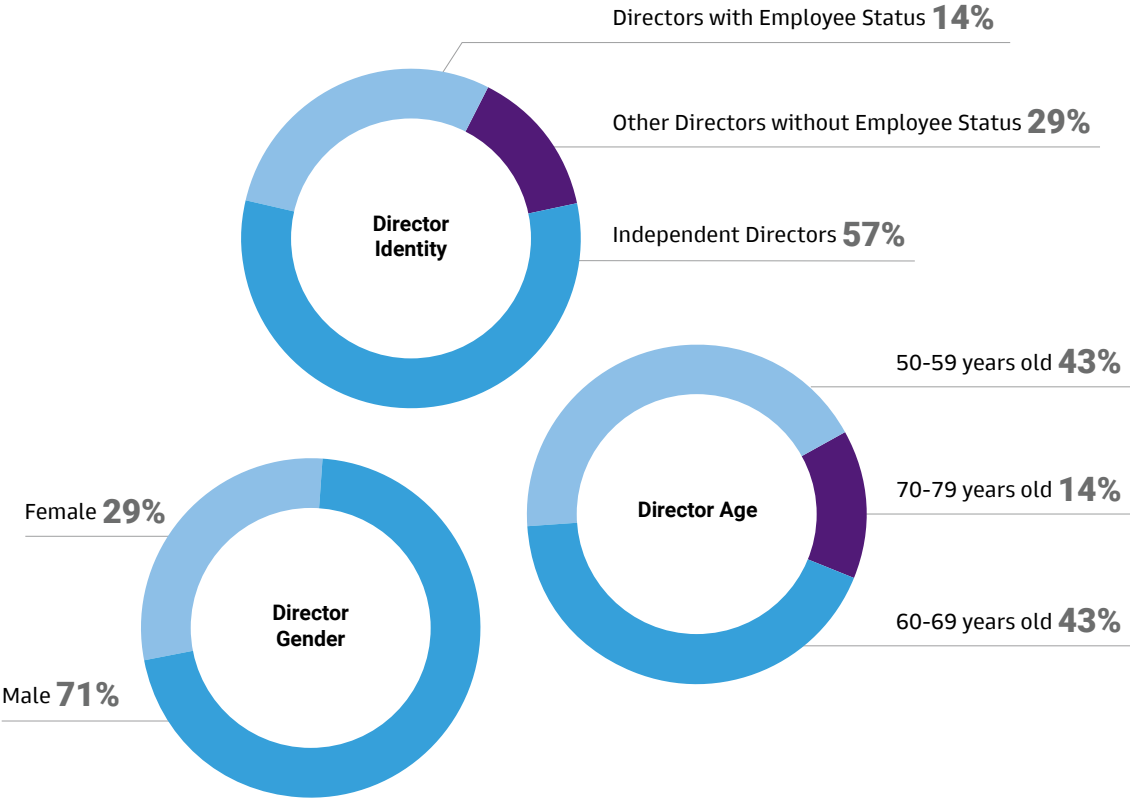


1. Basic Conditions and Values: Gender, Age, Nationality, and Culture, etc.
2. Professional Knowledge and Skills: Professional Background (such as Legal, Accounting, Industry, Finance, Marketing, or Technology), Professional Skills, and Industry Experience, etc.

Diversity in Required Professional Competencies



1. Operational Judgment
2. Accounting and Financial Analysis
3. Business Management
4. Crisis Management
5. Industry Knowledge
6. International Market Perspective
7. Leadership
8. Decision-Making



In accordance with the above principles, the 7 members of the Company's 10th Board of Directors include: Chairman Liang, Chin-Li, Director Ma, Wei, and Director Yang, Jung-Tang, who have management experience in different industries and excel in leadership, business management, and possess diverse industry knowledge, decision-making capability, and international market perspective; Director Li, Cheng who has legal affairs experience; Directors Chi, Chih-Yi and Yang, Sheng-Yung who have financial expertise; and Director Chiu, Hui-Yin who is a practicing accountant. All directors and independent directors possess comprehensive and rich educational and professional backgrounds, enabling the Board to continuously perform its functions in business decision-making, leadership, and supervision.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
 - 2-1 Sustainable Governance and Risk Management
 - 2-2 Ethics and Integrity Management
 - 2-3 Regulatory Compliance
 - 2-4 Information Security Management
 - 2-5 Association Participation
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Board of Directors Conflict of Interest Management

To ensure the Board of Directors effectively fulfills its supervisory and balancing functions, Novatech's Board adheres to the principles of integrity and conflict of interest avoidance. The Rules of Procedure for Board of Directors Meeting establishes a recusal system. When meeting agenda items involve personal interests of directors, their spouses, relatives within the second degree of kinship, or companies with control and subordinate relationships with directors, they are required to voluntarily recuse themselves and may not participate in discussions or voting. Information regarding Board members' attendance, conflict of interest recusals, directors' concurrent positions, and major shareholders' shareholding status is disclosed on pages 19 to 21, page 5, and page 8 of the Company's 2024 Annual Report.

Board Members' Continuing Education Status

The Company continues to arrange training courses for Board members to enhance their professional knowledge and management capabilities. The courses cover three aspects: economic governance, environmental, and social dimensions, including corporate governance, corporate sustainability transformation, sustainable financial information disclosure, and climate change. In 2024, all continuing directors completed more than 6 hours of continuing education, achieving 100% compliance with the required training hours in line with the continuing education guidelines. For detailed information on continuing education status, please refer to page 75 of the Company's 2024 Annual Report.



Board Performance Evaluation

To implement corporate governance and continuously strengthen the operational efficiency of the Board of Directors and functional committees, Novatech has established the Rules for Performance Evaluation of Board of Directors, which regulates the cycle, scope, method, procedure, and criteria for performance evaluation of the Board and functional committees. The evaluation results serve as a reference for the selection or nomination of directors. In addition to legal compliance, corporate governance, and risk management, the performance evaluation criteria also incorporate sustainability indicators such as corporate sustainable operations to ensure that the Board and functional committees fulfill their responsibilities in various aspects, including corporate governance, operational management, and corporate sustainability practices. The internal performance evaluation of the Board of Directors for 2024 was conducted in early 2025, with internal evaluation scores exceeding 90 points, indicating good operational performance.

In addition to internal self-evaluation, the Board's performance is evaluated by an external professional independent institution every three years. In 2023, Taiwan Institute of Ethical Business was appointed to conduct an on-site evaluation of Board effectiveness. Through guidance and exchange with the evaluation committee, the Board can maximize its functional capabilities and receive a professional and objective assessment report. The performance evaluation results are disclosed on the Company's official website:



Company website

Communication Mechanism for Material Sustainability Issues

Novatech's Sustainability Promotion Group reviews the effectiveness and methods of stakeholder communication at least once annually. It regularly reports sustainability promotion progress to the Board of Directors. The Board is responsible for formulating the Company's sustainability development vision. It receives sustainability development reports, monitors the progress of various sustainability initiatives, and provides statements and recommendations on sustainability development policies while considering both the Company's operational performance and the implementation of social, environmental, and corporate governance initiatives. In November 2024, a report was presented to the Board of Directors regarding stakeholder communication status up to the third quarter of 2024.

In 2024, the Board of Directors completed discussions or decisions on the following sustainability-related matters:

Operating Performance

- Implementation of Senior Executive Performance Evaluation

Sustainability Governance

- Established Sustainability and Nominating Committee and formulated Sustainability and Nominating Committee Organization Guidelines
- Approved internal control system and implementation rules for sustainability information management
- Revised Corporate Governance Best Practice Principles, Procedures for the Compilation and Verification of the Sustainability Report, and Rules for Performance Evaluation of Board of Directors

Environmental Sustainability

- Planning of greenhouse gas inventory and verification schedule for subsidiaries in consolidated statements

Management Team

The Novatech management team consists of the President and managers from various departments. Upholding the business philosophy of "Building a high-tech industry ecosystem together with customers and supply chain partners," when the Board of Directors resolves major matters, the team follows principles of sustainable operations, integrity guidelines, and risk assessment authorization measures, ensuring the rights and interests of employees and shareholders. For information about the educational and professional background of Novatech's operational team, please refer to page 13 of the Company's 2024 Annual Report.



Market Observation Post System

Table of Contents

Foreword

- 1

Pursuing Sustainable Development: Advancing Sustainability
- 2

Implementing Sustainable Governance: Transparency and Integrity

2-1 Sustainable Governance and Risk Management

2-2 Ethics and Integrity Management

2-3 Regulatory Compliance

2-4 Information Security Management

2-5 Association Participation
- 3

Creating Sustainable Value: Partnering Together
- 4

Promoting Sustainable Environment: Environmental Protection
- 5

Fostering Diversity and Inclusion: Achieving Workplace Success
- 6

Contributing to Social Prosperity: Achieving Mutual Benefits

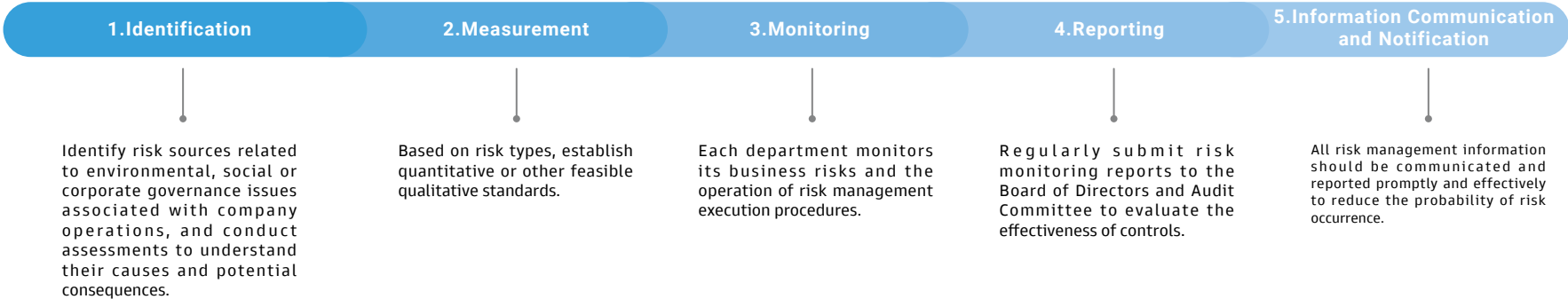
Appendix

Risk Management

Risk is a key elements in a company's operational growth. To control and mitigate operational risks, support the Company's growth, and uphold sustainable business philosophy, Novatech has established a Risk Management Policy as the highest guiding principle and basis for implementation of risk management. This policy clearly defines risk management policies, objectives, scope, organizational structure, unit responsibilities, risk management mechanisms, and implementation processes.

The Board of Directors is Novatech's highest risk management authority, with the Audit Committee under the Board responsible for supervising risk management-related operational mechanisms, and a Risk Management Group has been established. The Risk Management Group is convened by the President, who is responsible for coordinating and directing the implementation and operation of risk management plans. Responsible units within each department manage the various risks faced in their business operations and regularly report the status of risk management implementation to the Audit Committee and Board of Directors. All employees are responsible for identifying and reporting risks. If any significant risk events that may affect company operations are discovered, they must immediately report to their supervisors and the Risk Management Group, which will evaluate response procedures to mitigate the risk and its impact.

Risk Management Procedures



Risk Management Organization Structure

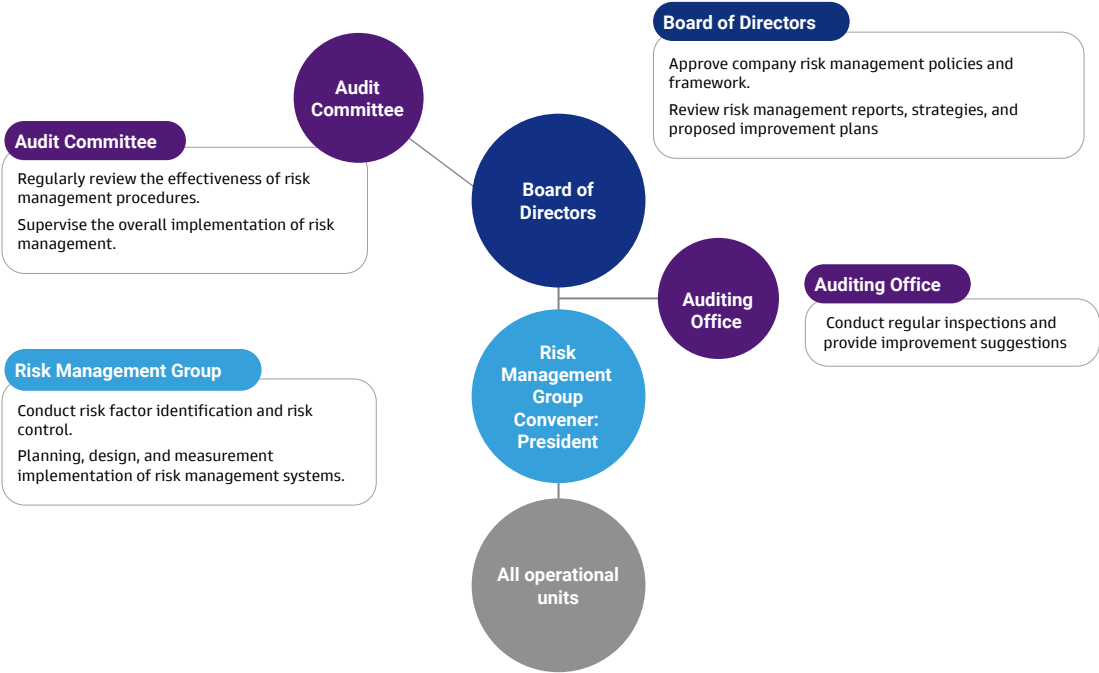


Table of Contents

Foreword

- 1
Pursuing Sustainable Development: Advancing Sustainability
- 2
Implementing Sustainable Governance: Transparency and Integrity

2-1 Sustainable Governance and Risk Management
2-2 Ethics and Integrity Management
2-3 Regulatory Compliance
2-4 Information Security Management
2-5 Association Participation
- 3
Creating Sustainable Value: Partnering Together
- 4
Promoting Sustainable Environment: Environmental Protection
- 5
Fostering Diversity and Inclusion: Achieving Workplace Success
- 6
Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Risk Management and Response Strategies

Based on the scope covered by the risk management framework, Novatech has identified significant risk items and assessed risk levels in its 2024 risk assessment results. Appropriate risk control methods have been selected to formulate response strategies and monitor the implementation of related plans to ensure their effective execution. The main risk management and response strategies are explained in the table below.

Risk Sources	Risk Source Description	Response Strategies
 Market Risk	Uncertainties in raw materials affect project bidding and execution.	1. During the bidding phase, first consult and negotiate with major suppliers regarding raw material delivery schedules and pricing. Once the contract is secured, place orders promptly and continuously monitor delivery progress. 2. Actively seek other qualified suppliers to increase sources of raw material supply. 3. Assess future project requirements and inventory status for long lead-time materials to reduce the risks of price increases and delivery disruptions.
 Health and Safety Risk	- Major occupational accidents at construction sites affect project progress and reputation. - Workers on site lack sufficient awareness of hazards in high-risk operations.	1. Strengthen supervision and implementation of operational controls for high-risk work sites. 2. Strengthen on-site audits and on-the-job training for environmental and safety personnel.
 Quality Control Risk	Failure to follow procedures may lead to systematic quality issues, affecting project execution costs and schedule.	1. Continuously establish quality control awareness and provide education and training in quality management. 2. Enhance self-inspection mechanisms and quality control procedures to ensure products meet standards.
 Financial Risk	Changes in interest rates, exchange rates, and credit policies affect company profits and losses.	1. Regularly assess market capital conditions and bank interest rates, plan required currencies in advance, and maintain constant communication with banks to obtain optimal interest rates. 2. Regularly review company credit assessment policies, continuously monitor customer operations and market information, and track monthly collection status.
 Information Security Risk	Prevent information security risks such as cyber attacks, computer viruses, and fraudulent emails.	Information security is listed as a major company theme for 2024, please refer to Chapter 2-4 Information Security Management for details.
 Human Resource Risk	Prevent the loss of key talent in human resources.	1. Implement a mentorship system to guide new employees by assigning mentors to provide guidance on work procedures, methods, operational standards and communication, and conduct new employee satisfaction surveys. 2. Plan relevant education and training courses for management trainees and project staff and track their post-training effectiveness. 3. Conduct competency assessments, review employee work capabilities, and provide training to enhance work efficiency.
 Climate Change Risk	- Risks brought by climate change and regulatory policy changes. - Extreme weather causing project delays and losses.	Climate change and greenhouse gas management are significant topics for the Company, please refer to 4-2 Climate Change and Greenhouse Gas Management

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
 - 2-1 Sustainable Governance and Risk Management
 - 2-2 Ethics and Integrity Management
 - 2-3 Regulatory Compliance
 - 2-4 Information Security Management
 - 2-5 Association Participation
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Internal Audit

Novatech has established an internal control system in accordance with the "Regulations Governing Establishment of Internal Control Systems by Public Companies". The Auditing Office, which reports to the Board of Directors, executes internal audits. The Auditing Office has one chief auditor and assigns qualified and appropriate audit personnel to carry out related work based on the Company's scale, business conditions, management needs, and other relevant regulatory requirements. Based on risk assessment results, audit personnel develop annual audit plans which are implemented after Board approval. Internal control deficiencies and irregularities are truthfully documented in audit reports, and regular reports on audit implementation and quarterly deficiency improvement tracking results are presented to the Audit Committee and the Board of Directors.

The 2024 audit operations included on-site inspections or document reviews of various Novatech operating units and operating sites, including Winmax Technology, Winmax Technology (SuZhou), Winmega Technology Corp., NTEC, and Dadewin Technology Corp. Related internal control system self-assessments and operational risk indicator checks were also conducted. In 2024, a total of 146 audit reports were issued with 140 deficiency improvement recommendations. No major violations of integrity management risk incidents occurred.

Regular Internal Audit Process

1 Planning

Develop annual audit plans according to regulatory requirements and risk assessment results

2 Audit

Based on the annual plan, conduct routine inspections or special audits, and prepare audit reports with working papers and relevant documentation for identified deficiencies and irregularities.

3 Reporting and Follow-up

- Report audit results to the Board of Directors on a quarterly basis, and track deficiencies and irregularities on a quarterly basis until they are resolved.
- The audit supervisor regularly communicates with independent directors.
- The audit supervisor attends and reports at Audit Committee and Board of Directors meetings.

4 Statement

Review and consolidate the internal control self-assessments from each unit and subsidiary, providing the Board of Directors with a basis to evaluate the effectiveness of the overall internal control system and issue internal control statements.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
 - 2-1 Sustainable Governance and Risk Management
 - 2-2 Ethics and Integrity Management
 - 2-3 Regulatory Compliance
 - 2-4 Information Security Management
 - 2-5 Association Participation
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Operating Performance

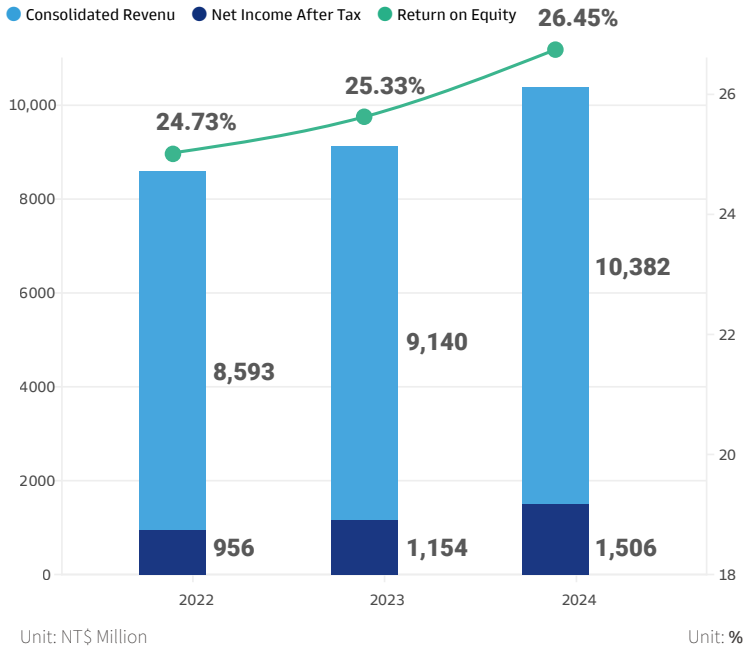
Novatech is accountable to stakeholders through strong operating performance, which forms the foundation for sustainable business operations and enables the Company to invest additional resources in optimizing corporate governance, enhancing environmental protection, and promoting social engagement in the future. In view of this, Novatech has established relevant systems and holds management review meetings to conduct annual reviews and improvements, implementing various management tracking indicators to enhance the Company's operational and financial performance.

Performance

Benefiting from the robust development and active expansion of the semiconductor industry, Novatech's consolidated operating revenue in 2024 was NT\$10,382 million, representing an increase of approximately 13.6% compared to 2023. In terms of profitability, the consolidated net profit attributable to the parent company in 2024 was NT\$1,279 million, reflecting an increase of 22.7% compared to 2023. The economic value generated and distributed by the organization in 2024 is shown in the figure below. For more information on operating performance, please refer to the consolidated financial reports on our website:



Investor Relations
section on company
website



Unit: NT\$ Million

	2022	2023	2024
Consolidated Revenue	8,593	9,140	10,382
Operating Costs	6,671	6,815	7,288
Operating Income	1,183	1,477	1,922
Net Income After Tax	956	1,154	1,506
Employee Remuneration and Benefits ^(Note 3)	987	1,154	1,424
Government Relations	331	415	585
Return on Assets	10.14%	10.89%	13.36%
Return on Equity	24.73%	25.33%	26.45%
Net Profit Margin	11.12%	12.62%	14.51%
Earnings Per Share	11.74	14.95	17.10
Pre-tax Net Profit to Paid-in Capital Ratio ^(Note 1)	43.74%	39.91%	42.06%
Cash Dividend Payout Ratio ^(Note 2)	8.5 (72.4%)	10.43(69.77%)	11.90(69.6%)

- (Note 1) As the par value per share of the Company's stock is not NT\$10, the aforementioned ratio to paid-in capital is alternatively calculated based on the ratio of equity attributable to property owners of the parent company in the balance sheet.
- (Note 2) Cash dividend is denominated in New Taiwan Dollars.
- (Note 3) Employee remuneration and benefits exclude remuneration for directors and supervisors.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
 - 2-1 Sustainable Governance and Risk Management
 - 2-2 Ethics and Integrity Management
 - 2-3 Regulatory Compliance
 - 2-4 Information Security Management
 - 2-5 Association Participation
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Management Review Meeting

Novatech has established the "Management Review Procedure" to regulate and track the progress of management system objectives, serving as preventive and improvement early warning measures during company operations. To ensure the continuous appropriateness, accuracy, and timeliness of the management system, management review meetings are held regularly to assess and improve the Company's operational performance and achievement of key performance indicators. The meeting discussions covers the Company's management system processes and the implementation of risk management measures. Senior executives lead the heads of various units in conducting management reviews and business assessments. In addition to designating responsible units for time-bound improvements based on meeting resolutions, all matters are formally reported to the President via written documents or immediate emails, and relevant personnel are assigned to carry out the tasks. This ensures that the management system and its processes, customer requirements, and resource needs can receive timely and effective improvement recommendations, thereby successfully achieving the Company's performance indicators.



Management Review Meeting Flowchart

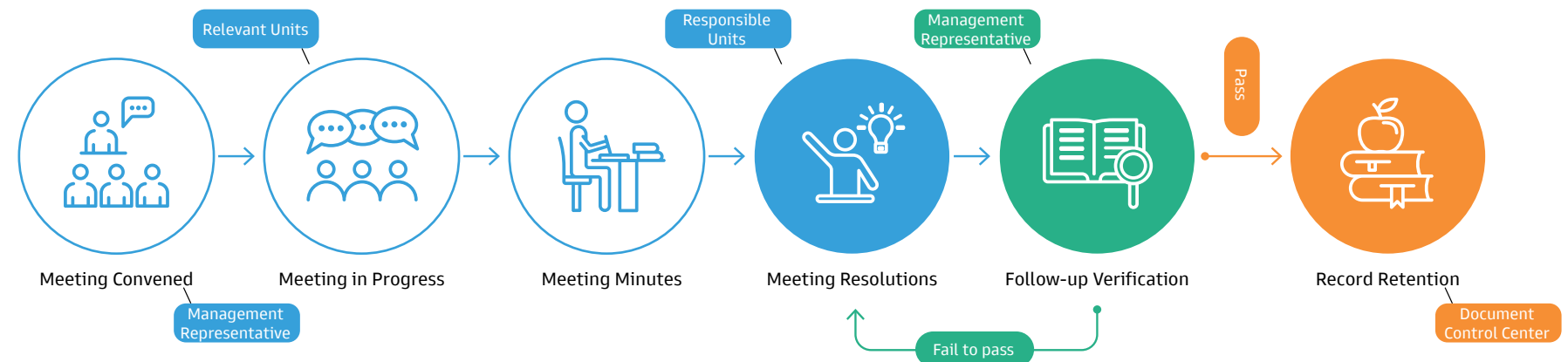


Table of Contents

Foreword

- 1

Pursuing Sustainable Development: Advancing Sustainability
- 2

Implementing Sustainable Governance: Transparency and Integrity

2-1 Sustainable Governance and Risk Management

2-2 Ethics and Integrity Management

2-3 Regulatory Compliance

2-4 Information Security Management

2-5 Association Participation
- 3

Creating Sustainable Value: Partnering Together
- 4

Promoting Sustainable Environment: Environmental Protection
- 5

Fostering Diversity and Inclusion: Achieving Workplace Success
- 6

Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix



2-2 Ethics and Integrity Management

To create a sustainable business environment, Novatech upholds integrity as a core operating principle. To maintain the Company's ethical values and reputation, and to guide internal personnel behavior in adhering ethical standards, the Company has established regulations and communication mechanisms governing key internal codes of conduct. These provide guidelines for employees and implement the company's business philosophy of Service, Integrity, Professionalism, and Shared Prosperity.

Ethics and Integrity Management | Management Approach

Significance and Meaning to the Company

Comply with all applicable laws and regulations. Company decisions and business activities must adhere to government regulations. Any illegal or dishonest behavior is strictly prohibited, and all actions must be executed according to integrity management principles.

Policy/Commitment

- Established internal regulations including "Ethical Corporate Management Best Practice Principles", "Procedures for Ethical Management and Guidelines for Conduct", and "Code of Ethical Conduct"
- Established comprehensive internal control systems and formulated and implemented annual audit plans in accordance with the Company's Internal Control Systems

Actual and potential, negative and positive impacts

Positive:

- Ensure that employee behaviors align with business ethics and social expectations, enhance corporate reputation, and comply with fair trade practices and anti-corruption policies and management to avoid penalties.

Negative:

- Negative incidents can harm corporate image, and in serious cases, the Company could face litigation.

Action

- Promote relevant regulations and policies through company-wide meeting and implement an online course system, incorporating related courses into employees' mandatory training list.
- Conduct insider trading prevention training and related regulatory promotion for directors and senior management at least once a year; regularly promote the prohibition of trading stocks during blackout periods before financial report releases.
- Establish assessment mechanisms and whistleblowing systems for risks of unethical behavior.
- Formulate and implement annual audit plans in accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies.
- Require directors and senior management to issue declarations of compliance with the integrity management policy, and employees to comply with the integrity management policy.
- During the project bidding process, cooperate with customer tendering methods, uphold the principles of openness, fairness, and honesty, sign integrity management commitments in bidding documents, and participate in bidding activities in accordance with laws, regulations, and tender requirements. Resist any form of bribery and unfair competition practices and insist on operating legally.

Grievance Mechanisms

Internal Whistleblowing System

Stakeholders/Stakeholder Communication Channels

Integrity management contact window: President's Office, Auditing Office

Audit@novatech.com.tw 03-6676868

Communication Methods: Email, phone, face-to-face meeting

* This material topic does not involve activities or business relationships with negative impacts.

Table of Contents

Foreword

- 1

Pursuing Sustainable Development: Advancing Sustainability
- 2

Implementing Sustainable Governance: Transparency and Integrity

2-1

Sustainable Governance and Risk Management

2-2

Ethics and Integrity Management

2-3

Regulatory Compliance

2-4

Information Security Management

2-5

Association Participation
- 3

Creating Sustainable Value: Partnering Together
- 4

Promoting Sustainable Environment: Environmental Protection
- 5

Fostering Diversity and Inclusion: Achieving Workplace Success
- 6

Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Integrity Management Policy

To foster a corporate culture of ethical management and sound development, Novatech's Board of Directors has approved the "Ethical Corporate Management Best Practice Principles", "Procedures for Ethical Management and Guidelines for Conduct", and "Code of Ethical Conduct". By adopting these policies, the Company establishes the ethics and sense of responsibility expected of all employees in business operations, implements an honest and pragmatic management philosophy, and guides all employees to conduct business activities in line with high ethical standards, and ensures effective compliance with domestic and international regulations. The regulations include the Company Act, Securities and Exchange Act, Business Entity Accounting Act, Political Donations Act, Anti-Corruption Act, Government Procurement Act, Act on Recusal of Public Servants Due to Conflicts of Interest, Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/GTSM Listed Companies, United Nations Universal Declaration of Human Rights, Global Compact, and International Labor Organization Fundamental Conventions.

The Company is committed to upholding shared values in business conduct, promoting corporate governance with high ethical standards, and requiring all employees and suppliers to comply with laws, integrity codes, protect intellectual property rights, and prevent the transfer of improper benefits that could harm the interests of the Company, its customers, and suppliers.

Our integrity management is primarily reflected in the following four behavioral dimensions:



Procedures and Behavioral Guidelines for Ethical Management



Code of Ethical Conduct



Procedures for Ethical Management and Guidelines for Conduct

Clear Communication in Transactions

During business activities, personnel must explain the Company's integrity management policy to transaction counterparts, incorporate compliance with this policy into contract terms, and explicitly refuse to directly or indirectly provide, promise, request, or accept improper benefits in any form or under any name.

Fair Competition in Operations

Secure business through honest and lawful means, providing quality products and services in full compliance with all applicable antitrust and competition laws. Do not use unfair or deceptive practices and prohibit any form of bribery to gain business advantages.

Selection of Business Partners

Novatech chooses suppliers who share its values, establishes supplier management systems and regulations, and fosters sustainable, win-win strategic partnerships in compliance with laws. The Company also ensures that its extended supply chain does not include violations of human rights, environmental damage, unethical material procurement, or illegal activities.

Education and Training for All Personnel

The Company's dedicated unit should conduct annual internal promotion and arrange for the Chairman, President, or senior management to convey the importance of integrity to directors, employees, and appointees. In addition, require new employees to review and complete signing of the Company's integrity management related policies.



Table of Contents

Foreword

- 1

Pursuing Sustainable Development: Advancing Sustainability
- 2

Implementing Sustainable Governance: Transparency and Integrity

2-1 Sustainable Governance and Risk Management

2-2 Ethics and Integrity Management

2-3 Regulatory Compliance

2-4 Information Security Management

2-5 Association Participation
- 3

Creating Sustainable Value: Partnering Together
- 4

Promoting Sustainable Environment: Environmental Protection
- 5

Fostering Diversity and Inclusion: Achieving Workplace Success
- 6

Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Implementation of Ethical Corporate Management

To ensure the implementation of ethical corporate management, the Company takes multiple approaches from four major aspects: organization and responsibility, internal control, education, training and evaluation, and supplier commitment:

Organization and Responsibility	- We require directors and senior management to issue a Declaration of Compliance with the Management Policy of Integrity and require employees to comply with ethical corporate management policy as employment conditions. The declaration issuance rate mentioned above is 100%. - Supervisors at the division level and above are required to sign a "Statement of No Violation of Ethical Principles", and the signing rate is 100%. - To promote sound ethical management, a dedicated unit with qualified personnel is established under the Board of Directors, responsible for formulating and supervising the implementation of ethical management policies and prevention programs and regular reporting to the Board of Directors (at least once a year).
Internal Control and Due Diligence	- Establish a risk assessment mechanism for dishonest behavior, regularly analyze and evaluate business activities with higher risks of dishonest behavior within the scope of operations. - Based on the risk assessment results of dishonest behavior, the internal audit unit shall formulate relevant audit plans, including subjects, scope, items, and frequency, and regularly examine compliance with the aforementioned prevention program systems, accordingly, prepare audit reports for submission to the Board of Directors, and may engage certified public accountants to conduct audits.
Education, Training, and Evaluation	- Regularly conduct education and training for directors, managers, employees, appointees, and substantive controllers. - Integrate ethical management policies with employee performance evaluation and human resources policies, developing clear and effective reward and punishment systems.
Supplier Commitment	All qualified suppliers of Novatech are required to sign the "Agreement of Subcontractor Commitment", which strictly prohibits subcontractors from providing improper gifts, banquets, entertainment to company employees during business interactions, as well as offering bribes, kickbacks, commissions, or any other improper benefits under any name to secure transactions. For the signatures of Agreement of Subcontractor Commitment, please refer to "3-2 Supply Chain Sustainability Management and Responsible Procurement".

Ethical Management Education and Training

To establish a responsible business ethics culture among all internal staff, Novatech conducts educational campaigns on insider trading prevention guidelines and related regulations at least once a year for directors, managers, and employees, while providing timely educational campaigns for newly appointed directors, managers, and employees. Relevant company policy documents are posted on the internal system where employees can browse and read in depth at any time. To further strengthen the culture of ethical management, the Company has also incorporated ethical management courses into mandatory courses to ensure active participation among employees

In 2024, the Company conducted four online educational training sessions specifically focused on topics such as internal material information handling, insider trading prevention, ethical management, and principles of ethical behavior. The accumulated number of trainees reached 592 person-times with a total training duration of 296 hours, achieving a 100% employee training rate. For new employees, ethical management-related courses were also arranged during orientation training, with 16 new employees receiving training in 2024, achieving a 100% completion rate.

Status of Ethical Management Education and Training for All Employees

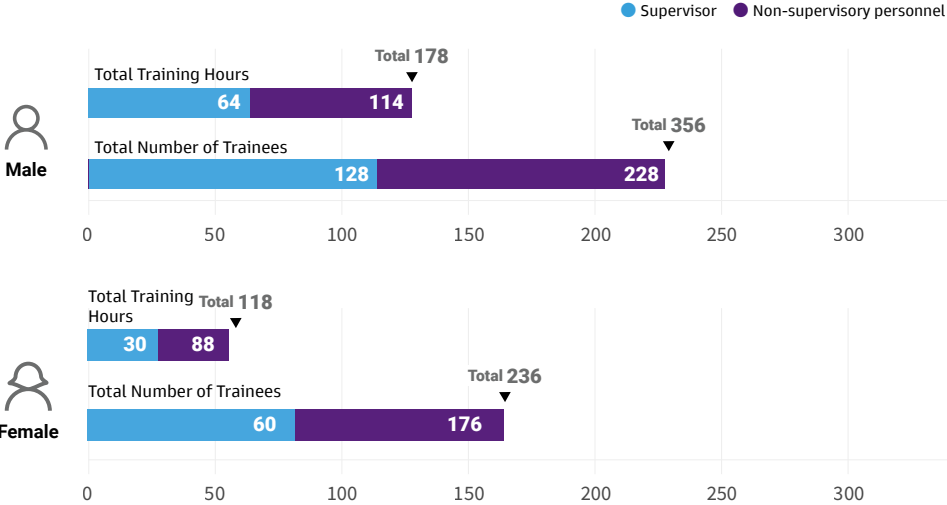


Table of Contents

Foreword

- 1

Pursuing Sustainable Development: Advancing Sustainability
- 2

Implementing Sustainable Governance: Transparency and Integrity

2-1 Sustainable Governance and Risk Management

2-2 Ethics and Integrity Management

2-3 Regulatory Compliance

2-4 Information Security Management

2-5 Association Participation
- 3

Creating Sustainable Value: Partnering Together
- 4

Promoting Sustainable Environment: Environmental Protection
- 5

Fostering Diversity and Inclusion: Achieving Workplace Success
- 6

Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

2-3 Regulatory Compliance

Novatech complies with regulatory requirements and has established company regulations and periodic review mechanisms to ensure its policies align with the latest international legal trends. This approach prevents significant operational impacts from delayed responses to regulatory changes, while supporting commitments to environmental and social protection and promoting business growth. The Company's definition of significant penalties follows the regulations in the "Taipei Exchange Procedures for Verification and Disclosure of Material Information of Companies with TPEx Listed Securities". The criteria include incidents that cause major damage or impact to the Company, orders from relevant authorities to suspend work, suspend business, cease operations, revoke or cancel pollution-related permits, or single incidents with cumulative fines reaching or exceeding NT\$1 million. In 2024, Novatech had no significant fines affecting company operations or violations of socioeconomic regulations.

Regulatory Compliance | Management Approach

Significance and Meaning to the Company

Through establishing compliance regulations for company business conduct to ensure directors and managers operate in accordance with relevant government regulations.

Management Strategies

- Establish regular review mechanisms for laws and other requirements to prevent company violations of standards and ensure compliance with new regulatory trends and requirements.

Policy/Commitment

- Established internal regulations including "Ethical Corporate Management Best Practice Principles", "Procedures for Ethical Management and Guidelines for Conduct", and "Code of Ethical Conduct"
- Established comprehensive internal control systems and formulated and implemented annual audit plans in accordance with the Company's Internal Control Systems

Actual and potential, negative and positive impacts

Positive:

- Strictly comply with relevant domestic and international regulations to maintain a positive corporate image, stabilize market order, protect the natural environment and stakeholders' interests.

Negative:

- If violations of laws and regulations occur, the Company may face fines and penalties. In serious cases, restrictions on sales activities in affected regions may be imposed, damaging its corporate image and impacting business operations.

Action

- Regularly review legal compliance status. Any violations must be reported to the Board of Directors or shareholders' meetings, and disciplinary actions shall be implemented accordingly.
- Establish a whistleblowing system that includes reporting procedures, whistleblower protection mechanisms, and incentive mechanisms.
- For employees who violate integrity management principles, disciplinary actions will be taken according to the "Employee Reward and Punishment System" as appropriate.

Grievance Mechanisms

For employees of different levels who have violations, they will be directed to different levels of grievance channels.

* This material topic has no actual activities or business relationships involving negative impacts in the current year.

1	Pursuing Sustainable Development: Advancing Sustainability
2	Implementing Sustainable Governance: Transparency and Integrity
2-1	Sustainable Governance and Risk Management
2-2	Ethics and Integrity Management
2-3	Regulatory Compliance
2-4	Information Security Management
2-5	Association Participation
3	Creating Sustainable Value: Partnering Together
4	Promoting Sustainable Environment: Environmental Protection
5	Fostering Diversity and Inclusion: Achieving Workplace Success
6	Contributing to Social Prosperity: Achieving Mutual Benefits

Reporting Mechanisms and Channels for Violations of Regulations and Anti-corruption

Based on formal legal regulations and review mechanisms, Novatech also actively encourages employees to report any illegal or unethical conduct that violates the Principles of Ethical Behaviors. The Company has established a Whistleblowing System that covers areas such as violations of company policies, actions that may harm company interests, or behaviors that could potentially cause damage. To protect whistleblowers, the Company has established protection mechanisms and incentive mechanisms, maintains records, conducts investigations, and implements penalties for each reported case. The audit unit also conducts supervision in accordance with relevant regulations and updates the company's internal regulations as needed. If any violations of professional ethics or company internal rules are discovered, they will be recorded, investigated, and penalized according to relevant regulations to maintain the company's reputation for integrity and fairness.



The Company has established a public Integrity Management Violation Reporting Mailbox and provides an employee-exclusive suggestion box for internal staff to submit integrity management-related suggestions. Through these comprehensive internal and external communication channels, we ensure that all internal and external stakeholders can effectively provide feedback and file complaints. In 2024, Novatech did not receive any reports or cases regarding bribery, corruption, or anti-competitive behavior, and therefore there were no related legal proceedings or associated costs.

Target	Reporting mechanism	Reporting channels	Receiving unit/ personnel
Internal and External Stakeholders	Integrity Management Violation Reporting Mailbox	Audit@novatech.com.tw 03-6676868	President Auditing Office
Employees	Employee Suggestion Box	Employee_opinion@novatech.com.tw	President

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
 - 2-1 Sustainable Governance and Risk Management
 - 2-2 Ethics and Integrity Management
 - 2-3 Regulatory Compliance
 - 2-4 Information Security Management
 - 2-5 Association Participation
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

2-4 Information Security Management

The Information Security Department ensures the confidentiality, integrity, availability, and legal compliance of the Company's information and communications to prevent improper use, leakage, tampering, damage, or loss of information and communication assets due to human error, intentional destruction, or natural disasters, which could disrupt operations and harm company interests. Therefore, regular information security inspections are conducted, and inspection reports are submitted to responsible supervisors for review. The findings and issues identified during inspections are understood, tracked, and reviewed for improvement to ensure that all internal and external personnel and units comply with the "Information Security Policies and Objectives" and "Information Security Management Methods".

Information Security Management | Management Approach

Significance and Meaning to the Company

Information security is related to all operational and financial information of the Company, as well as customer and personal information, directly affecting the Company's reputation and trust with customers and partners.

Management Strategies

- Establish information security-related methods and operational rules such as "Information Security Policies and Objectives", "Information Security Management Methods", and "Information Security Emergency Event Management Regulations", continue security-related verification and regularly implement various crisis drills, strengthen employee information security education and training, and enhance information security risk defense capabilities.
- Strengthen information security awareness and knowledge among all employees and enhance the information security architecture to comply with regulations and meet customer needs.

Policy/Commitment

- Strengthen information security management, establish a secure and reliable information operating environment, and ensure the security of data, systems, equipment and networks.
- Enhance information security awareness among all employees.

Actual and potential, negative and positive impacts

Positive:

- An effective information security management mechanism can enhance information security awareness among all employees and reduce operational losses caused by security incidents.

Negative:

- If the Company's security system is attacked, the information systems and data may be subject to improper use, leakage, tampering, and destruction, which could result in operational risks and hazards.

Action

1. Regularly review information security policies, emergency notifications, incident response, and other related procedures to ensure effective control of residual risks
2. Reduce network attacks and virus threats, patch antivirus vulnerabilities
3. Continue information security awareness training, conduct regular refresher training, and strengthen employee information security awareness
4. Regularly conduct incident response plan drills
5. Protect confidential business documents

* This material topic has no actual activities or business relationships involving negative impacts in the current year.

Grievance Mechanisms

Employee Opinion Box

Employee Opinion Box: President Employee_opinion@novatech.com.tw
03-6676868 Communication methods: Email, phone, face-to-face meeting

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 2-1 Sustainable Governance and Risk Management
- 2-2 Ethics and Integrity Management
- 2-3 Regulatory Compliance
- 2-4 Information Security Management
- 2-5 Association Participation

- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Information Security Risk

To minimize information security risks and prevent confidential information leakage, as well as avoid potential losses from various internal and external information security risks, we have established "Information Security Policy and Objectives" and "Information Security Management Methods" in accordance with ISO 27001 and CNS 27001 Information Security Management System standards, to serve as guidelines for implementing information security measures. By developing these policies, we demonstrate leadership's commitment to support information security, establishing an information security management system, and implementing information security-related operations within the organization. This also provides guidance for relevant personnel to take appropriate and effective measures that meet the Group's information security requirements, in order to address various information security risks and protect the interests of both internal and external stakeholders of the Group.

Information Risk Items	Risk Rating	Risk Description	2024 Implementation Measures	2024 Implementation Results
 Network Attacks and Virus Threats	High Risk	Risk of Operational Disruption	1. Strengthen network firewall defense architecture and early warning mechanism 2. Perform vulnerability scanning on existing core systems 3. Enhance the security of information service systems	Establish attack record notification management unit mechanism Install advanced threat defense software Replace and upgrade information system hardware and software
 Email account compromised	High Risk	Risk of Operational Disruption	1. Enable two-factor authentication for email accounts 2. Conduct information security awareness education and training	Enable two-factor authentication for all company email accounts All employees receive training through the education platform

Information Security Solutions

Information Security Risk Management Items Server Incident Response Operations
Description Establish clear response procedures when information security incidents occur to protect enterprise information security, minimize potential losses, and enable rapid recovery to ensure normal operations of all business activities
Information Security Emergency Risk Response Respond with 5 methods: monitoring, recording, evaluating, handling, testing, and recovery
Emergency Response Measures Activate backup recovery mechanism when encountering unmanageable situations

Information Security Authority Unit

To strengthen information security management measures and maintain and implement the Group's information security, an Information Security Management Unit has been established. The head of the Information Security Department serves as the dedicated Information Security Officer, responsible for promoting and managing the Company's information security, tracking and reviewing progress, and making immediate and regular improvements to address deficiencies, ensuring policies and management measures are effectively implemented. Related implementation results are regularly reported to senior management meetings to reduce operational risks.

Dedicated Information Security Officer Responsibilities

Responsibilities

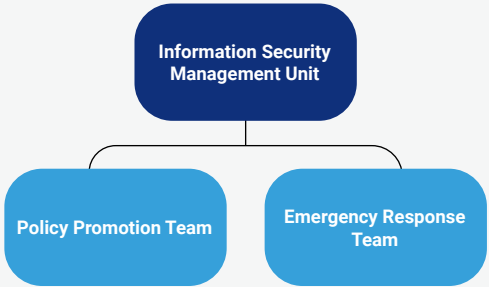
1. Promote and implement information security policies
2. Monitor internal and external security issues
3. Establish information security performance objectives
4. Review information security operational effectiveness

Establishment Date
2023/10/1


Information Security Responsible Unit

Dedicated Information Security Organization

Information Security Management Organization Structure



Reporting levels and frequency of security matters to senior management/governance units

Reporting levels	Senior management/governance unit responsibilities	Reporting frequency
Department-level managers	Assistant Vice President	Once per year

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity

2-1 Sustainable Governance and Risk Management

2-2 Ethics and Integrity Management

2-3 Regulatory Compliance

2-4 Information Security Management

2-5 Association Participation
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Information security maintenance practices

To comply with information security policies, achieve relevant objectives, establish comprehensive information security protection, the implementation of information security management matters and specific management programs are as follows:

1.	Adopt next-generation firewalls and introduce international threat intelligence databases for coordinated defense, generating daily network attack incident reports to enable information security personnel to implement timely response measures.
2.	Use international software vendor's mail service system to ensure 99.99% service availability and implement protection modules to safeguard email and collaborative operations, preventing zero-day malware, phishing, and business email compromise risks.
3.	Information hosts and computers are equipped with advanced MDR anti-hacking software, with 24/7 monitoring and protection provided by vendors. Monthly security reports are generated, and recent security incidents are reviewed quarterly in collaboration with security partners.
4.	In addition to regular backups of information services, annual disaster recovery drills are conducted for core information services to strengthen the response capabilities of information security personnel in handling natural or man-made disasters.
5.	Account privilege are managed based on personnel duties and responsibilities, with special privileges requiring formal application and approval for record. Regular password changes and complexity requirements are enforced to prevent security risks.
6.	Regular information security education and training to enhance personnel's security awareness.
7.	Join TW-ISAC (Taiwan Information Sharing and Analysis Center) for computer network crisis response and coordination, obtaining security early warnings, threat intelligence, and vulnerability information.

Information Incident Reporting Procedures

Information Incident Reports

After reporting to the Information Security Management Unit, a task force will be organized to command, coordinate, and assist the relevant departments in managing information security incidents Provide response operations in the event of hacker attacks and virus attacks

Security Procedures (Maintenance, Actions, Measures)

 Detection Regularly monitor network traffic, system logs and threat information, and adopt the latest anti-virus software to detect hacker and virus attacks.	 Isolation Once an attack is detected, immediately isolate infected systems and equipment to prevent the attack from spreading.	 Network Deactivation When necessary, promptly disable network connections of infected equipment to contain the attack.
 Documentation Record the time, location, equipment, scope of impact, and possible causes of the interruption.	 Assessment The Information Security Management Unit, together with external expert vendors, analyzes possible causes to develop feasible recovery plans to restore normal operations as quickly as possible.	 Handling Includes adjusting network settings, performing virus scanning and removal in the facility, restoring backups/snapshots of damaged systems to attempt to resolve abnormal issues, and notifying relevant authorities for assistance when necessary.
 Testing After executing the corresponding recovery plan, perform functional verification using the recovery test checklist to ensure normal operational status is restored.	 Recovery Once normal operational status is confirmed, notify relevant supervisors and department personnel via email or announcement.	 Evidence Preservation Preserve all relevant evidence for subsequent investigation and legal prosecution.

Table of Contents

Foreword

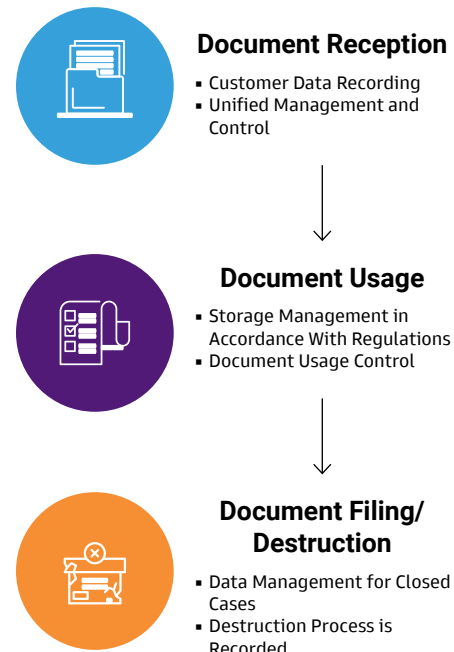
- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
 - 2-1 Sustainable Governance and Risk Management
 - 2-2 Ethics and Integrity Management
 - 2-3 Regulatory Compliance
 - 2-4 Information Security Management
 - 2-5 Association Participation
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Key Information Security Management Measures

Novatech implements key information security measures on a daily basis, establishing comprehensive information management mechanisms to ensure thorough implementation of information security management. Below are our key information security management measures:

Customer Information Document Control Process



Strengthen Employee Information Security Awareness

Regularly conduct information security education for employees, helping them respond to threatening messages with information security risks, and prevent employees from falling into information security threat traps.

Reduce Network Attacks and Virus Threats

Establish network firewalls to create multi-layered defense and detection systems, install antivirus software on terminal computers, and implement unified monitoring and protection to reduce network threat intrusions and maintain comprehensive control of information security status.

Ensure Uninterrupted Information Services

For critical operational services and data, through cloud backup and disaster recovery solutions, perform local and remote backup and restoration drills. In case of unavoidable information service interruptions that result in damage or operational disruption to main operating systems or databases, multiple restoration drills are conducted to ensure the information system recovery time meets expectations.

Protect Confidential Business Documents

For customer confidentiality agreements, personal information protection, and core business confidential documents, file encryption management is implemented to enforce information security management regulations and protect the company's competitive advantages from being easily obtained.

Information Security Health Check

To understand the Company's information security vulnerabilities and prevent security incidents proactively, Novatech has commissioned a third-party security unit to perform information security health checks. For the 2024 inspection items and results, please refer to the following table.

Inspection Items	Implementation Method Overview	Testing Time and Frequency	Test Results
Information Website Vulnerability Scanning	Detect CWE including OWASP TOP 10 vulnerabilities or security flaws	Once per year	✓
Information Website Penetration Testing	Based on OWASP TOP 10 and CWE combined with National Information and Communication Technology Service Center Penetration Testing Standards		
Information Host Vulnerability Scanning	Detect CWE including OWASP TOP 10 vulnerabilities or security flaws		

Abnormal Items	Risk Description	Response Measures
Security vulnerabilities have been detected in the electronic signature approval website	Header configuration errors and JS library vulnerabilities	Work with system vendor to resolve errors
Security vulnerabilities have been detected in the HR website		

We have made improvements to the above abnormal inspection items and analyzed the causes of anomalies to further implement preventive measures, aiming to reduce the likelihood of security incidents from the source.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity

2-1 Sustainable Governance and Risk Management

2-2 Ethics and Integrity Management

2-3 Regulatory Compliance

2-4 Information Security Management

2-5 Association Participation
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Security Drills and Educational Training

Novatech conducts regular security drills and educational training to raise employees' information security awareness, strengthening their ability to respond to risk messages, and prevent them from falling victim to security threats.

2024 Security Drills

Drill Items	Number of Drills in Current Year
ERP Information System Disaster Recovery Drill	One Time
Drill Items	Drill Results
Critical Information Service Continuity Drill	No Abnormality

2024 Information Security Education and Training

Education and Training Course	Course Hours (per person)
Information Security Awareness Education, Training and Promotion	30 Minutes
Training Objectives	Number of Participants
Enhance Employee Information Security Awareness	147
Training Participants	
Regular Training for All Employees	



Information Security Audit

Novatech continues to conduct internal information security audits to drive continuous improvement. Please refer to the following table for internal information security audit results in the past three years (2024-2022).

2024

Audit Results

Information host password not changed

Improvement Measures for Deficiencies

Improved according to recommendations

2023

Audit Results

According to "Computerized Information System Operations", access to the computer room requires completing an access log, obtaining approval from the IT department supervisor and being accompanied by IT personnel. Consider modifying the form to add fields for supervisor approval and the accompanying personnel.

Improvement Measures for Deficiencies

Modified the "Computer Room Entry and Exit Record Form" to add fields for supervisor approval and the accompanying personnel.

2022

Audit Results

No operating procedures for computer disposal, and disposal records lack evidence of IT department supervisor approval.

Improvement Measures for Deficiencies

Added Data "Data destruction operation record form" and included disposal procedures in the Information Management Guidelines.

Table of Contents

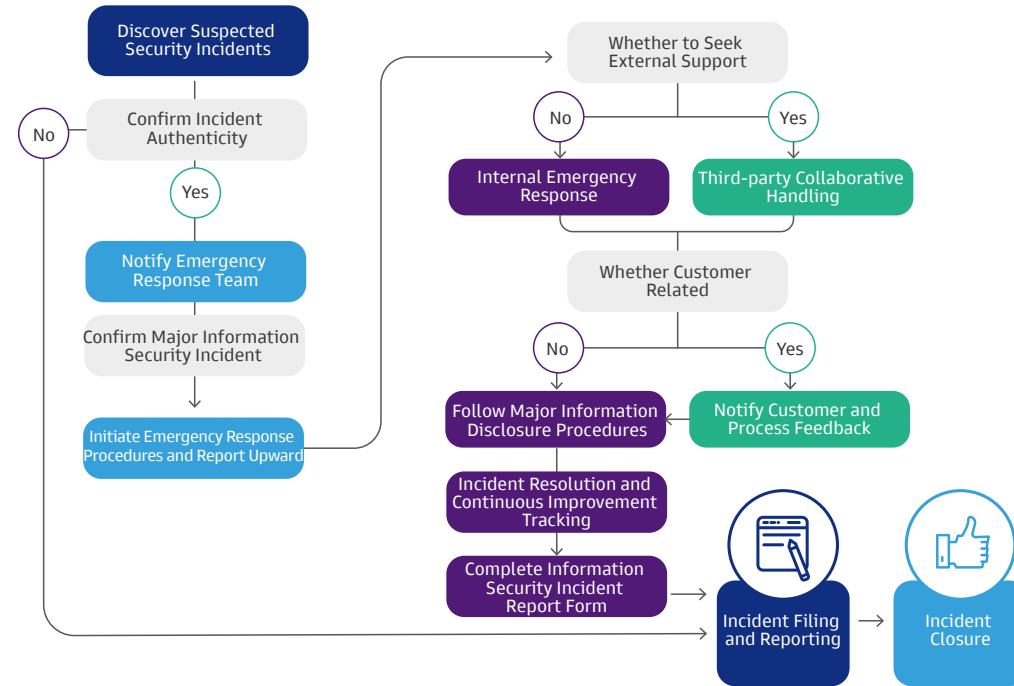
Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
 - 2-1 Sustainable Governance and Risk Management
 - 2-2 Ethics and Integrity Management
 - 2-3 Regulatory Compliance
 - 2-4 Information Security Management
 - 2-5 Association Participation
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

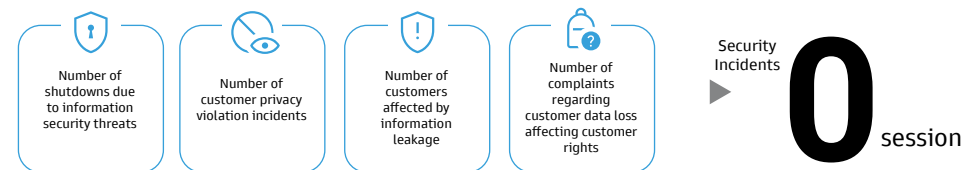
Appendix

Information Security Incident Handling

In the event of a security incident, Novatech initiates the following information security incident handling process, with the emergency response team assisting in managing the security incident.



Under strict information security control measures, Novatech had no information security-related incidents in 2024.



2-5 Association Participation

By participating in various domestic and international industry development associations and organizations, we engage in mutual exchange with related industries to understand industry developments and future trends, creating opportunities for operational growth. In 2024, Novatech obtained Taiwan's Environmental Protection Engineering Professional Construction Business Registration Certificate, strengthening its environmental protection technical expertise and improving the quality of life. In addition, Novatech joined the Hsinchu County Government Class A Electrical Installation Business License in Taiwan and the Taiwan High-Tech Facility Association. By participating in these associations, Novatech engages with related industries on technology, outlook, and business opportunities, thereby delivering improved products and services to society.

Recognizing climate change as a central focus of global sustainable development that requires collective action from all businesses, Novatech continues to join the ESG Sustainability Initiative launched by E.SUN Bank. The Company is committed to addressing climate change by actively controlling greenhouse gas emissions and conserving energy, collaborating with like-minded partners across the value chain toward the goal of net-zero emissions by 2050.



ESG Sustainability Initiative Declaration



Professional Business License Registration Certificate



Hsinchu County Government Electrical Installation Business License

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity

3 Creating Sustainable Value: Partnering Together

- 3-1 Sustainable Engineering and Services
- 3-2 Supply Chain Sustainability Management and Responsible Procurement
- 3-3 Customer Relationship Management
- 3-4 Customer Health and Safety

4 Promoting Sustainable Environment: Environmental Protection

5 Fostering Diversity and Inclusion: Achieving Workplace Success

6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

3

Creating Sustainable Value
Partnering Together

- 3-1 Sustainable Engineering and Services
- 3-2 Supply Chain Sustainability Management and Responsible Procurement
- 3-3 Customer Relationship Management
- 3-4 Customer Health and Safety

Promoting a Sustainable Environment
Friendly to the planet

86 patented technologies

In 2024, Novatech and its subsidiaries obtained a total of 86 patents

94.49% customer satisfaction

In 2024, the average customer satisfaction score was 94.49%, an increase of 0.69% compared to the previous year.

72.89% green procurement

In 2024, green procurement accounted for 72.89% of office equipment purchases

98.13% local procurement

In 2024, Novatech's local procurement from Taiwan vendors (note) was 98.13%, an increase of 0.04% compared to the previous year.

Received recognition from multiple customers, including:

- Awarded the 2024 EHS Excellence Management Model by Micron Technology, Inc.
- Awarded the 2024 Sustainability Partnership Award by Micron Technology, Inc.
- Awarded the 2024 Micron EHS Excellence Supplier (Occupational Safety) Award by Micron Technology, Inc.
- Awarded the 2024 1.2 Million Safe Working Hours Contribution Award by Air Products and Chemicals, Inc. High-Tech Factory
- Awarded the 2024 Appreciation Award by Powerchip Semiconductor Manufacturing Corporation P5 Factory

The signing rate among the top 60 suppliers by transaction value in 2024 reached 80%.

In 2024, equipment manufacturing standards were introduced for high-purity chemical supply systems, using new methods to improve cabinet extraction efficiency, reducing chemical waste treatment volume: 0.5L*52(times/year)*170(machines/year)=4420L

No customer complaints in 2024.

Table of Contents

Foreword

1

Pursuing Sustainable Development: Advancing Sustainability

2

Implementing Sustainable Governance: Transparency and Integrity

3

Creating Sustainable Value: Partnering Together

3-1 Sustainable Engineering and Services

3-2 Supply Chain Sustainability Management and Responsible Procurement

3-3 Customer Relationship Management

3-4 Customer Health and Safety

4

Promoting Sustainable Environment: Environmental Protection

5

Fostering Diversity and Inclusion: Achieving Workplace Success

6

Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

3-1 Sustainable Engineering and Services

The global industrial environment is evolving rapidly, as climate change and environmental pollution exacerbate resource scarcity, posing a serious threat to the Earth's long-term sustainability. Novatech actively deploys green engineering, invests in circular economy technology development, and incorporates product innovation into its material topics.

In 2024, Novatech actively promoted cross-sector collaboration with external organizations to enhance resource reuse and overall efficiency. Through its representative engineering projects, the Company provides customers with high-quality environmental pollution prevention technology, supporting the reduction of their environmental footprint.

Adhering to the concept of sustainable operations, Novatech takes practical actions to develop environmentally friendly products. Through green design, green procurement, and green technology, we utilize innovative methods and rich practical experience to develop innovative products that meet environmental safety and quality standards. We offer engineering technical services for energy conservation, carbon reduction, and resource recycling, while contributing to the sustainable development of enterprises. In the future, Novatech will continue to advance its role in circular economy, aiming to become our customers' preferred partner in achieving efficient, non-toxic, and zero-waste processes through advanced environmentally friendly engineering technologies.



Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together

3-1 Sustainable Engineering and Services

3-2 Supply Chain Sustainability Management and Responsible Procurement

3-3 Customer Relationship Management

3-4 Customer Health and Safety

4 Promoting Sustainable Environment: Environmental Protection

5 Fostering Diversity and Inclusion: Achieving Workplace Success

6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Product Development Timeline

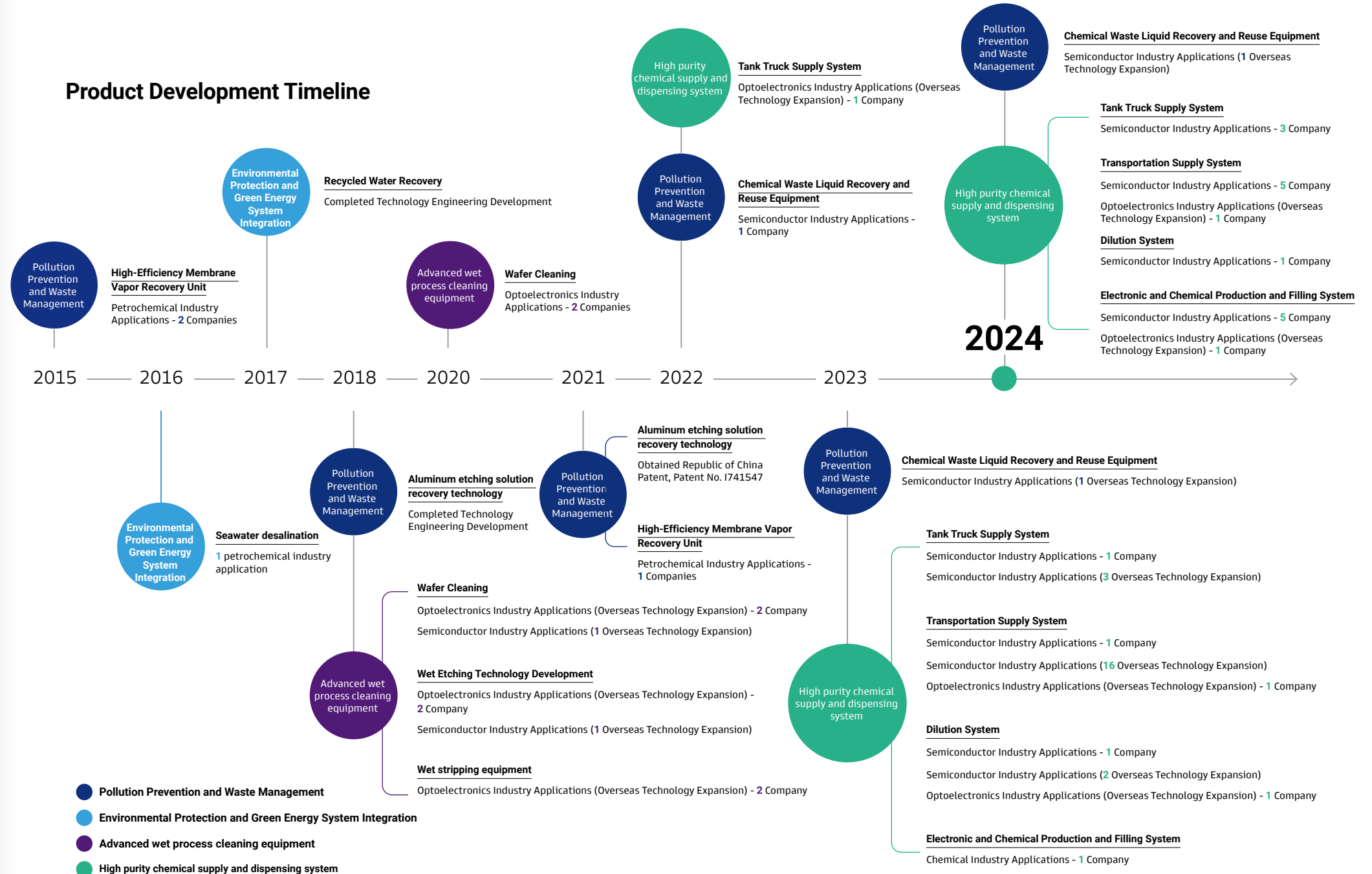


Table of Contents

Foreword

1	Pursuing Sustainable Development: Advancing Sustainability
2	Implementing Sustainable Governance: Transparency and Integrity
3	Creating Sustainable Value: Partnering Together
3-1	Sustainable Engineering and Services
3-2	Supply Chain Sustainability Management and Responsible Procurement
3-3	Customer Relationship Management
3-4	Customer Health and Safety
4	Promoting Sustainable Environment: Environmental Protection
5	Fostering Diversity and Inclusion: Achieving Workplace Success
6	Contributing to Social Prosperity: Achieving Mutual Benefits
	Appendix

Sustainable Product Innovation | Management Approach ㊟

Significance and Meaning to the Company

1. The company's research and development of environmental friendly products and services encompasses the management of toxic and hazardous substances in the manufacturing process and conflict minerals policies, ensuring no negative impacts on human health, the environment, and human rights that could compromise customer health and safety.
2. Describe the company's process for evaluating and managing environmental risks in projects and disclose the number of cases that violated environmental permit standards or regulations.
3. Describe the company's facility life cycle assessment implementation, including the number of projects certified under third-party sustainability standards
4. and the process of incorporating operational energy and water efficiency into project planning and design.Disclose the total amount of fossil fuel-related projects and renewable energy-related projects under construction, the total amount of cancelled or reduced fossil fuel-related projects, and the total amount of non-energy projects related to climate change mitigation.

Action Plans/Resources

1. Continue progress by utilizing R&D capabilities and personnel to drive the development of advanced technology products.
2. Process optimization projects are undertaken by R&D resources and development personnel.

Grievance Mechanisms

Customer satisfaction questionnaire surveys, project meetings
Company Website: <https://www.novatech.com.tw>

1. Stakeholders/Stakeholder Communication Channels

👤Kuo, Li-Yi ✉Evan_Kuo@novatech.com.tw 📞03-6676868 ext 2312

Communication Methods: Email, regular meetings, customer satisfaction questionnaire surveys.

2. Business Contact/Gas Supply Systems

👤Mr. Huang ✉jerry_huang@novatech.com.tw 📞03-6676868 ext.1201

3. EPC Production Turnkey Services

👤Mr. Huang ✉andy_huang@novatech.com.tw 📞03-6676868 ext.2302

Management Strategies

- Establish an Environmental Protection and Green Energy Project Department to provide product design and services for emerging needs
- Develop new engineering project procedures and operational specifications in response to market shifts and requirements
- Promote green supply chain management to provide customers with hazard-free green products

Policy/Commitment

- Engineering design control procedures, customer complaint handling procedures

Description of actual and potential negative and positive impacts

Positive:

- Provide sustainable products and services such as green product design and waste gas treatment, aligning with environmental protection and energy conservation trends, meeting customer needs, and reducing environmental impact.

Negative:

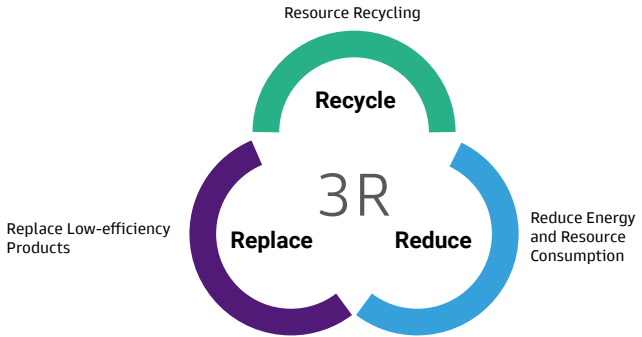
- Failure to meet product environmental protection and energy conservation requirements may impact customer orders and misalign with market trends.

* This material topic has no actual activities or business relationships involving negative impacts in the current year

Implement green design

To address the risks and opportunities brought by global climate change and fulfill customers' green commitments, Novatech applies its core corporate capabilities to green product innovation. Green design includes material procurement, production process design, usage, waste recycling, reuse, and treatment, fundamentally preventing pollution while conserving resources and energy. Comprehensively promote product green transformation, focusing on Recycle (resource recycling), Replace (replacing low-efficiency products), and Reduce (reducing resource consumption) products. Build low-carbon competitiveness through the 3R strategy and develop environmentally friendly and non-toxic green products to maintain sustainable environmental development.

Green Product Innovation



Reuse Design

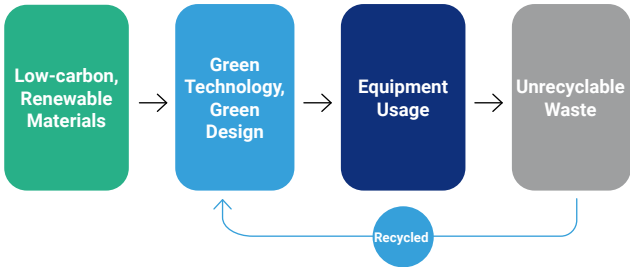


Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
 - 2 Implementing Sustainable Governance: Transparency and Integrity
 - 3 Creating Sustainable Value: Partnering Together
 - 3-1 Sustainable Engineering and Services
 - 3-2 Supply Chain Sustainability Management and Responsible Procurement
 - 3-3 Customer Relationship Management
 - 3-4 Customer Health and Safety
 - 4 Promoting Sustainable Environment: Environmental Protection
 - 5 Fostering Diversity and Inclusion: Achieving Workplace Success
 - 6 Contributing to Social Prosperity: Achieving Mutual Benefits
- Appendix

Research green technology

In response to market trends and the global emphasis on low-carbon transportation development, Novatech continues to invest in enhancing technical capabilities and product innovation through R&D, actively promotes quality management upgrades, and collaborates with the supply chain for low-carbon transformation. The Company is dedicated to achieving sustainable growth by launching more green energy products integrated with high-quality service.

We embrace a spirit of continuous research, development, and innovation, constantly improving energy conservation and waste reduction efficiency. While delivering the safest and highest quality engineering planning services to our customers, we also prioritize mitigating environmental impacts. In line with customer requirements, we design specifications above industry-average standards to enhance system resource efficiency during the usage phase. We believe that the Environmental Protection and Green Energy Group represents a future trend. By utilizing innovative approaches and practical experience, we provide customers with high-tech process supply systems for circular economy across different industries. While specializing in the semiconductor industry, we also aim to expand our business into other sectors.

Environmentally friendly products or services



High-tech process supply system transitioning towards a circular economy

1. Process efficiency and quality optimization

Extend system life for customers, improve product stability and service life, or enhance factory operational efficiency.

Water resource management products

- Seawater desalination
- Pure water system design

Energy products and services

- Motor energy saving
- Process energy and water saving

Others

- Gas mixing system
- High purity chemical supply and dispensing system
- Advanced wet process cleaning equipment
- Wet stripping equipment

2. Pollution Prevention and Waste Recycling

Assist customers in utilizing waste resources and improving their ability to manage waste and wastewater effectively.

Water resource management products

- Zero wastewater discharge
- Wastewater treatment

Pollution prevention and waste management

- Low-temperature sludge drying technology
- High-efficiency denitrification treatment system

3. High-Value Energy Resource Recycling

Provide recycling and reuse systems for high-value raw materials in customers' processes, reducing customer costs while fulfilling environmental protection responsibilities.

Water resource management products

- Effluent Water Combined with Water Recycling System

Energy products and services

- Waste heat recovery

Pollution prevention and waste management

- Aluminum etching solution recovery technology
- High-Efficiency Membrane Vapor Recovery Unit
- Chemical Waste Liquid Recovery and Reuse Equipment
- High-Efficiency Membrane Vapor Recovery Unit

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
 - 3-1 Sustainable Engineering and Services
 - 3-2 Supply Chain Sustainability Management and Responsible Procurement
 - 3-3 Customer Relationship Management
 - 3-4 Customer Health and Safety
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

To enhance energy conservation and waste reduction efficiency, Novatech investigates various system optimization across both design and operation phases. We evaluate different methods to improve environmental benefits at each stages of various systems, striving to achieve system perfection.

Design phase



Optimized design of gantry hoists and pipeline racks to minimize support footprint and reduce material usage

Save approximately
5,500W
of power consumption

Equipment switched to DC fluorescent lights and instruments, helping customers save approximately 5,500 W of energy consumption in 2023

33%
cost reduction

Optimize liquid-gas separator design reduces welding time while decreasing process emissions (fluorides) and reduces material usage - cutting costs by 33% while providing environmental benefits through reduced PFA raw material mining.

Reduce
100W
of power consumption

Mixed acid equipment switches AC instruments to DC power, reducing energy consumption by 100 W per unit.

Improve equipment sampling box structure:

1. Reduce chemical usage:
 $0.5\text{L} \times 52(\text{times/year}) \times 170(\text{machines/year}) = 4420\text{L}$
2. Reduction in chemical waste disposal:
 $0.5\text{L} \times 52(\text{times/year}) \times 170(\text{machines/year}) = 4420\text{L}$

Operation phase



Assist customers in recycling effluent water for cooling tower use, automatically selecting water bodies based on quality, increasing recycled water usage ratio and reducing environmental pollution from wastewater discharge.

Reduce carbon emissions by
101.17 metric tons CO₂e

Chemical dilution system improves customers' chemical concentrate usage efficiency, reducing customers' emissions by 101.17 tonnes CO₂e

Reduce
4,128 kg /year CO₂e

Gas mixing system precisely controls mixed gas ratios, reducing carbon emissions during transportation by 4,128 kg/year CO₂



Low-temperature sludge drying technology reduces energy resource waste and the amount of sludge requiring external treatment.

The high-efficiency membrane oil-gas recovery device significantly reduces air pollution emissions and minimizes energy waste issues.

Customized chemical waste liquid recycling equipment adjusts the recovery rate of chemicals in the process, reducing hazardous waste

Environmental
benefits

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
 - 2 Implementing Sustainable Governance: Transparency and Integrity
 - 3 Creating Sustainable Value: Partnering Together
 - 3-1 Sustainable Engineering and Services
 - 3-2 Supply Chain Sustainability Management and Responsible Procurement
 - 3-3 Customer Relationship Management
 - 3-4 Customer Health and Safety
 - 4 Promoting Sustainable Environment: Environmental Protection
 - 5 Fostering Diversity and Inclusion: Achieving Workplace Success
 - 6 Contributing to Social Prosperity: Achieving Mutual Benefits
- Appendix

Process efficiency and quality optimization

Improving resource utilization efficiency and optimizing product processes have always been our core focus. Novatech aims to provide customers with high-precision, stable process systems that enhance factory resource efficiency and extend the lifespan of process equipment. Over the past two years, we have optimized numerous designs to improve performance, such as replacing machine lighting systems with energy-saving lamps, which is expected to reduce power consumption by 75%. Leveraging years of engineering design expertise, Novatech continues to develop the most efficient and highest-quality processes for our customers.

Gas mixing system

This product precisely controls mixed gas ratios through a gas mixing system to provide high-quality gases that meet process requirements. It can replace the use of mixed gas cylinders in technology factories, reducing customers' unit gas costs and lowering carbon emissions from gas cylinder transportation. Based on previous engineering experience, our gas mixing system helps customers reduce carbon emissions from transportation by 4,128 kg/year CO₂ and also saves customers approximately 2.5 million in special gas production costs.



Fig. Gas mixing system

Installation of gantry hoists and pipeline installation optimization design

Novatech's professional engineers perform gantry hoist load calculations and optimization for areas with the densest on-site piping in customer facilities, following piping construction

guidelines. Without compromising functionality or safety, this approach reduces the footprint of pipe support structures and material usage. Faster material delivery and optimized construction schedules further enhance spatial efficiency and lower costs for customers' facilities.

Machine using DC fluorescent lights and instruments

Traditional floor-mounted machines typically use 15W AC fluorescent tubes, which consume significant power. To help customers achieve energy savings and reduce carbon emissions, Novatech replaced the internal lighting systems with 5W DC fluorescent tubes, reducing power consumption and extending service life. Additionally, for mixed acid equipment, AC-powered instruments were converted to DC power without changing functionality, reducing power consumption by 100W per unit. In 2023, Novatech helped customers save approximately 5,500W of power. Through these measures, Novatech effectively lowered greenhouse gas emissions from machines while minimizing customers' waste output, actively supporting energy conservation and carbon reduction efforts.

Gas-liquid separator optimization

Due to the different densities of gas and liquid, when liquid and gas flow together, the liquid will be affected by gravity, producing a downward velocity, while the gas continues to flow in its original direction. In other words, liquid and gas tend to separate in a gravitational field. The design of this product utilizes gravity settling to separate gas and liquid, making customer process applications more stable. The optimization and improvement benefits of the gas-liquid separator can increase system supply performance by 4%-10% flow rate under different operating pressures, reduce welding time for manufacturing personnel, and reduce waste gas (fluoride) emissions during processing. Reducing material usage not only decreases cost expenditure by 33% but also provides environmental benefits by reducing PFA raw material mining.

Chemical dilution system

Novatech helps customers establish safe, automated, and precise chemical dilution systems to improve the efficiency of chemical concentrate usage and reduce the impact of highly toxic chemicals. Taking the semiconductor industry as an example, their processes require dangerous chemicals such as developers, hydrofluoric acid, and tetramethylammonium hydroxide. We assist semiconductor customers in establishing P6 hydrofluoric acid chemical dilution systems, which can automatically dilute 168,000 liters of chemicals per year. This not only reduces the risk of manual acid replacement but also decreases chemical drum usage and transportation for

customers. In total, it can help customers reduce CO₂e emissions by 101.17 metric tons annually.

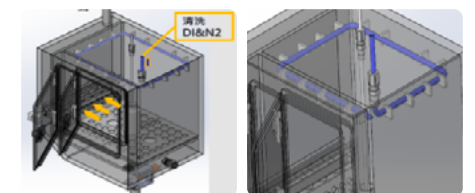


Fig. Chemical dilution system

Equipment sampling box structural design

In 2024, Novatech introduced equipment manufacturing standards for high-purity chemical supply systems, improving the equipment sampling box structure to reduce sampling leakage opportunities and enhance sampling environment cleanliness. Using new construction methods to improve box extraction efficiency, after product revision:

1. Reduction in chemical usage:
 $0.5L \times 52(\text{times/year}) \times 170(\text{machines/year}) = 4420L$
2. Reduction in chemical waste disposal:
 $0.5L \times 52(\text{times/year}) \times 170(\text{machines/year}) = 4420L$
3. Increase equipment operational safety and sampling efficiency, reduce chemical usage, while also decreasing chemical waste disposal volume, enhancing green innovation competitiveness.



Equipment sampling box structural design

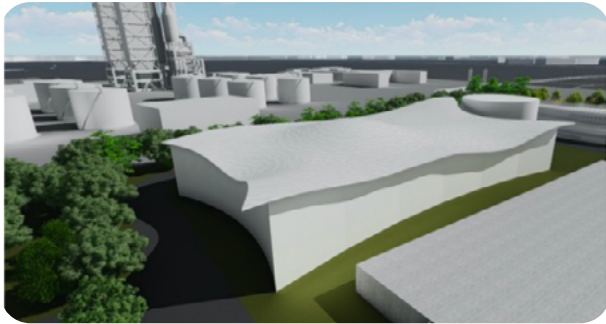
Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
 - 2 Implementing Sustainable Governance: Transparency and Integrity
 - 3 Creating Sustainable Value: Partnering Together
 - 3-1 Sustainable Engineering and Services
 - 3-2 Supply Chain Sustainability Management and Responsible Procurement
 - 3-3 Customer Relationship Management
 - 3-4 Customer Health and Safety
 - 4 Promoting Sustainable Environment: Environmental Protection
 - 5 Fostering Diversity and Inclusion: Achieving Workplace Success
 - 6 Contributing to Social Prosperity: Achieving Mutual Benefits
- Appendix

Pollution Prevention and Waste Recycling

Pollution prevention and waste recycling have become increasingly important in recent years. Novatech aims to help customers make better use of waste through its technologies and enhance their ability to properly manage waste and wastewater, further promoting the circular economy in high-tech manufacturing. Our key technologies include effluent water recycling systems, low-temperature sludge drying technology, high-efficiency denitrification treatment systems, and high-efficiency membrane oil and gas recovery devices.



Wastewater Plant Effluent Combined with Water Recycling System

Effluent Water Combined with Water Recycling System

Water recycling and reuse has become an industry trend in recent years. The ratio between wet and dry seasons in domestic regions is extreme, and during dry seasons, agricultural water often needs to be reallocated, and domestic water supply pressure reduced in order to maintain stable industrial water supply. Therefore, in line with domestic government policies, Novatech actively participates in government water engineering tenders and applications of water recycling systems in engineering projects. By integrating wastewater plant effluent with recycling systems, we enable the reuse of discharged water for industrial purposes, providing stable and reliable water sources to industrial and science parks with high water demand. This approach reduces reliance on tap water and supports zero liquid discharge.

Based on recent engineering achievements, we help customers recycle effluent water for use in cooling towers and incorporate automated monitoring systems that automatically select water bodies based on water quality conditions. This approach increases customers' use of recycled water, achieve plant water recycling targets, and reduces environmental pollution from wastewater discharge.

Low-temperature sludge drying technology

Traditional sludge drying requires high temperature and pressure, consuming significant energy. We employ a specialized low-temperature, low-pressure drying method, allowing sludge moisture content to be adjusted as needed (for example, from 85% to 30%). Daily waste sludge can be processed within a short period (10–22 hours). This approach not only reduces energy consumption but also decreases the volume of sludge that must be outsourced for treatment.



Low-Temperature Sludge Drying Technology

High-Efficiency Membrane Vapor Recovery Unit

Novatech actively collaborates with overseas technology developers to provide domestic enterprises with advanced pollution control equipment. In partnership with equipment manufacturers, we assisted in installing and operating a recovery system at the Qiaotou Supply Center and are currently preparing to implement the same technology for CPC Corporation's naphtha storage tanks at the Linyuan Plant. This system captures potential vapor emissions from storage tanks, reducing the proportion of oil vapor released into the atmosphere. It can lower volatile organic compound (VOC) concentrations to below 300 PPM and achieve a high recovery efficiency of up to 95%. By significantly reducing air pollution, the system helps customers meet recycling and reuse goals while improving plant air quality. We support customers in integrating environmental protection and circular economy equipment and will continue to refine and advance this technology, working closely with clients to achieve sustainable operational transformation.



Membrane Vapor Recovery Equipment

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
 - 3-1 Sustainable Engineering and Services
 - 3-2 Supply Chain Sustainability Management and Responsible Procurement
 - 3-3 Customer Relationship Management
 - 3-4 Customer Health and Safety
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

High-Value Energy Resource Recycling

High-tech facilities use numerous high-value chemicals that could pose significant risks to people and the environment if accidentally released. Through our products and technologies, Novatech provides customers with recovery and reuse systems for high-value raw materials in their manufacturing processes, reducing costs while supporting environmental protection. Our key technologies include chemical waste liquid recovery and reuse equipment, aluminum etching solution recovery technology, and high-efficiency membrane vapor recovery units.

● Chemical Waste Liquid Recovery and Reuse Equipment

During production processes, high-tech and manufacturing industries consume substantial amounts of chemical raw materials, generating large volumes of chemical waste liquid. We adopt foreign waste liquid recovery technology and, using specialized recovery equipment, perform on-site recovery of high-unit-price waste liquids, converting them into raw materials that can be reused in the original manufacturing process. This approach effectively utilizes resources and prevents waste.

Related achievements include helping customers recover stripping solutions, process cleaning solvents, and tetramethylammonium from wastewater. We recover chemicals through distillation thermal methods and by utilizing the different boiling points of target chemicals. During the process, we also effectively recover thermal energy through high-efficiency heat exchange to reduce energy consumption. This technology allows customization and adjustment of the chemical recovery rate in the process, achieving a maximum solvent recovery rate of over 90%.



Chemical Waste Liquid Recovery and Reuse Equipment

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
 - 2 Implementing Sustainable Governance: Transparency and Integrity
 - 3 Creating Sustainable Value: Partnering Together
 - 3-1 Sustainable Engineering and Services
 - 3-2 Supply Chain Sustainability Management and Responsible Procurement
 - 3-3 Customer Relationship Management
 - 3-4 Customer Health and Safety
 - 4 Promoting Sustainable Environment: Environmental Protection
 - 5 Fostering Diversity and Inclusion: Achieving Workplace Success
 - 6 Contributing to Social Prosperity: Achieving Mutual Benefits
- Appendix

2024 Patent Items

Novatech and its subsidiaries, Winmax Technology Corp. (Shanghai) and Winmax Technology Co., Ltd. (SuZhou), establish research and development projects annually, focusing on improving existing equipment functions, meeting customer needs, and introducing new technologies. In 2024, the R&D investment amounted to NT\$207,420,000. We actively invest in research and development of innovative products, continuously enhance our R&D capabilities and technical strength to address market demands, and maintain our leading technical position in the field of industrial process expertise. Our achievements are reflected in the number of patents applied for and obtained each year. In 2024, Novatech, Rayzher, and Chinese subsidiaries Winmax Technology Corp. (Shanghai) and Winmax Technology Co., Ltd. (SuZhou) collectively obtained 28 utility model patents, 20 invention patents, 11 software copyrights, 11 trademark rights, and 16 design patents, totaling 86 patent authorizations. Novatech has received multiple recognitions from government bodies and partners, demonstrating that Novatech and its subsidiaries possess industry-leading R&D technologies and competitive capabilities across both sides of the strait. We can rapidly design and manufacture solutions to meet diverse customer needs, resulting in long-term orders from high-tech industries on both sides of the strait.

Received Patent-Related Awards and Recognition in 2024

2024 Winmax Technology Co., Ltd. (SuZhou)

Enterprise Credit Rating (AAA) Certificate from 2024.06.02-2025.06.01

Integration of Informatization and Industrialization Management System (AA) Certification from 2024.07.12~2027.07.01

Work Safety License on 2024.04.28

Construction Enterprise Qualification Certificate on 2024.04.28

2024 Winmax Technology Corp. (Shanghai)

High-Tech Enterprise Certificate certification in 2024

Enterprise Credit Rating (AAA) Certificate from 2024.5.30-2025.5.29

Intellectual Property Management System Certificate from 2024.10.8 - 2027.10.8

Building Mechanical and Electrical Installation Level 2 Qualification Certificate from 2024.06.04 - 2029.06.03

Work Safety License from 2024.08.08 - 2027.08.07

Special Equipment Manufacturing License from 2024.06.12 - 2028.06.11

Novatech's Certificates



Utility Model Patent
Certificates: Programmable
Logic Controller Port
Indication System



Utility Model Patent
Certificates: Cabinet
Structure and its Detachable
Waterproof Top Panel



Utility Model Patent
Certificates: Chemical
Supply Equipment Pipeline
Deaeration Device



Utility Model
Patent
Certificates:
Vibration
Damping Base

Winmax Technology Co., Ltd. (SuZhou) Certificate



Enterprise Credit Rating
(AAA) Certificate



Integration of
Informatization and
Industrialization
Management System (AA)
Certification



Construction Enterprise
Qualification
Certificate



Work Safety
License

Winmax Technology Corp. (Shanghai) Certificate



Enterprise Credit Rating (AAA)
Certificate



Work Safety License



Construction Enterprise
Qualification
Certificate



Building Mechanical and
Electrical Installation
Level 2 Qualification
Certificate



Intellectual Property
Management System Certificate



High-Tech Enterprise
Certification

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
 - 3-1 Sustainable Engineering and Services
 - 3-2 Supply Chain Sustainability Management and Responsible Procurement
 - 3-3 Customer Relationship Management
 - 3-4 Customer Health and Safety
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Number of Patents Granted in 2024

Invention Patent

- A Single Crystal Silicon Wafer Cleaning Equipment for LED and Its Usage Method
- Heat Dissipation Device and Distributed Visual Intelligent Temperature Control System
- An Automatic Docking System and Docking Method
- A Synchronous Rotating Lifting Vacuum Spindle System for Wafer Scrubbing
- A Swing Arm Mechanism for Semiconductor Wafer Cleaning Machine
- A Method and Device for Measuring Wafer Warpage
- A Chemical Filtration Device for Semiconductor Applications
- A Multi-Size Semiconductor Drying Device
- A Semiconductor Wafer Cleaning Machine
- A Semiconductor Wet Process Equipment
- A Stripping Solution Separation Monitoring System and Control Method
- A Device for Epitaxial Coating of Semiconductor Wafers
- A Wafer Guiding Device for Etching and Cleaning Machine
- A Control Method and Control System for Cutting Device

Number of Patents Granted **14**

Software Copyright

- PA/Chiller Remote Control Software V1.0
- Equipment Monitoring Analog Data Tree Software V1.03
- Self-developed UBM Single Chamber Test Platform Control System Application Software V1.01
- Single Wafer Cleaning Machine Chart Data Monitoring Software V1.37
- Self-developed SPM Equipment Control System Application Software V1.03
- High Pressure Single Wafer Cleaning Machine PC Control Software V1.0
- Self-developed Chart Automation System Application Software V1.03
- Manual 6-Chamber Acid Cleaning Equipment Control System Application Software V1.01
- 4-Chamber Dual Robot Wafer Cleaning Machine Control Software V1.00

Number of Patents Granted **9**

Utility Model

- A Device for Feeding, Forming, Cooling, Cutting, Straightness Detection, etc. of Tubes for Chemical Solution Supply System

Number of Patents Granted **10**

Design Patent

- Terminal Block, Chemical Filter, Filling Machine, Conveyor, Sampling Machine, Chemical Drum Cleaning Machine, etc.

Number of Patents Granted **16**

Trademark Rights

- Grand Process Technology (Category 7, Category 40)

Number of Patents Granted **8**

Winmax Technology Co., Ltd. (SuZhou)

Winmax Technology Corp. (Shanghai)

Invention Patent

- Wafer Assembly Separation Device in Reaction Tank
- A Suction Device for Semiconductor Chemical Solutions
- A Semiconductor Liquid Supply Equipment and Supply Method
- A Polishing Liquid Supply and Transport Device for Semiconductor Polishing Equipment
- A Semiconductor Polishing Liquid Supply and Transport Device

Number of Patents Granted **5**

Utility Model Patent

- A Valve Box, Quick Connection, and Transport Device for Polishing Liquid Supply System

Number of Patents Granted **3**

Software Copyright

- PLC Tag Data Communication Control V1.00 and CDS Equipment Monitoring Application V1.0

Number of Patents Granted **2**

Novatech

Utility Model Patent

- Programmable Logic Controller Port Indication System
- Detection Module
- Storage Tank Replacement Inspection System
- Pressure Transmitter Performance Early Warning System
- Filter Pressure Monitoring System
- Pipeline Bubble Removal Device for Chemical Supply Equipment
- Chemical Tank Equipment and its Tilting Device
- Cabinet Structure and its Detachable Waterproof Top Panel
- Shock Absorber Base
- Sampling Box Structure for Chemical Equipment

Number of Patents Granted **10**

Utility Model Patent

- Filtering Device
- Fluid Supply Device
- Dust Collection Device
- Material Estimation System
- Jet Module and Active Jet System

Number of Patents Granted **5**

Trademark Rights

- Rayzher Industrial Co., Ltd. Logo Trademark Rights (Classes 7, 11, 37)

Number of Patents Granted **3**

Invention Patent

- Flow Control Switch

Number of Patents Granted **1**

Rayzher

3-2 Supply Chain Sustainability Management and Responsible Procurement

With the mission of becoming the Best Partner in High-Tech Industry Processes, Novatech continuously builds engineering expertise in process supply systems. Leveraging a highly competitive engineering team, we carefully select quality contractors and maintain strong partnerships to establish a robust supply chain. This approach allows Novatech to monitor raw material and outsourced engineering cost fluctuations in real time, effectively control project progress, costs, and construction quality, and deliver customers the highest-quality engineering services along with competitive project quotations.



Supply Chain Sustainability Management | Management Approach

Significance and Meaning to the Company

- Supplier management process, policies, and implementation of supplier ESG self-assessment questionnaires.
- Using social and environmental criteria to screen and evaluate suppliers.
- Negative environmental and social impacts in the supply chain and actions taken.

Management Strategies

- Comply with the Supplier Code of Conduct commitment to not use metals sourced from conflict mineral regions.
- Regularly evaluate on-site contractors based on four major aspects: work progress control, construction quality, cooperation, and workplace safety performance, as references for future collaboration decisions
- Achieve win-win outcomes by promoting and communicating human rights, social, and environmental issues with partners periodically to jointly focus on sustainable development

Description of actual and potential negative and positive impacts

Positive:

- Implementing sustainable supply chain management not only ensures a stable supply of raw materials but also demonstrates positive external influence and enhances corporate reputation through improving overall supply chain sustainability performance and compliance with international standards.

Negative:

- ESG-related issues in the supply chain can cause environmental harm or human rights violations, leading to negative perceptions of the company among customers, investors, and the public. This may result in revenue loss and potentially undermine the stability of the entire supply chain.

Action Plan/Resources

- The Procurement Department has completed signing the Agreement of Subcontractor Commitment with the top 10 suppliers and expanded it to 50% of tier-one suppliers.
- The Procurement Department evaluates and classifies suppliers according to the supplier control procedure.
- Establish green procurement principles and actively communicate with the value chain.
- Conduct surveys on key suppliers' ESG implementation, impact assessment, and actions taken.

Policy/Commitment

- Supplier Control Procedures
- Signing of Agreement of Subcontractor Commitment
- Supplier Management Mechanism

Responsibility

- Procurement Department, Engineering Department, Project Department

Grievance Mechanisms

Stakeholder/Supplier Contact Information

Company Website: <https://www.novatech.com.tw>
 Tu, Wen-Tzu Vickie_Tu@novatech.com.tw 03-6676868
 Communication Methods: Email, Phone Contact, Meeting Discussion

* This material topic has no actual activities or business relationships involving negative impacts in the current year

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
 - 3-1 Sustainable Engineering and Services
 - 3-2 Supply Chain Sustainability Management and Responsible Procurement
 - 3-3 Customer Relationship Management
 - 3-4 Customer Health and Safety
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Supply Chain Overview

Novatech views suppliers as key partners and an indispensable part of its supply chain team. We are committed to maintaining long-term cooperative relationships with domestic and international suppliers to jointly build a stable and sustainable supply chain.

The Upstream, Midstream, and Downstream Relationships in High-Tech Industry Process Supply Systems



Relationship with Upstream
Material Suppliers/
Equipment Manufacturers/
Subcontractors



Role in Midstream
High-Tech Process
Supply System Companies



Relationship with Downstream Customers
Turn-key Engineering
Companies for Complete
Factory Construction

Number of Suppliers by Category in 2024

Novatech's suppliers can be categorized into three categories: material manufacturing, equipment manufacturing, and subcontractors. We firmly believe that successful business operations rely on coexistence, co-prosperity, and mutual growth with supplier partners, and have always regarded them as strategic partners. Novatech's main production and operational site is in Taiwan. To promote local industrial clusters and enhance regional economic development, except for some bulk chemicals that are technically controlled by overseas suppliers and cannot be procured locally, we have made every effort to choose local suppliers for collaboration. In 2024, there were 303 suppliers with transaction records.

Supplier Categories	Supplier Characteristics	Number of Suppliers (Companies)
Material Manufacturing	Plastic materials, metals, valves, control components, etc.	127
Equipment Manufacturing	Tanks, VMB, gas cylinder cabinets, pure water equipment, etc.	15
Subcontractors	Piping, equipment installation, electrical work, control software programming, etc.	161

Note: If a supplier operates across multiple categories, for internal management purposes, they will be counted in each category rather than being assigned to a primary category and excluded from others.



Supply Chain Sustainable Development

In addition to ensuring supplier product quality, pricing, and delivery times, the Company requires suppliers to implement corporate social responsibility, align with the United Nations Sustainable Development Goals, and maintain proper risk management and business continuity plans. The supply chain is divided into three main pillars: sustainability regulations, management mechanisms, and risk identification, implementing regulations and responsible procurement to jointly maintain a stable and developing supply chain.

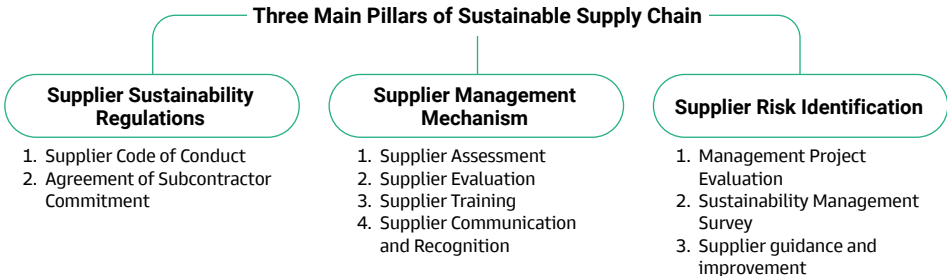


Table of Contents

Foreword

- Pursuing Sustainable Development: Advancing Sustainability**
- Implementing Sustainable Governance: Transparency and Integrity**
- Creating Sustainable Value: Partnering Together**
 - Sustainable Engineering and Services
 - Supply Chain Sustainability Management and Responsible Procurement
 - Customer Relationship Management
 - Customer Health and Safety
- Promoting Sustainable Environment: Environmental Protection**
- Fostering Diversity and Inclusion: Achieving Workplace Success**
- Contributing to Social Prosperity: Achieving Mutual Benefits**

Appendix

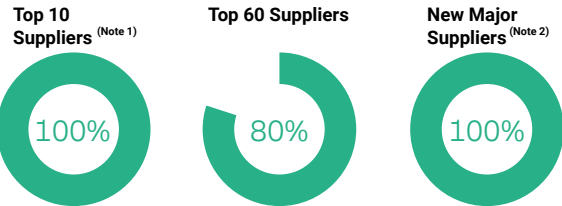
Supplier Sustainability Regulations

In strict adherence to the Principles of Ethical Behaviors and Ethical Corporate Management Best Practice Principles, Novatech requires compliance with the Supplier Code of Conduct, which prohibits the following behaviors: any bribery or acceptance of bribes, offering or accepting unreasonable gifts, entertainment or other improper benefits, infringement of trade secrets, trademarks, patents, copyrights and other intellectual property rights, and declares a commitment that neither the Company nor its suppliers will accept metals sourced from conflict minerals regions.

When collaborating with suppliers, an Agreement of Subcontractor Commitment must be signed. This agreement includes corporate social responsibility requirements, such as compliance with local laws and international safety and environmental regulations, prevention of exposure to or contamination by harmful controlled substances during manufacturing and transportation, prohibition of child labor, and avoidance of any form of labor discrimination.

In 2024, we completed the signing of the Agreement of Subcontractor Commitment with 48 suppliers, achieving a 100% signing rate among the top 10 suppliers by transaction value in Taiwan and China, and an 80% signing rate among the top 60 suppliers by transaction value.

2024 Signing Rate of Agreement of Subcontractor Commitment



Note 1: New suppliers among the top 60 suppliers by transaction amount in 2024

Supplier Management Mechanism

Supplier Assessment

All suppliers must pass the assessment process and comply with the Supplier Code of Conduct

Supplier Evaluation

- Conduct periodic assessments of business management and ESH management systems at equipment assembly plants
- Conduct quarterly progress control evaluations for on-site construction contractors

Supplier Training

Hold toolbox meetings before contractors enter the construction site daily

Supplier Communication and Recognition

Invite suppliers with outstanding performance and exceptional contributions to attend the Company's annual year-end banquet

Supplier Assessment

For new suppliers, in addition to collecting basic supplier information, we require them to complete a Supplier Evaluation Form. Selection criteria include product brands, engineering performance, waste disposal and treatment, workplace environment monitoring, construction quality certifications, regular fire safety inspections, and automatic inspection equipment. These are included as evaluation items. Novatech also specifies in order terms that any violation of relevant regulations by suppliers will result in contract termination.

Supplier Evaluation

We have established a comprehensive supplier evaluation and responsible procurement mechanism as the basis for selecting excellent contractors. We regularly conduct quality assessments and replacement evaluations of contractors based on four main criteria: progress control, construction quality, construction cooperation, and safety performance. Furthermore, through periodic advocacy and communication on human rights, social, and environmental issues, we strengthen suppliers' sustainability awareness.

Supplier Management Evaluation Process

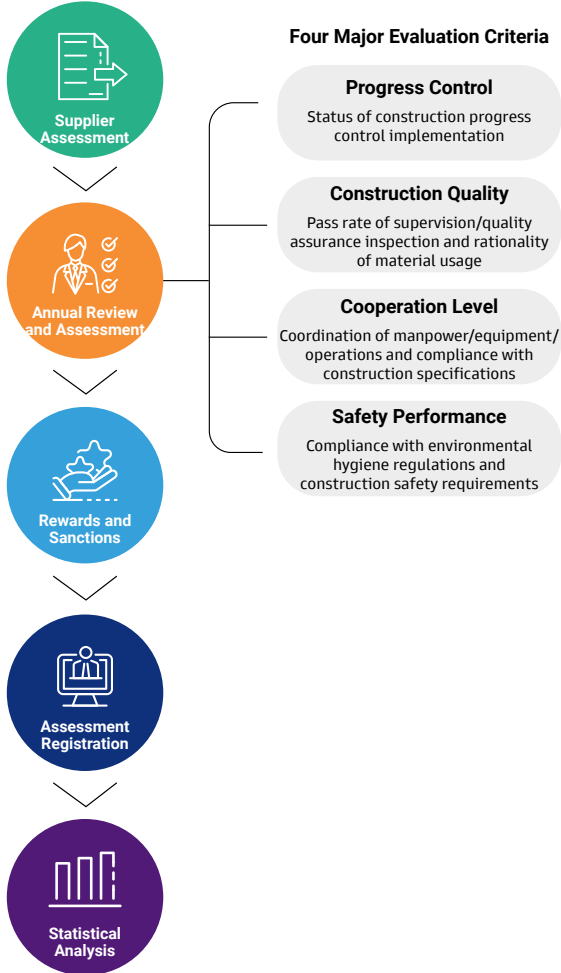


Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
 - 3-1 Sustainable Engineering and Services
 - 3-2 Supply Chain Sustainability Management and Responsible Procurement
 - 3-3 Customer Relationship Management
 - 3-4 Customer Health and Safety
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Supplier Training

We periodically conduct educational training and workshop meetings, guiding communication through different formats. The courses include regulatory risks, ethical standards, workplace safety and health. Before contractors enter construction sites each day, toolbox meetings are held to promote environmental safety and health policies and construction regulation guidelines to suppliers



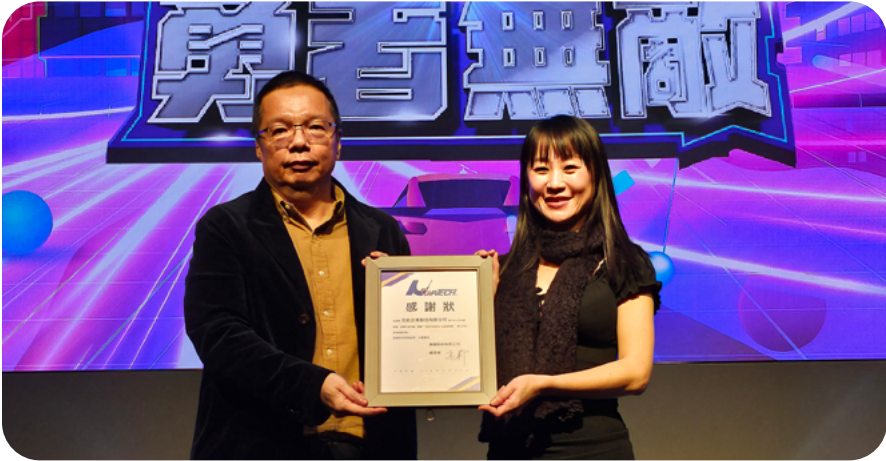
Toolbox Meeting



Promote Construction Guidelines

Supplier Communication and Recognition

Outstanding and high-contributing suppliers are invited to the Company's annual year-end banquet, where the Company communicates its sustainability philosophy and objectives.



Annual Supplier Recognition

Supplier Risk Identification

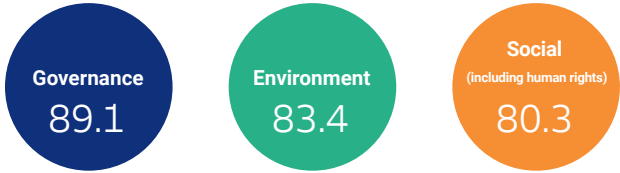
Through supplier EHS assessment, construction quality performance evaluation, and supplier ESG self-assessment questionnaires, Novatech provides guidance and improvement measures for suppliers with potential high risks to ensure effective risk control or reduction. The Company has 231 general contractors for engineering subcontracting. In 2024 evaluations were conducted for the top 60 contractors based on transaction volume.

Items	Quantity	Measures
Number of Contractors Evaluated	60	Among the total of 231 engineering subcontractors, evaluations will be conducted only for the top 60 contractors ranked by transaction volume.
First-tier Suppliers	60	Suppliers with a total assessment score of 75 points or above are classified as first-tier suppliers
Second-tier Suppliers	0	Suppliers with a total assessment score below 75 points are classified as second-tier suppliers
Disqualified	0	Improvement and handling methods for disqualified suppliers: Strengthen guidance, re-evaluate after tracking improvements, discontinue cooperation, etc.

Sustainability Management Survey

To ensure effective supplier management, Novatech conducted its first Supplier ESG Self-Assessment Survey in 2024, targeting 35 key suppliers selected from the top 60 vendors. The survey covers aspects of governance, environment, and social issues, aiming to identify suppliers' sustainability implementation status, understand risk points, and prepare for proactive responses.

In 2024, 35 suppliers participated in the ESG self-assessment survey, achieving a 100% response rate. The average scores for each aspect were: Governance 89.1 points, Environment 83.4 points, and Social (including human rights) 80.3 points. All suppliers' self-assessment questionnaire scores were above 80 points.



Supplier guidance and improvement

The Company will continue to monitor major suppliers and conduct unscheduled on-site audits to inspect suppliers' performance. We will also continue to evaluate suppliers' corporate social responsibility practices and supervision to foster sustainable partnerships and achieve mutual growth.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
 - 3-1 Sustainable Engineering and Services
 - 3-2 Supply Chain Sustainability Management and Responsible Procurement
 - 3-3 Customer Relationship Management
 - 3-4 Customer Health and Safety
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Green procurement and environmental protection expenditure

To promote environmental sustainability, Novatech upholds green procurement principles and strives to reduce the environmental impact of operational activities. We purchase office equipment with green environmental protection or energy-saving certification labels, promoting carbon emissions reduction. In 2024, the total green procurement amount was NT\$653,787, accounting for 72.89% of total procurement, including replacement of inverter air conditioners with eco-labels, eco-friendly light tubes, energy-efficient fans, and green office supplies (such as recycled paper).

Green procurement principles



Product packaging and transportation

To promote energy-saving and carbon reduction policies and mitigate environmental harm caused by excessive product packaging or long-distance transportation, Novatech adopts green transportation principles by following these four operational guidelines.



Export products follow container consolidation principles:

For equipment and materials used in Novatech's plant construction, volumes are calculated to fully load containers before export, reducing the number of shipments and thereby lowering environmental pollution from vehicle fuel emissions.



Material import transportation arrangement principles:

For factory-imported materials, shared transportation is primarily used to reduce costs. Dedicated transport is considered only when cargo volume is large, or quantities are substantial.



Equipment and material shipping transportation principles:

For factory shipments of equipment and materials, domestic transportation vehicles are reasonably arranged according to equipment packaging sizes, while export equipment container loading lists are rationally prepared based on equipment packaging dimensions.

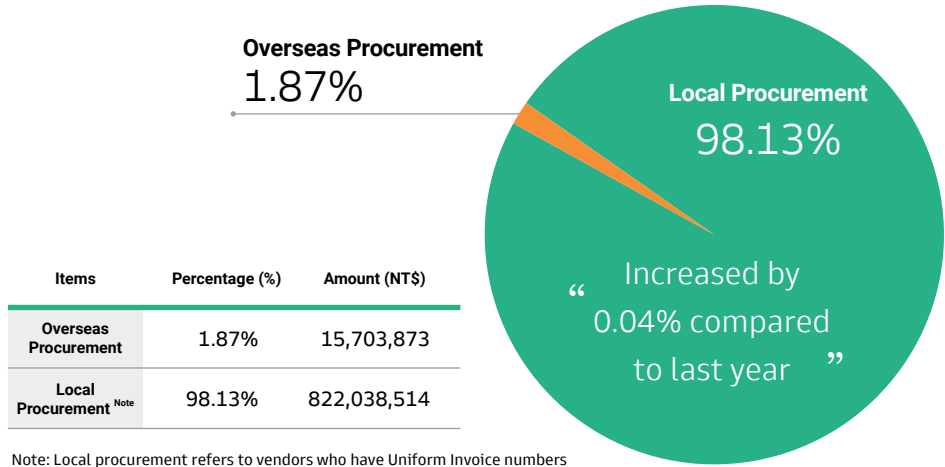


Require suppliers to reduce product packaging:

Include a note in order terms stating "To implement energy-saving and carbon reduction policies, please use reusable eco-friendly packaging materials for shipments whenever possible, helping to reduce energy consumption and achieve the goal of sustainable resource circulation"

Local procurement

Suppliers and contractors are key business partners of Novatech. Through effective communication, close cooperation, and appropriate management supervision, the Company can work together with suppliers toward sustainable operations. We firmly believe that, as a responsible corporation, we should contribute to local economic development. Therefore, in line with the purpose of assisting local development and developing the local economy, we prioritize using local material suppliers and appointing local contractors when selecting partners for engineering projects. In 2024, Novatech's local procurement from Taiwan regional vendors (note) was 98.13%. Due to shortages of foreign raw materials and significantly increased transportation costs, Novatech actively communicated with customers to promote local procurement, resulting in a 0.04% increase in local procurement ratio compared to last year's 98.09%.



Novatech actively promotes green supply chain by partnering with suppliers to assess whether their equipment adopts energy-saving or high-efficiency models. We also increase collaboration with partnering vendors to encourage their voluntary participation in green supply chain initiatives. In the future, Novatech will collect data and performance metrics on suppliers' adoption of energy-efficient equipment to accelerate supplier advancement.

Table of Contents

Foreword

1
Pursuing Sustainable Development: Advancing Sustainability
2
Implementing Sustainable Governance: Transparency and Integrity
3
Creating Sustainable Value: Partnering Together
3-1 Sustainable Engineering and Services
3-2 Supply Chain Sustainability Management and Responsible Procurement
3-3 Customer Relationship Management
3-4 Customer Health and Safety
4
Promoting Sustainable Environment: Environmental Protection
5
Fostering Diversity and Inclusion: Achieving Workplace Success
6
Contributing to Social Prosperity: Achieving Mutual Benefits
Appendix

3-3 Customer Relationship Management

3-3 Customer Relationship Management

Novatech firmly believes that adopting the customer’s perspective and fostering brand loyalty is the foundation for corporate sustainability. We value customer experience and feedback and have established the Customer Satisfaction Survey Management Procedure to categorize and differentiate service performance from various service aspects. We regularly survey and analyze valuable customer suggestions, incorporating them into planning, marketing, and customer service improvements. We continuously optimize service processes to create value for customers and provide products and services that achieve high satisfaction. In addition, we are committed to customer privacy management, ensuring that customer-provided information receives complete confidentiality and management to prevent business data leakage that could harm customer interests.

Customer Relationship Management | Management Approach

Significance and Meaning to the Company

Effectively understand and respond to customer needs while maintaining clear communication channels and regularly review customer satisfaction survey results to drive improvements and build strong customer relationships.

Management Strategies

- Implement three-level quality control, maintaining stable quality through professional and responsible management to improve efficiency
- Establish cross-functional service teams to provide timely and comprehensive service
- Strictly adhere to customer contract terms and confidentiality commitments

Description of actual and potential negative and positive impacts

Positive:

- Establishing positive and mutual trust relationships with customers and effectively solving customer problems can increase customer loyalty and trust in the Company, bringing stable business opportunities and enhancing the Company's reputation.

Negative:

- Poor customer relationships may lead to negative user experiences and failure to achieve product effectiveness, resulting in loss of company orders, and potentially affecting external corporate evaluations of the company and hindering long-term development.

Action Plans/Resources

- Through dialogue with customers to deeply understand feedback on the service process, and accordingly take actions to shape good service relationships
- Quality control improves service quality and enhances customer service

Policy/Commitment

- Implement pyramid construction quality management by performing construction control to achieve customer satisfaction
- Handle and report customer complaints, and conduct annual customer satisfaction surveys

Grievance Mechanisms

Stakeholder/Customer Contact Information

Company website: <https://www.novatech.com.tw>
 Kuo, Li-Yi Evan_Kuo@novatech.com.tw 03-6676868
 Communication methods: Email, regular meetings, customer satisfaction surveys, project meetings

* This material topic has no actual activities or business relationships involving negative impacts in the current year

Table of Contents

Foreword

1 Pursuing Sustainable Development: Advancing Sustainability

2 Implementing Sustainable Governance: Transparency and Integrity

3 Creating Sustainable Value: Partnering Together

3-1 Sustainable Engineering and Services

3-2 Supply Chain Sustainability Management and Responsible Procurement

3-3 Customer Relationship Management

3-4 Customer Health and Safety

4 Promoting Sustainable Environment: Environmental Protection

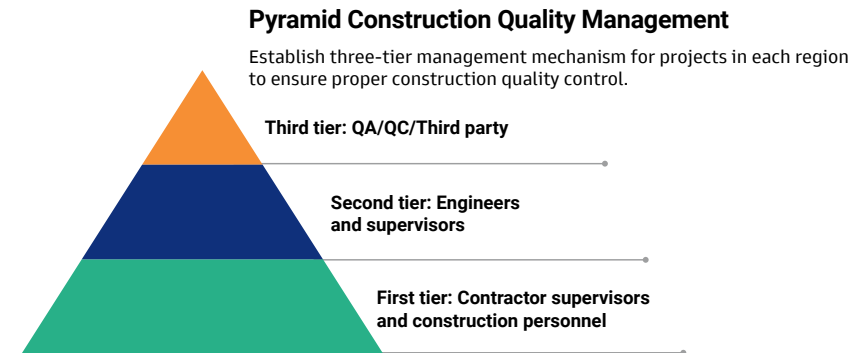
5 Fostering Diversity and Inclusion: Achieving Workplace Success

6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Pyramid Construction Quality Management

Novatech implements strict construction quality control through a rigorous three-tier quality management policy. Externally, we require quality control from contractors. Internally, we implement quality control supervision and self-inspection by the Engineering Department. The Company's Quality Control Team conducts final inspection and control of quality, safeguarding every aspect of each project. Through systematic processes, we help contractors improve their standards, not only controlling project quality but also aiming to grow together with partner vendors to achieve win-win outcomes.



Promotion of three-tier inspection mechanism with penalty point system

In 2024, Novatech implemented the penalty point mechanism for the second year. The defect rate decreased from 0.27% to 0.14%, showing an improvement of 0.13%. This demonstrates that the penalty point mechanism is effective and has significantly reduced the defect rate. We will strengthen continuous improvement and challenge for an even lower defect rate. In the future, we will enhance quality control training to familiarize subcontractors and supervisors with the latest penalty point standards, conduct on-site inspections with immediate feedback, improve real-time inspection capabilities, and reduce subsequent penalty points to lower the defect rate.

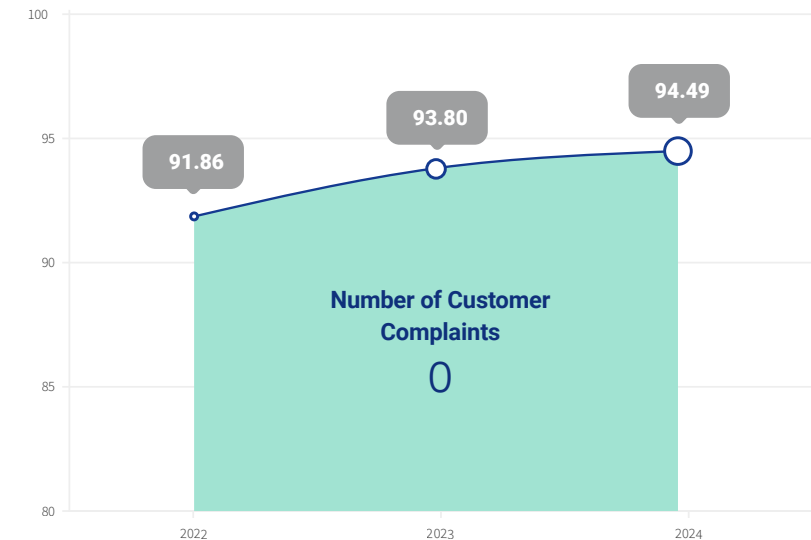


Promotion of three-tier inspection mechanism with penalty point system for equipment vendors

Customer Satisfaction

Novatech designs customer satisfaction survey questionnaires based on six major aspects: quality, delivery/project progress, safety, technology, service, and after-sales service. The questionnaire uses a five-point scale design (Excellent 100/Good 80/Average 60/Poor 40/Very Poor 20) to quantify customers' evaluation of Novatech's products and service performance. The results are shared with relevant departments to implement improvements, enhance customer service processes, and optimize product service quality. We also share these results with customers to demonstrate the Company's attention to their opinions and strengthen customer relationships. In 2024, the average customer satisfaction score was 94.49%, indicating that overall customers had a positive perception of the products and service levels provided by Novatech.

2022-2024 Customer Satisfaction Survey



Note: 2024 Customer Satisfaction Survey Analysis and Customer Feedback Report
(Questionnaire: 29 copies distributed, 100% response rate)

Table of Contents

Foreword

- 1
Pursuing Sustainable Development: Advancing Sustainability
2
Implementing Sustainable Governance: Transparency and Integrity
3
Creating Sustainable Value: Partnering Together
3-1 Sustainable Engineering and Services
3-2 Supply Chain Sustainability Management and Responsible Procurement
3-3 Customer Relationship Management
3-4 Customer Health and Safety
4
Promoting Sustainable Environment: Environmental Protection
5
Fostering Diversity and Inclusion: Achieving Workplace Success
6
Contributing to Social Prosperity: Achieving Mutual Benefits
Appendix

2024 Novatech Service Honors

Novatech's professional and high-quality services have repeatedly received awards and recognition from various partnering organizations. In 2024, we were honored to receive Micron Technology's EHS Excellence Management Model Award and Micron Taiwan Sustainability Partner recognition. Our Environmental Health and Safety management also earned Micron's EHS Outstanding Vendor (Industrial Safety) Award. We also received certification from Air Products and Chemicals, Inc.'s High-Tech Plant for achieving 1.2 million safe working hours, as well as a Certificate of Appreciation from Powerchip Semiconductor Manufacturing Corporation's P5 Plant. These accolades reflect Novatech's excellence in engineering technology, project management capabilities, and environmental health and safety management. Looking forward, Novatech will continue to improve and strive for excellence, providing customers with higher quality and more diversified premium services.



Micron Technology, Inc.
2024 Micron EHS Excellence Management Model Award
2024 Sustainability Partner Award
2024 Micron EHS Outstanding Vendor (Industrial Safety) Award

Powerchip Semiconductor Manufacturing Corporation's P5 Factory
2024 Appreciation Award



Air Products and Chemicals, Inc. - High-Tech Factory
Achievement Award for 1.2 Million Safe Working Hours



Customer Complaint Handling Mechanism

To ensure customer feedback and criticism can be effectively addressed and improved, we have established a Customer Complaint Handling Procedure that regulates the management of customer complaints before obtaining customer orders, during construction, and after completion acceptance. We also provide a customer feedback channel on our company website. Through the efforts of all employees, there were no customer complaints in 2024.

Each department collects issues and suggestions raised by customers and records them in the Customer Complaint Registration Form. Department supervisors assign relevant personnel to investigate the complaints by phone or in person at the customer's location to gain a thorough understanding of the issues. If the issue is relatively simple and can be resolved immediately, it will be documented in the handling record. If the complaint is serious, a Corrective and Preventive Action Form needs to be issued for further handling.

Customer Complaint Control Flow Chart

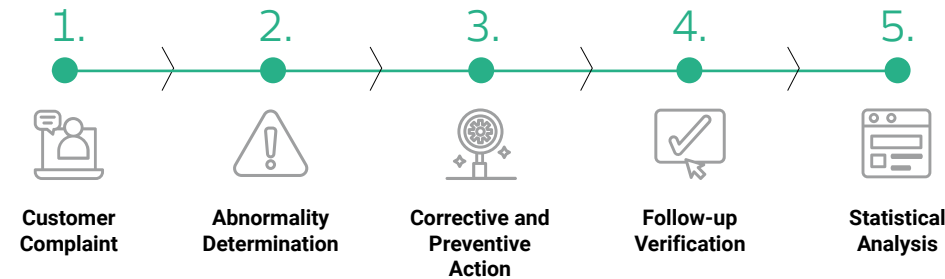


Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity

3 Creating Sustainable Value: Partnering Together

- 3-1 Sustainable Engineering and Services
- 3-2 Supply Chain Sustainability Management and Responsible Procurement
- 3-3 Customer Relationship Management
- 3-4 Customer Health and Safety

- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

3-4 Customer Health and Safety



Customer Health and Safety | Management Approach

Significance and Meaning to the Company

- Assess the impact of products and services on customer health and safety, and whether there have been any incidents of non-compliance with regulations concerning product and service health and safety.
- Explain the structural integrity and safety of project construction, and disclose monetary losses related to defect and safety-related rework costs and legal proceedings (if any).

Management Strategies

- Ensure company products are fully safe under normal use conditions, complete independent internal testing according to safety regulations, avoid risks and ensure product safety and effectiveness.
- Maintain market competitiveness and satisfy customers by improving quality management technical capabilities, enhancing management, and optimizing operational processes.
- Maintain confidentiality, integrity, and availability of important information, strictly comply with customer contracts, and protect customer information security.

Description of actual and potential negative and positive impacts

Positive:

- All products provided to customers comply with national regulations, ensuring user safety and increasing customer trust in the company.

Negative:

- If related incidents occur affecting customer health and safety, it could result in business losses, damage to reputation, impact consumer confidence in company products and brand, and in serious cases, could lead to consumer lawsuits and fines.

Action Plans/Resources

- Set safety values according to different usage environments, implement monitoring of product safety adjustment and testing.
- Ensure there is no piping leakage risk before equipment shipment by conducting comprehensive pressure holding tests.

Policy/Commitment

- Construction Quality Management Procedures
- Gauge Instrument Calibration Control Procedures
- Chemical Storage and Usage Management Procedures

Grievance Mechanisms

Customer satisfaction questionnaire surveys, project meetings

Company Website: <https://www.novatech.com.tw>

1. Stakeholders/Stakeholder Communication Channels

👤 Kuo, Li-Yi ✉ Evan_Kuo@novatech.com.tw 📞 03-6676868 ext 2312
 Communication Methods: Email, regular meetings, customer satisfaction questionnaire surveys.

2. Business Contact/Gas Supply Systems

👤 Mr. Huang ✉ jerry_huang@novatech.com.tw 📞 03-6676868 ext.1201

3. EPC Production Turnkey Services

👤 Mr. Huang ✉ andy_huang@novatech.com.tw 📞 03-6676868 ext.2302

* This material topic has no actual activities or business relationships involving negative impacts in the current year

Table of Contents

Foreword

1

Pursuing Sustainable Development: Advancing Sustainability

2

Implementing Sustainable Governance: Transparency and Integrity

3

Creating Sustainable Value: Partnering Together

3-1 Sustainable Engineering and Services

3-2 Supply Chain Sustainability Management and Responsible Procurement

3-3 Customer Relationship Management

3-4 Customer Health and Safety

4

Promoting Sustainable Environment: Environmental Protection

5

Fostering Diversity and Inclusion: Achieving Workplace Success

6

Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Customer Safety and Health

Novatech provides process supply system equipment for the high-tech industry. Our professional team designs products that meet customer requirements and comply with international or national safety regulations based on the customized conditions commissioned by customers. In accordance with Article 12, Paragraph 7 (Article 7, Paragraph 1 of the Act) of the Enforcement Rules of the Occupational Safety and Health Act, the Company's products have passed the ITRI TS explosion-proof electrical equipment type certification. In 2024, 29 products received TS explosion-proof electrical equipment type certification and comply with the national CNS standards. In addition to product design certification, engineering-related hazardous materials are also designed and installed according to the Standards for Establishing Places for Manufacturing, Storing, Processing Public Hazardous Substances and Flammable Pressurized Gases, and Regulations on Safety Control of such Places under the Fire Services Act, ensuring customer health and safety.



1

Plan

- Products

 - Develop product raw material source list and inspection specifications
 - Develop hazardous and restricted substance management list and inspection specifications for products
 - Plan and design systems based on customer requirements
- System Engineering

 - Develop identification, evaluation, and control specifications for workplace or operational hazards
 - Develop occupational safety and health assessment criteria and specifications for construction projects
 - Develop protection and monitoring plans for hazardous working environments in construction projects

2

Do

- Products

 - Confirm product raw material sources and check quality
 - Verify hazardous and restricted substance content in product raw materials
- System Engineering

 - Execute inspection data and file records related to construction quality at work sites
 - Execute occupational safety and health, engineering quality control at construction project sites

3

Check

- Products

 - Internal and external inspection and certification of product quality
 - Source and quality result verification of product raw materials
 - Verification of harmful and restricted substances in products
- System Engineering

 - Self-inspection of quality before, during, and after engineering operations
 - Safety inspection and verification of engineering contractors
 - High-frequency verification of high-safety-risk items in engineering

4

Act

- Products

 - Continuous risk analysis, improvement, and tracking
 - Improvement of construction quality abnormalities
 - Rewards and penalties for construction quality evaluation
- System Engineering

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
 - 3-1 Sustainable Engineering and Services
 - 3-2 Supply Chain Sustainability Management and Responsible Procurement
 - 3-3 Customer Relationship Management
 - 3-4 Customer Health and Safety
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix



Explosion-proof electrical equipment

Compliance with regulations and standards

Article 7 of the Occupational Safety and Health Act and Article 12 of its Enforcement Rules

Article 8 of the Occupational Safety and Health Act

National Standards
CNS3376-14(IEC60079-14), CNS3376-17(IEC60079-17), CNS3376-2(IEC60079-2), CNS3376-0(IEC3376-0), etc.



Tank installation and setup

Compliance with regulations and standards

The Fire Services Act Standards for Establishing Places for Manufacturing, Storing, Processing Public Hazardous Substances and Flammable Pressurized Gases, and Regulations on Safety Control of such Places

	TS explosion-proof electrical equipment type approval certification	SEMI certification
2022	32	60
2023	4	0
2024	29	7

Note: All SEMI certifications obtained in 2024 are SEMI S2 certifications (Environmental, Health and Safety Guidelines for Semiconductor Manufacturing Equipment)



SEMI S2 certification

Construction quality maintenance and assurance

To ensure construction quality maintenance and assurance, Novatech has established a standardized internal quality inspection management system. Through cross-departmental collaboration between the Quality Control Department, Engineering Department, and supervision units, we oversee the construction quality across various projects. Management measures include quality management training before project execution, project management documentation during construction, on-site inspection records and deficiency tracking, analysis and review of construction quality issues, and cloud-based management of related documentation. These measures serve as key indicators for implementing and maintaining construction quality assurance within the Company. In 2024, Novatech's products and services did not incur any penalties for health and safety violations.

Standardized Internal Quality Inspection

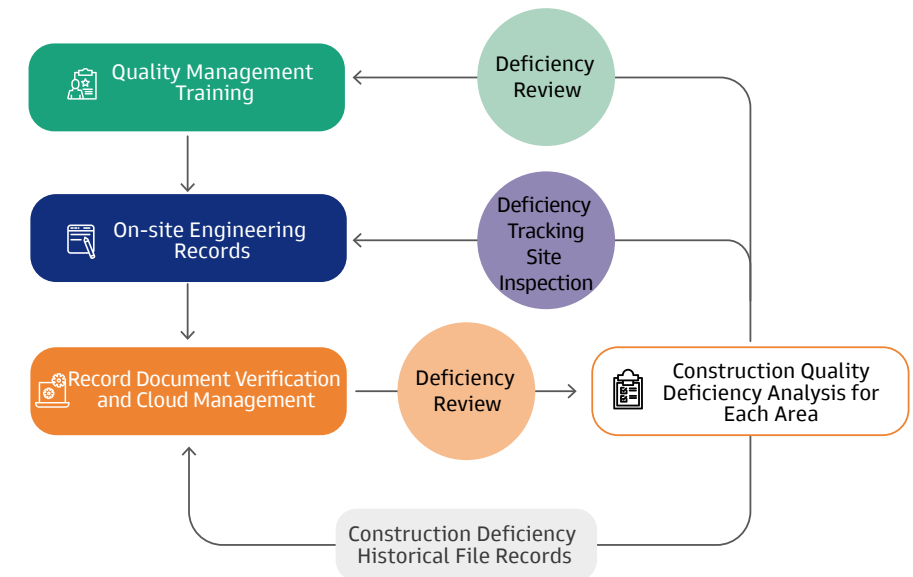


Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
 - 4-1 Sustainable Environmental Management
 - 4-2 Climate Change and Greenhouse Gas Management
 - 4-3 Energy Management
 - 4-4 Water Resources and Waste Management
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

4

Promoting Sustainable Environment Environmental Protection

- 4-1 Sustainable Environmental Management
- 4-2 Climate Change and Greenhouse Gas Management
- 4-3 Energy Management
- 4-4 Water Resources and Waste Management

Promoting a Sustainable Environment: Earth-Friendly

1 million USD

Continuously participated in E.SUN Bank's sustainable time deposit program with USD 1 million, actively engaging in sustainable development initiatives.

Energy-efficient Level 1 air conditioners replacement rate reaches 100%

Resource reduction: Completed 100% replacement of air conditioning systems with energy-efficient units in all overseas offices

Energy intensity decreased by 14.1% (GJ/ping) compared to the base year.

Following the Task Force on Climate-related Financial Disclosures (TCFD), we identified 6 key climate risks and opportunities. The Company conducted financial quantitative analysis on Carbon pricing and emission reporting obligations and changes in precipitation patterns and extreme variability in weather patterns, and established response strategies and management objectives for key climate issues

Purchased sustainable development bonds linked to green loans, acquired First Bank's twAA+ sustainable development bonds (Bond Code: G159A3) through E.SUN Bank, with an amount of NT\$10 million, held until maturity date December 8, 2026.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection

4-1 Sustainable Environmental Management

4-2 Climate Change and Greenhouse Gas Management

4-3 Energy Management

4-4 Water Resources and Waste Management

- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

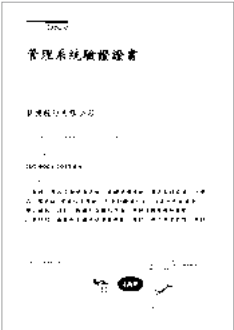
4-1 Sustainable Environmental Management

Climate change continues to be a core issue of global consensus concern, with increasingly significant impacts on the environment and society. The atmosphere, oceans, cryosphere, and biosphere are experiencing widespread and rapid changes. Climate change has become an undeniable fact that seriously threatens the survival of all life on Earth. From extreme weather events to frequent natural disasters, more severe challenges are posed to human life and development. According to the Global Risks Report 2024 released by the World Economic Forum (WEF), approximately 66% of respondents listed extreme weather as the primary risk facing 2024, highlighting the urgency for businesses to take immediate action to address these impacts. Novatech has established sustainable environmental management guidelines and put them into action, not only striving to reduce potential negative environmental impacts from its own operations but also preparing to face potential future climate risks. When facing potential future climate changes and environmental challenges, we hope to not only protect the environment but also ensure the sustainable development of the Company.

Management System - External Third-Party Certification



ISO 14001 Environmental Management System
Certificate Validity Period: 2027.6.28



ISO 9001 Quality Management System
Certificate Validity Period: 2027.6.28



ISO 14064-1 Greenhouse Gas Verification Statement Certificate
Verification Period: 2024.01.01 - 2024.12.31

Environmental Management

As global environmental issues intensify, environmental management has become a key focus for governments, businesses, and the public worldwide. Novatech recognizes that a robust environmental management system is fundamental to achieving corporate sustainability goals. To ensure our management practices meet international standards, we have obtained third-party certifications. We introduced the ISO 14001 Environmental Management System in 2006, followed by the ISO 9001:2015 Quality Management System, gradually strengthening our foundation for sustainable environmental management across operations and products. In line with the global trend toward scientific carbon management, Novatech implemented ISO 14064-1:2018 Greenhouse Gas Inventory in 2021, aiming to systematically enhance the company's carbon reduction capabilities.

In addition to strengthening its management systems, Novatech also extends sustainable management to the value chain of its products and services, along with its cooperation partners moving together towards the path of sustainability. Novatech not only provides high-quality, customized environmental recycling engineering equipment in both hardware and software but also continuously shares updated knowledge on environment, safety, hygiene, and health with our partner vendors. This reflects the Company's commitment to sustainable environmental development while ensuring that suppliers comply with Novatech's environmental policies and commitments, fostering alignment across the value chain toward shared sustainability goals.

Environmental Policy

Commitments

 Comply with Environmental Safety and Health regulations and customer requirements	Comply with occupational safety regulations and fully meet customer needs. Low carbon, environmental protection, waste reduction, and energy saving, leading sustainable production innovation.
 Provide training to all employees to enhance awareness of quality, environmental, and safety practices.	Cultivate employees' environmental protection concepts and knowledge about being eco-friendly
 Implement continuous monitoring and preventive improvement mechanisms	Establish a continuous monitoring system, ensure environmental management effectiveness, strengthen prevention mechanisms, and promote continuous improvement in environmental management.
 Maintain the safety and health of customers, employees, and the environment	Work together to build environmental sustainability safeguards, protect the well-being of customers, employees, and the environment, establish a sound safety and health system, and continuously promote environmental and safety training.
 Plan feasible solutions for greenhouse gas reduction	Formulate greenhouse gas reduction strategies, achieve sustainable development goals, plan feasible solutions to promote transformation, and interpret green responsibility through actions.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection

- 4-1 Sustainable Environmental Management
- 4-2 Climate Change and Greenhouse Gas Management
- 4-3 Energy Management
- 4-4 Water Resources and Waste Management

- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Environmental Declaration and Environmental Management

As a public commitment to environmental protection and sustainable development, this represents not only the Company's corporate social responsibility but also a contribution to national efforts in global environmental governance. It clarifies the goals, principles, and action directions for environmental protection, providing common guidelines for government, businesses, and the public to follow.

In 2024, Novatech actively responded to environmental issues by joining relevant external initiatives and taking practical actions. In addition to participating in the "Earth Hour" activity, we also implemented Office Energy Conservation, Healthy Plant-Based Diet, Green Office Supply Procurement, and Office Greening initiatives, integrating energy conservation and carbon reduction into our operations.

To implement the aforementioned energy-saving and carbon reduction activities in daily operations, Novatech has established the Office Energy Saving and Carbon Reduction Code of Practice, which includes compliance standards for energy conservation, water conservation, administrative waste reduction, resource classification, integrated environmental management, employee education, and environmental awareness enhancement.

Novatech has also set mid to long-term environmental management goals for 2030, aiming to gradually reduce the environmental impact of operations while continuing to advance towards sustainable corporate transformation.

Environmental Goals

Compared to base year (2021)	2024	2025	2030
Energy usage 1.7(GJ/ping)	Reduced 3%	Reduce 4%	Reduce 9%
Greenhouse gas emissions of 324.60 (tonCO ₂ e)	Reduced 1%	Reduce 1.5%	Reduce 4%
Water consumption 7.5070 cubic meters/person	Reduce to 7 cubic meters/person	Reduce to 7 cubic meters/person	Reduce to 6.5 cubic meters/person

2024 Supply Chain Environmental Initiative Participation and Action

E.SUN Bank Sustainability Initiative

Participated in E.SUN Bank's sustainable time deposit program for the second year with US\$1 million, actively engaging in sustainable development initiatives

Purchased sustainable development bonds linked to green loans, acquired First Bank's twAA+ sustainable development bonds (Bond Code: G159A3) through E.SUN Bank, with an amount of NT\$10 million, held until maturity date December 8, 2026.



Earth Hour - Lights Off for One Hour

In continued support of the global carbon reduction initiative "Earth Hour", all Novatech employees participated in the one-hour lights-off activity at home on March 23, 2024. By simply turning off lights, we raise awareness of environmental issues such as climate change and energy conservation. When everyone contributes these small actions, we collectively amplify our carbon reduction impact and help create a healthier environment.



Micron Technology ESG Initiative

Continued participation in the property owner's ESG activities, assisting with environmental maintenance.



Event Name | Water Environment Patrol Team Inspection in TY Event Date | 2024.04.26

Table of Contents

Foreword

- 1
Pursuing Sustainable Development: Advancing Sustainability
2
Implementing Sustainable Governance: Transparency and Integrity
3
Creating Sustainable Value: Partnering Together
4
Promoting Sustainable Environment: Environmental Protection
4-1
Sustainable Environmental Management
4-2
Climate Change and Greenhouse Gas Management
4-3
Energy Management
4-4
Water Resources and Waste Management
5
Fostering Diversity and Inclusion: Achieving Workplace Success
6
Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

4-2 Climate Change and Greenhouse Gas Management

Climate Change and Greenhouse Gas Management | Management Approach ②

Importance to the Company

Evaluate and monitor significant risks and opportunities brought by climate change to the enterprise, establish and implement strategies to mitigate risks and capture opportunities, and assess their financial impacts. Global warming caused by greenhouse gases is a critical issue that threatens the survival of ecosystems worldwide. Novatech recognizes this as a key concern for corporate sustainability and actively promotes energy conservation and carbon reduction.

Description of actual and potential negative and positive impacts

Positive:

1. Identify factors affecting company operations due to climate change, such as floods and droughts, increased customer demand for sustainable products, and rising raw material costs, to prepare early and ensure operational continuity; increase revenue through investing in related business areas and enhance the Company's reputation and value.
2. Understand the Company's greenhouse gas emissions, effectively manage data, and plan future carbon reduction pathways and strategies.

Action Plans/Resources

1. The Secretary of Sustainable Development and Supporting Center promote climate change risk assessment training courses
2. Regular statistics and internal/external verification of greenhouse gas emissions
3. Prepare annual greenhouse gas inventory report

Grievance Mechanisms

Stakeholders/Stakeholder Contact Channels

Company website: <http://www.novatech.com.tw/stakeholder/contact>

President's Office, Auditing Office Audit@novatech.com.tw

03-6676868

Communication methods: Email, telephone, face-to-face meeting.

Management Strategies

- Following TCFD (Task Force on Climate-related Financial Disclosures) recommendations, the Company establishes climate change risk and opportunity identification procedures, reviews key management points to formulate relevant management strategies and measures, gradually builds systematic and scientific management mechanisms, and thereby responds to the United Nations Sustainable Development Goal SDG 13 Climate Action.

Negative:

1. Failure to manage climate change issues may result in damage to operational sites, disruptions in raw material supply affecting delivery schedules, construction delays by contractors, leading to postponed revenue and higher interest costs.
2. Amid the global trend toward emission reduction and even net-zero, failing to effectively manage greenhouse gas emissions increases the risk and expenses of future carbon tax and carbon fee collection.

Policy/Commitment

- Continue to focus on energy and environmental issues and promote ISO 14064-1 organizational greenhouse gas inventory in terms of energy and environmental policies.
- Set and implement energy and environmental goals and targets to fulfill energy and environmental policies.
- Continue to conserve energy and improve environmental pollution, reduce waste generation.
- Adopt the principle of valuing energy resources and conduct company-wide education on energy conservation and carbon reduction.
- Comply with environmental protection and energy laws and regulations

* This material topic has no actual activities or business relationships involving negative impacts in the current year



Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
 - 4-1 Sustainable Environmental Management
 - 4-2 Climate Change and Greenhouse Gas Management
 - 4-3 Energy Management
 - 4-4 Water Resources and Waste Management
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Climate Risk and Opportunity Management

Amid the escalating impacts of global climate change, climate risk and opportunity management has become a crucial issue that businesses and investors cannot ignore. The Task Force on Climate-related Financial Disclosures (TCFD), as an international organization promoting standardization and transparency of climate-related financial information disclosure, provides a key framework for climate risk and opportunity management. Governments worldwide, in response to related climate risks, have successively introduced mandatory regulations requiring companies to conduct financial impact analysis of climate risks and opportunities following the TCFD framework.

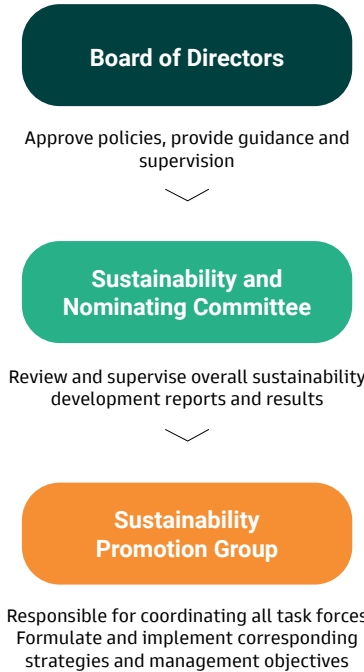
In response to the international trend of climate change information disclosure, Taiwan's Financial Supervisory Commission continues to promote enterprises' sustainable development and requires companies to disclose climate-related financial impact information following the TCFD framework. To align with international trends and regulatory requirements, and to deepen the Company's climate governance, Novatech conducted climate risk and opportunity analysis in 2022 following the Task Force on Climate-related Financial Disclosures (TCFD) framework. Based on the identified key climate risks and opportunities, we analyzed financial impacts under different climate scenarios, and formulated response strategies and management objectives to enhance the Company's climate governance capabilities and resilience. We also aim to mitigate the operational impacts on Novatech brought by low-carbon transition and physical disasters.

1. Governance

Novatech's Board of Directors serves as the highest authority in climate change governance. To enhance the Board's functions and strengthen management and sustainable governance, the Sustainability and Nominating Committee has been established to faithfully oversee various control measures formulated by the Sustainability Promotion Group. Under the Board's authorization, the committee reviews sustainability implementation results and submits reports to the Board annually. The Board reviews these reports, provides necessary guidance, and recommends adjustments when needed. Through this robust organizational structure and process, Novatech aims to ensure sustained corporate growth while upholding its responsibilities to society and the environment amid the challenges of global climate change.

The Sustainability Promotion Group plays a key role in Novatech's organizational structure, responsible for convening various coordinating teams to jointly identify climate change-related risks and opportunities. The process includes detailed analysis of key climate risks and opportunities that may impact the Company's operations, financial performance, and reputation, and further development of corresponding strategies and management objectives. By adopting this process, Novatech effectively integrates climate change considerations into its business decisions and long-term development plans.

Novatech Climate Governance Organizational Structure



Risk identification process



Table of Contents

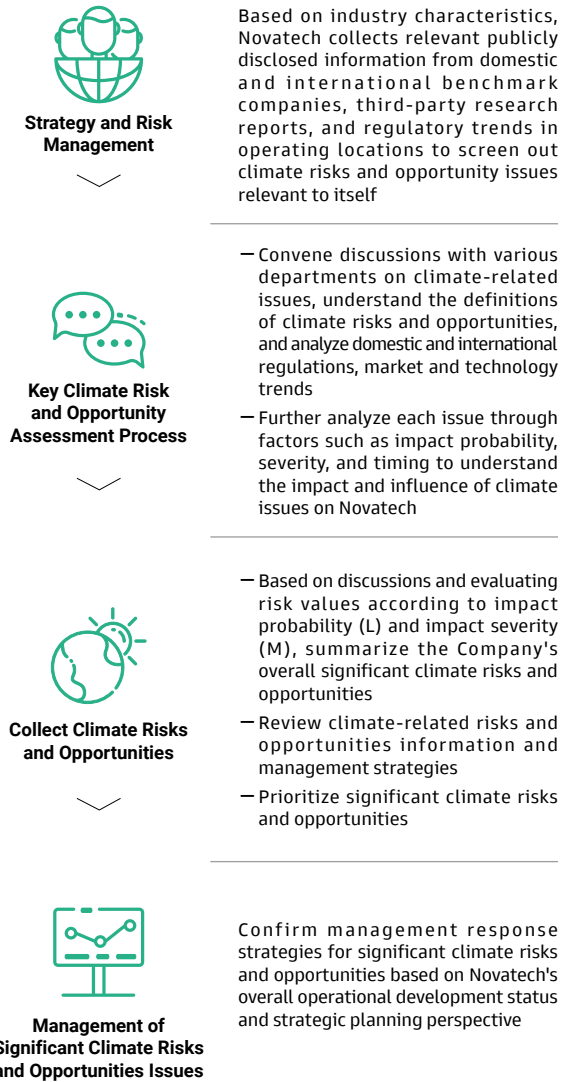
Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
 - 4-1 Sustainable Environmental Management
 - 4-2 Climate Change and Greenhouse Gas Management
 - 4-3 Energy Management
 - 4-4 Water Resources and Waste Management
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

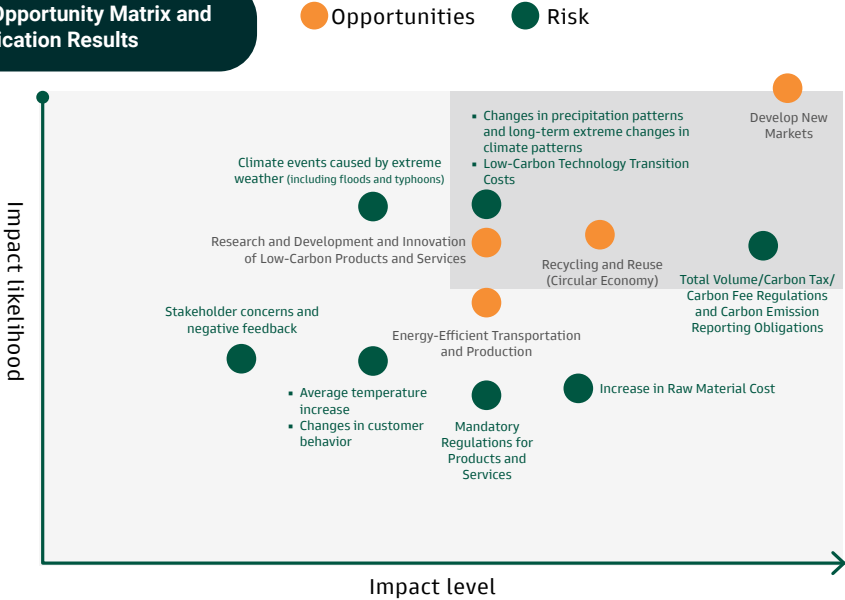
Appendix

2. Strategy and Risk Management

1. Novatech's Key Climate Risk and Opportunity Assessment Process



2. Climate Risk and Opportunity Matrix and Materiality Identification Results



3. Key Climate Risks and Opportunities Scenario Analysis and Financial Quantification

Based on the materiality identification results, Novatech conducts further analysis and develops scenario assumptions for various climate risks and opportunities according to department heads' insights, market dynamics, international trends, and external research reports. Furthermore, the Company examines the potential substantive impacts of climate risks and opportunities under different scenarios, and reviews internal resources and future business development to propose relevant response strategies.

Among the six key climate risks and opportunities, Novatech conducted further simulation and quantification for two items: "Total volume/carbon tax/carbon fee regulations and carbon emission reporting obligations" and "Changes in rainfall (water) patterns and long-term extreme changes in climate patterns". The analysis scenarios used are explained below.

Regarding the issue of "Total volume/carbon tax/carbon fee regulations and carbon emission reporting obligations", Novatech adopted the Nationally Determined Contributions (NDC) and 1.5°C scenario (Network for Greening the Financial System, NGFS) to simulate potential carbon fees/carbon tax costs. For the issue of "Changes in rainfall (water) patterns and long-term extreme changes in climate patterns", Novatech used the map data published by the National Science and Technology Center for Disaster Reduction (NCDR), including scenarios below 2°C and RCP 8.5, to simulate the number of engineering projects that may be affected during extreme rainfall.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection

4-1 Sustainable Environmental Management

4-2 Climate Change and Greenhouse Gas Management

4-3 Energy Management

4-4 Water Resources and Waste Management
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Novatech's Response and Management of Key Climate Risks and Opportunities

Climate Risks and Opportunities			Risk/Opportunity Description	Impact Timeline	Impact Value Chain
Climate Risks	Transition Risks	Total Volume/Carbon Tax/Carbon Fee Regulations and Carbon Emission Reporting Obligations	The Taiwanese government has set net-zero targets, and governments worldwide are successively developing regulatory requirements for greenhouse gas emissions. Although current international and domestic regulations have not yet had a significant direct impact on Novatech, continued monitoring is still required. Furthermore, the Financial Supervisory Commission's Sustainable Development Roadmap for Listed Companies requires companies with capital below NT\$5 billion to conduct greenhouse gas inventory, verification, and reporting for both parent companies and consolidated subsidiaries, resulting in increased compliance operational costs.	Medium Term 2040	Own Operations
	Physical Risks	Changes in precipitation (water) patterns and long-term extreme changes in climate patterns	Extended periods of heavy rainfall or drought can increase the construction difficulty of Novatech's engineering projects and cause delays in construction schedules. It may also shorten service life of systems, further raising operational costs.	Short Term 2025	
	Transition Risks	Low-Carbon Technology Transition Costs	During the transition to a low-carbon economy, customers' product positioning will change accordingly, which may require Novatech to increase investment in research and development of new and alternative technologies.	Medium Term 2040	
Climate Opportunities	Market	Develop New Markets	With the global sustainability trend and high emphasis on circular economy, more potential customers are paying attention to resource (such as water and chemicals) recycling and reuse systems, creating new business opportunities.	Medium Term 2040	Downstream Customers
	Resource Usage Efficiency	Recycling and Reuse (Circular Economy)	As the circular economy model and waste reuse gradually replacing the linear economy. Novatech is actively deploying green engineering and investing in technological development for circular economy, creating new product opportunities and generate additional revenue.	Medium Term 2040	
	Innovative Products and Services	Research and Development and Innovation of Low-Carbon Products and Services	Novatech continues to enhance its recycling and reuse equipment, which can reduce environmental damage and maintain market competitiveness. When customers are subject to greenhouse gas or environmental protection regulations, the Company can provide more energy-efficient and resource-efficient technologies, which can boost revenue from its low-carbon products.	Medium Term 2040	

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection

- 4-1 Sustainable Environmental Management
- 4-2 Climate Change and Greenhouse Gas Management

- 4-3 Energy Management
- 4-4 Water Resources and Waste Management

- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

NOVA TECHNOLOGY CORP. Sustainability Report

Foreword

Pursuing Sustainable Development

Implementing Sustainable Governance

Creating Sustainable Value

Promoting Sustainable Environment

Fostering Diversity and Inclusion

Contributing to Social Prosperity

Appendix

Climate Risks and Opportunities

Climate Risks	Total Volume/ Carbon Tax/ Carbon Fee Regulations and Carbon Emission Reporting Obligations	Novatech conducted a financial impact analysis of carbon fees based on the Nationally Determined Contribution (NDC) and potential carbon fees under the 1.5° C reduction pathway until 2025, and the results show
	Changes in precipitation (water) patterns and long-term extreme changes in climate patterns	According to the map data published by the National Science and Technology Center for Disaster Reduction (NCDR), including the degree of damage caused by extreme rainfall and potential areas of physical destruction. Simulations are conducted for areas assumed to be high-risk under Level 4 and Level 5 scenarios.
	Low-Carbon Technology Transition Costs	Due to net-zero initiatives, customers may require suppliers to provide low-carbon products and services. If current products fail to meet these requirements, Novatech may face the following financial impacts
Climate Opportunities	Develop New Markets	Novatech's products, such as the stripping solution recovery system, not only help customers implement in-plant chemical recycling but also allow them to recover installation costs within 2-3 years while reducing operational environmental pollution. Currently, the main export locations are China and Singapore. We aim to continuously increasing Novatech's market share in these two new markets for pollution prevention and waste management, as well as for high-purity chemical supply and distribution system products.
	Recycling and Reuse (Circular Economy)	
	Research and Development and Innovation of Low-Carbon Products and Services	

Climate-related Financial Impact Assessment ^(Note)

Novatech conducted a financial impact analysis of carbon fees based on the Nationally Determined Contribution (NDC) and potential carbon fees under the 1.5° C reduction pathway until 2025, and the results show

- Under the Nationally Determined Contribution (NDC) until 2025, the financial impact of carbon fees on Novatech accounts for approximately 0.004% of total revenue
- Under the 1.5° C reduction pathway until 2025, the financial impact of carbon fees on Novatech accounts for approximately 0.04% of total revenue

According to the map data published by the National Science and Technology Center for Disaster Reduction (NCDR), including the degree of damage caused by extreme rainfall and potential areas of physical destruction. Simulations are conducted for areas assumed to be high-risk under Level 4 and Level 5 scenarios.

- Below 2° C -
Based on data from observation stations during the past period (1976-2005) as baseline
- RCP 8.5 -
Estimate areas where extreme climate events may occur in the future based on the RCP 8.5 climate change scenario

- Below 2° C: Accounts for approximately 0% of total operating sites' engineering revenue in 2024
- RCP 8.5: Accounts for approximately 43.49% of total operating sites' engineering revenue in 2024

The figure consists of two maps of Taiwan, each showing the distribution of flooding risk for Novatech's operating sites. The left map is titled 'Below 2° C' and shows 'Novatech's Operating Sites Baseline Flooding Risk'. The right map is titled 'RCP 8.5' and shows 'Novatech's Operating Sites Future Flooding Risk'. Both maps use a color-coded legend to indicate the degree of damage caused by extreme rainfall and potential areas of physical destruction. The legend for both maps includes categories: 0% (Green), 1-10% (Yellow), 11-20% (Orange), 21-30% (Red), 31-40% (Dark Red), 41-50% (Black), 51-60% (Dark Grey), 61-70% (Light Grey), 71-80% (White), 81-90% (Light Blue), 91-100% (Dark Blue). The RCP 8.5 map shows a significantly higher proportion of sites in the higher risk categories (Red, Dark Red, Black, etc.) compared to the Below 2° C map.

- Set greenhouse gas emission reduction targets to reduce operational greenhouse gas emissions
 - Plans to implement the ISO 50001 Energy Management System by 2025
 - Establish a greenhouse gas inventory schedule for Novatech consolidated (including subsidiaries)
- Ensure 100% disaster insurance coverage for engineering projects during execution in response to extreme climate changes
 - Maintain Business Continuity Plan and increase inventory of critical products and components
 - Adjust construction strategies, optimize project timelines, and incorporate into organizational risk management
 - Implement occupational safety education, training, and preventive measures for internal personnel and external contractors to reduce accidents at project sites
 - Establish inventory mechanism
- Research and develop sustainable materials, improve energy efficiency, and use or design energy-saving and climate-friendly equipment
 - Adhere to green product development principles, control reasonable costs, and ensure revenue and profitability
 - Search for low-carbon emission suppliers and implement local procurement
 - Replace with high-efficiency energy-saving equipment
 - Strengthen energy use behavior management
- Expand new energy business
 - Differentiate to enhance competitiveness
 - Promote and implement green engineering technical services while ensuring high-quality engineering services
 - Establish long-term cooperative suppliers (price based on volume)
 - In line with related product demand, the Company has also signed memorandums of cooperation with local suppliers to stabilize the supply chain, keep operating costs within certain limits, and reduce procurement risks
- Continue to create business opportunities in water resource circular economy
 - Expand the sales scale of circular economy-related products and technologies
 - Establish partnerships and strengthen cooperation with ITRI or other investment (corporate) entities
 - Continue to develop green engineering technologies and implement various carbon reduction actions to enhance market competitiveness
- Encourage employee innovation and continue employee training and learning of new knowledge
 - Through industry-government-academia cooperation to invest in new skill development, promote advancement in green engineering technologies
 - Cooperate with external parties (ITRI) to develop new product technologies
 - Shorten design timeline and determine more accurate procurement quantities
 - Improve control over recycled material suppliers
 - Encourage staff to develop patents and provide bonuses

Note: The results of climate-related financial impact analysis may vary due to assessment scope, scenario assumptions, data scope and availability. Please carefully evaluate the applicability when citing these figures.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection

4-1 Sustainable Environmental Management

4-2 Climate Change and Greenhouse Gas Management

4-3 Energy Management

4-4 Water Resources and Waste Management
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

3. Metrics and Targets

Novatech expects both its operations and customers to successfully transform under climate change, implementing sustainable development and corporate social responsibility. To regularly review the response to climate risks and opportunities, Novatech has established relevant metrics and targets, allowing the Sustainability Promotion Group to review the implementation effectiveness of control measures and track annual achievement status for Board oversight.

Climate Risks and Opportunities			Metrics and Targets		
			Short-term (2025)	Medium-term (2040)	Long-term (2050)
Climate Risks	Total Volume/Carbon Tax/Carbon Fee Regulations and Carbon Emission Reporting Obligations	- Conduct over 12 Green Office energy-saving and carbon reduction promotional events - Electronic forms to increase by 10% compared to the previous year, reducing electricity consumption and carbon dioxide emissions - Strengthen energy saving and carbon reduction measures - Use renewable energy - Complete carbon emissions inventory of all subsidiaries and operational sites	- Headquarters office to increase renewable energy usage by 40% compared to the base year - Promote low-carbon transportation policy - reduce use of fuel vehicles by 20% compared to the base year - Adjust dynamically according to operational conditions	Target net-zero emissions by 2050 as a management goal	
	Changes in precipitation (water) patterns and long-term extreme changes in climate patterns	- Conduct flooding potential analysis for engineering sites - Purchase disaster insurance for engineering sites with high flooding risk	- Construction all risks insurance (coverage includes flooding and typhoons) with 100% coverage rate - Install solar power facilities to use renewable energy - Achieve localization and domestic production of key raw materials		
	Low-Carbon Technology Transition Costs	- R&D investment - Industry-academia-government collaboration on technology development to reduce risks	- Maintain and adjust disaster-related business continuity management mechanisms as needed, with regular drills and recovery planning - Maintain raw material supply capacity and stability to ensure balance between supply chain transportation and costs		
Climate Opportunities	Develop New Markets	- Actively expand into new markets and increase their proportion of overall revenue - Add one new industry category case each year	- Continuously increase process water recycling ratio, strive for water source diversification, and increase the proportion of reclaimed water usage - Continuously develop the Company's low-carbon emission technologies and provide low-carbon products to align with market trends and promote revenue growth		
	Recycling and Reuse (Circular Economy)	- Increase the number of recycling-related technology and equipment research and development projects - Improve the performance of recycling-related technologies and equipment	- Actively engage in industry-academia collaboration projects to continuously optimize circular economy practices - Research, develop, or invest in carbon reduction technologies		
	Research and Development and Innovation of Low-Carbon Products and Services	- Expand low-carbon related products and services - Increase the number of related patent applications	- Continuously expand alternative material sources in response - Plan ahead for new raw material resources		

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity

- 3 Creating Sustainable Value: Partnering Together

- 4 Promoting Sustainable Environment: Environmental Protection

- 4-1 Sustainable Environmental Management
- 4-2 Climate Change and Greenhouse Gas Management
- 4-3 Energy Management
- 4-4 Water Resources and Waste Management

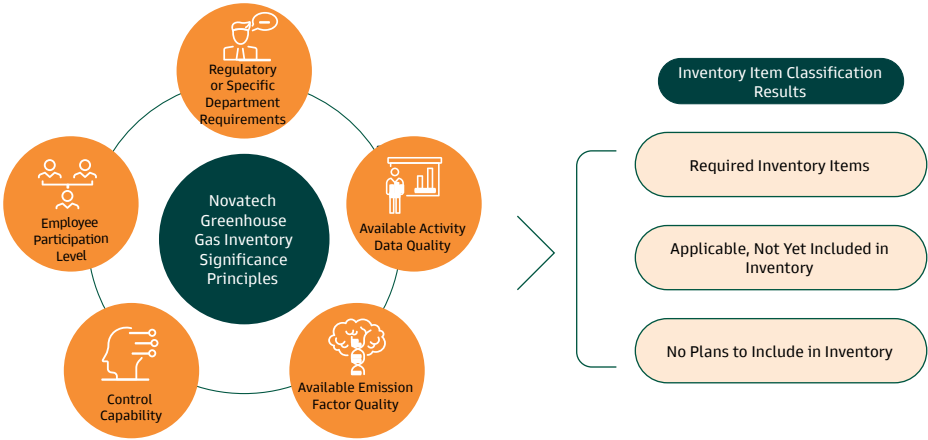
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Greenhouse gas inventory

As a major source of carbon emissions, corporate efforts to reduce emissions play a crucial role in mitigating climate change As a key tool for quantifying corporate emissions, identifying emission reduction potential, and formulating reduction strategies, greenhouse gas inventories are gradually becoming an indispensable part of a company's low-carbon transformation.

Therefore, Novatech needs to actively respond to reduce its impact on itself and the environment. Although Novatech is not legally required to register or control greenhouse gas emissions, it voluntarily conducts greenhouse gas inventory to better understand its responsibilities and risks related to climate change issues. In accordance with the ISO14064-1 greenhouse gas inventory guidelines, Novatech adopts the operational control approach for greenhouse gas inventory and conducts materiality assessment based on significance principles. The results show that Category 2 (Scope 2), Category 3 (Scope 3), and Category 4 (Scope 3) are significant indirect greenhouse gas emissions. Among these, direct greenhouse gas emissions (Category 1) amount to 54.9609 tonnes CO₂e (accounting for 16.58%); Category 2 (Scope 2) emissions are 87.5501 tonnes CO₂e (accounting for 26.41%), Category 3 (Scope 3) amounts to 156.6844 tonnes CO₂e (accounting for 47.27%), and Category 4 (Scope 3) is 32.2838 tonnes CO₂e (accounting for 9.74%), totaling 331.4792 tonnes CO₂e.



Compared to base year

Novatech has been conducting organizational carbon inventory for more than four years. The Scope 2 greenhouse gas emissions have decreased by 8.3931 tonnes CO₂e, from 95.9432 tonnes CO₂e in 2021 to 87.5501 tonnes CO₂e in 2024. The year-over-year reduction has shown significant results. Recognizing the growing importance of Scope 3 emissions, starting from 2023, Category 3.4(9) downstream transportation and distribution carbon emissions were added, accumulating 9.6 tonnes CO₂e, until 2024 Category 3: The indirect greenhouse gas emissions caused by transportation totaled 188.9682 tons CO₂e. The statistical greenhouse gas emissions in 2024 were 331.48 tons CO₂e, which increased by 2.12% compared to the base year (2021) emissions of 324.60 (tonCO₂e).

In the future, Novatech will need to continue collaborating with the supply chain to promote environmental sustainability, aiming to achieve an absolute reduction of 4% in carbon emissions by 2030 compared to the base year (2021).

Analysis of Novatech's Greenhouse Gas Inventory Items

Category 1 | Direct Greenhouse Gas Emissions

Including company vehicle fuel, office equipment refrigerant leakage, fire extinguishers, and septic tanks

21 points - Mandatory inventory items

Category 2 | Indirect Greenhouse Gas Emissions from Purchased Energy

Including purchased electricity

21 points - Mandatory inventory items

Category 3 | Indirect Greenhouse Gas Emissions from Upstream Transportation

Including business travel and employee commuting, downstream transportation and distribution

21 points - Mandatory inventory items

Category 4 | Indirect Greenhouse Gas Emissions from Products Used by Organizations

Greenhouse gas emissions during the fuel production phase and upstream emissions from purchased electricity, transmission and distribution (T&D) losses, and emissions from electricity generated and sold by the company to end users

14 points - Mandatory inventory items

Category 5 | Indirect Greenhouse Gas Emissions Related to the Use of Organization's Products

14 points - Mandatory inventory items

Category 6 | Other Indirect Emissions

None, not yet included in inventory

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity

- 3 Creating Sustainable Value: Partnering Together

- 4 Promoting Sustainable Environment: Environmental Protection

4-1 Sustainable Environmental Management

4-2 Climate Change and Greenhouse Gas Management

4-3 Energy Management

4-4 Water Resources and Waste Management

- 5 Fostering Diversity and Inclusion: Achieving Workplace Success

- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Emission Source	2021	2022	2023	2024
Direct Greenhouse Gas Emissions (Scope 1) ton CO ₂ e	66.65	70.08	66.7647	54.96
Indirect Greenhouse Gas Emissions (Scope 2) ton CO ₂ e	95.94	90.18	84.5096	87.55
Total Greenhouse Gas Emissions (Scope 1 + Scope 2) ton CO ₂ e	162.59	160.23	151.2743	142.51
Greenhouse Gas Emission Intensity (Scope 1 + Scope 2) ton CO ₂ e/ 人	1.03	0.94	0.0746	0.0735
Other Indirect Greenhouse Gas Emissions Note 3	162.00	160.60	162.8048	188.97

- Note 1: Starting from 2021, ISO 14064:2018 was adopted for greenhouse gas inventory, setting 2021 as the base year for inventory, and external verification was obtained for 2021-2024
- Note 2: The grid emission factor uses the 2023 Power Emission Factor announced by the Energy Administration, Ministry of Economic Affairs, calculated according to the power emission factors for each year. Since the 2024 power emission factor has not been announced yet, the previous year's factor (0.494 kg CO2e/kWh) is used for calculation.
- Note 3: The 2024 other indirect greenhouse gas emissions cover emissions from Category 3 (indirect greenhouse gas emissions from upstream transportation) and Category 4 (indirect greenhouse gas emissions from products used by the organization)
- Note 4: Novatech's greenhouse gas intensity (ton CO2e/Revenue (NT\$ million)) (Scope 1 + 2)



Scope 3 - Other Indirect Greenhouse Gas Emissions

Category 3-6		GHG Protocol Scope 3 Subcategories		Emissions Co ₂ e
3		Category 3: Indirect Greenhouse Gas Emissions from Transportation		156.6844
3.1	4	Category 3: Indirect Greenhouse Gas Emissions from Transportation		Not Material
3.2	6	Business Travel		55.3919
3.3	7	Employee Commuting		82.3709
3.4	9	Downstream transportation and distribution		18.9216
4		Category4: Indirect Greenhouse Gases Caused by Organization's Use of Products		32.2838
4.1	1	Purchased Goods and Services		Not Material
4.2	2	Capital Goods		Not Material
4.3	3	Fuel and energy-related activities		29.2276
4.4	5	Operational waste		3.0562
4.5	8	Upstream asset leasing		Not Material
5		Category5: Indirect greenhouse gas emissions from the use of the organization's products		0.000
5.1	10	Processing of products sold		Not Material
5.2	11	Use of products sold		Not Material
5.3	12	End-of-life treatment of products sold		Not Material
5.4	13	Downstream asset leasing		Not Material
5.5	14	Franchising		Not Material
5.6	15	Investment		Not Material
Accumulated				188.97

Table of Contents

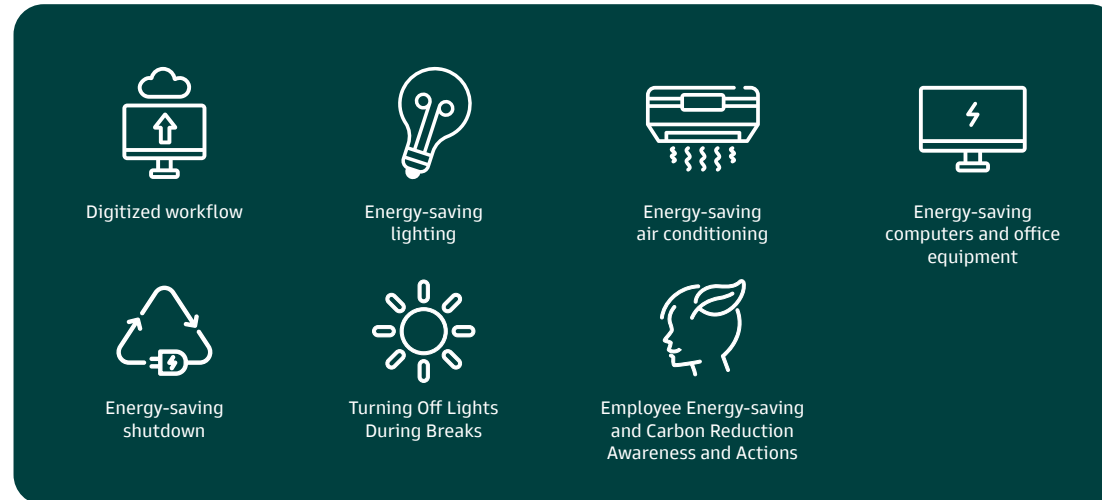
Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
 - 4-1 Sustainable Environmental Management
 - 4-2 Climate Change and Greenhouse Gas Management
 - 4-3 Energy Management
 - 4-4 Water Resources and Waste Management
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Novatech Office Energy Saving and Carbon Reduction Code of Practice

Energy-saving and Carbon-reduction Operation Guidelines



Greenhouse Gas Reduction

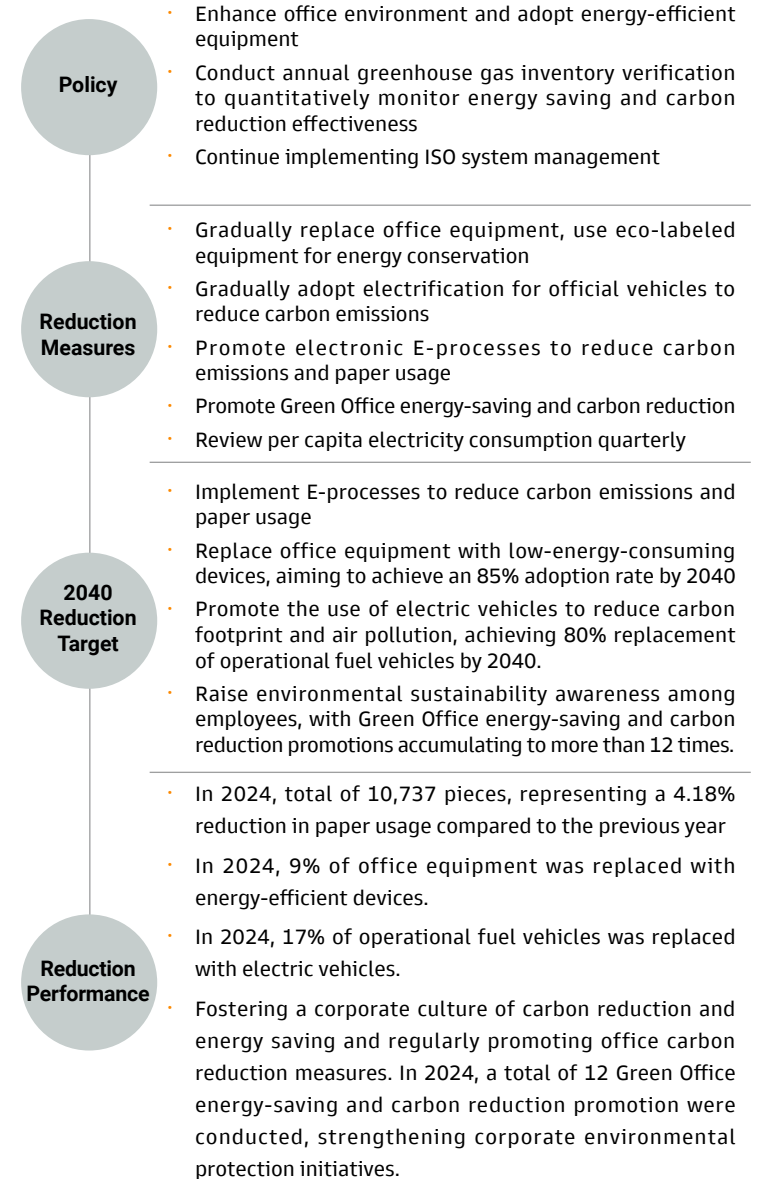


Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity

3 Creating Sustainable Value: Partnering Together

4 Promoting Sustainable Environment: Environmental Protection

4-1 Sustainable Environmental Management

4-2 Climate Change and Greenhouse Gas Management

4-3 Energy Management

4-4 Water Resources and Waste Management

5 Fostering Diversity and Inclusion: Achieving Workplace Success

6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

4-3 Energy Management

Energy Management | Management Approach

Significance and Meaning to the Company

Based on the concept of environmental sustainability, Novatech strives to reduce environmental impacts from product design, services, activities, and production. We are committed to complying with energy-related regulations and addressing stakeholder needs by executing an energy management system to create a green and energy-efficient environment.

Management Strategies

- Strictly adhere to domestic and international environmental protection standards, comply with all energy and carbon management regulations, with the goal of zero violations.
- Identify risks caused by climate change, mitigate them, and disclose relevant information.
- Set short, medium, and long-term energy conservation and carbon reduction goals by formulating practical approaches and promoting reduction measures.

Description of actual and potential negative and positive impacts

Positive:

- Effectively implementing energy management and conservation reduces corporate operating costs, generates carbon reduction effects, and lowers the risk of power shortages at operational sites. Improve the Company's energy efficiency and implement energy conservation and carbon reduction.

Negative:

- High energy-consuming enterprises that fail to implement energy-saving measures lead to increased electricity consumption, resulting in higher electricity costs and negative environmental impacts. Failure to properly manage energy resource consumption increases operational costs and the risk of operational disruption.

Action Plans/Resources

Establish a legal and effective environmental management system to promote the implementation of various environmental protection and safe production activities.

- Implement electronic E-process to reduce electricity consumption and carbon dioxide emissions.
- Implement monitoring to reduce electricity usage and conduct regular carbon inventories.
- Promote Green Office energy-saving and carbon reduction initiatives.

Policy/Commitment

- Improve energy efficiency and effectiveness by setting green procurement items for office equipment and supplies.
- Regularly audit and review the quality and effectiveness of environmental management, evaluate and implement improvements.
- Continue implementing energy conservation and carbon reduction measures while promoting energy management to achieve carbon reduction goals.

Grievance Mechanisms

Stakeholders/Stakeholder Contact Channels

Company website: http://www.novatech.com.tw/stakeholder/contact

President's Office, Auditing Office Audit@novatech.com.tw

03-6676868

Communication methods: Email, telephone, face-to-face meeting.

* This material topic has no actual activities or business relationships involving negative impacts in the current year

Energy Usage Performance

Novatech is committed to practicing energy conservation, protecting the Earth, and cherishing resources by incorporating environmental protection and energy saving into its operations. In addition to actively promoting office energy-saving concepts, we also encourage employees to participate in energy-saving and carbon reduction self-management activities. To ensure efficient energy usage, Novatech regularly conducts inventory and reviews various energy consumption situations.

Due to industry characteristics and operational constraints, Novatech's energy usage is relatively simple compared to traditional manufacturing or other industries. Primary energy consumption is concentrated in office electricity usage and fuel consumption from official vehicles. The energy usage calculation scope covers Novatech's office locations in northern, central, and southern Taiwan, including Zhubei office, Linkou, Zhongli, Taichung, and Tainan field offices. Novatech's electricity demand is for office administrative use, where reduction potential is limited, making the Company reliant on green electricity to achieve reduction targets.

In 2024, Novatech encouraged the leasing of electric vehicles as the preferred option for official vehicles. The Company has converted two official vehicles to electric vehicles and will gradually increase the proportion of electric vehicles in the future. The Zhubei office is also considering installing solar panels on the rooftop to effectively reduce greenhouse gas emissions. Meanwhile, Novatech regularly reviews per capita electricity consumption to clarify the company's current electricity usage situation and works together with colleagues, hoping to reduce per capita electricity consumption year by year.

We plan to adopt the ISO50001 Energy Management System in 2025 to develop comprehensive energy efficiency monitoring and measurement standards, aiming to achieve continuous energy improvement and enhance energy performance. Through efficient energy use, we can reduce organizational costs and enhance customer trust in the Company and its products and obtain third-party international certification by May 2026.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 4-1 Sustainable Environmental Management
- 4-2 Climate Change and Greenhouse Gas Management
- 4-3 Energy Management
- 4-4 Water Resources and Waste Management
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Novatech conducts greenhouse gas inventory and management in line with the ISO14064-1:2018 greenhouse gas inventory standard. Compared to last year, Novatech's energy usage and intensity both increased in 2024. Since 2023, Novatech has included Category 9 downstream transportation under Scope 3 in the inventory scope. Scope 3 covers all other indirect emissions generated from upstream and downstream activities across the corporate supply chain, making it the most complex scope in GHG and typically accounting for the largest portion of a company's overall carbon footprint. Due to its extensive coverage, numerous emission sources, and difficulty in tracking and inventory, it requires joint efforts with suppliers to work towards the goal of a low-carbon supply chain.

Historical Energy Usage and Energy Intensity

Category	2021	2022	2023	2024
Field Office Electricity Consumption (kWh)	86,547.92	83,216.80	86,106.50	85,792.05
Office Building Electricity Consumption (kWh)	104,574.10	93,961.70	84,619.91	86,141.62
Electric Vehicle Electricity Consumption (kWh)	None	None	None	5293.27
Gasoline Usage (Liters) ^{Note 1}	19,028.90	19,796.10	19,728.33	19,840.00
Total Energy Usage (GJ) ^{Note 2}	1,308.71	1,283.89	1258.45	1266.75
Total Floor Area (Ping)	771.60	769.09	868.89	868.89
Energy Intensity (GJ/Ping)	1.70	1.67	1.45	1.46

- Note 1: The gasoline consumption of official vehicles is calculated based on the average price of 95 unleaded gasoline in 2022 (NT\$31.09/liter) announced by the Petroleum Price Information Management and Analysis System of the Energy Administration, Ministry of Economic Affairs (<https://www2.moeaboe.gov.tw/oil102/>), using refueling expenses. Refueling expenses include the number of liters of gasoline for official vehicles. In 2023, the aforementioned calculation method was revised to principally use the actual number of liters of gasoline refueled for official vehicles. Starting from 2024, electric official vehicles have been leased.
- Note 2: For conversion factors, purchased electricity is calculated at 3.6 GJ/thousand kWh, while diesel and gasoline conversions are based on the heat values from the Energy Products Unit Heat Value Table published by the Energy Administration, Ministry of Economic Affairs in 2020



Operational Energy and Resource Reduction

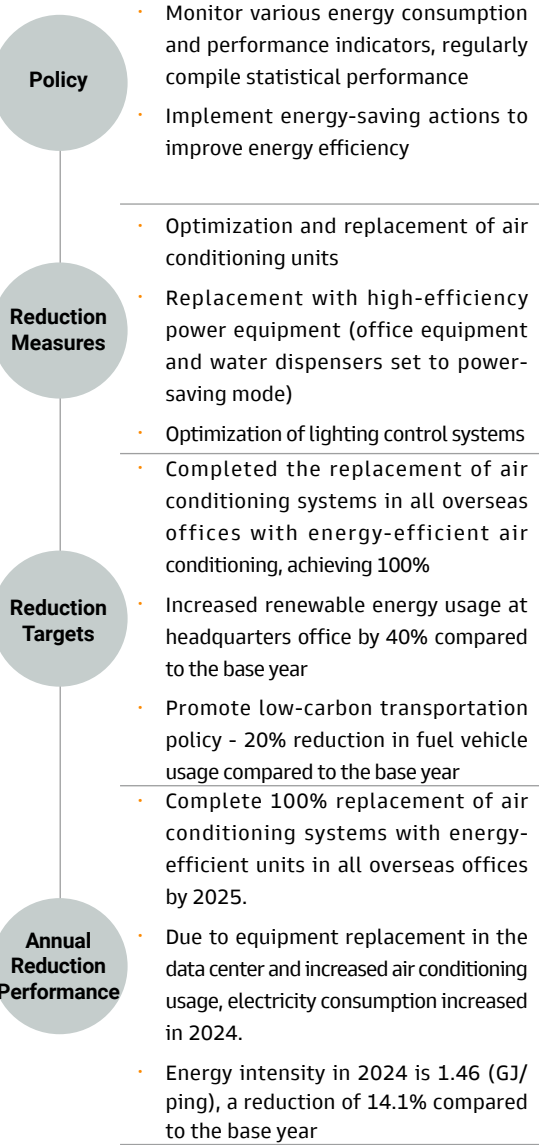


Table of Contents

Foreword

- 1
Pursuing Sustainable Development: Advancing Sustainability
- 2
Implementing Sustainable Governance: Transparency and Integrity
- 3
Creating Sustainable Value: Partnering Together
- 4
Promoting Sustainable Environment: Environmental Protection

- 4-1
Sustainable Environmental Management
- 4-2
Climate Change and Greenhouse Gas Management
- 4-3
Energy Management
- 4-4
Water Resources and Waste Management

- 5
Fostering Diversity and Inclusion: Achieving Workplace Success
- 6
Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

4-4 Water Resources and Waste Management

Water Resource Management

Novatech Office Energy Saving and Carbon Reduction Code of Practice

Novatech has no self-owned factories. Water usage at operational sites, including offices and work sites, is directly supplied by water utilities companies without drawing from any additional water sources. Water expenses increased slightly in 2024, mainly due to higher shared public water usage. Additionally, Novatech promotes the use of eco-friendly utensils, and with employees bringing their own reusable utensils that require washing, water consumption has risen slightly.

Novatech continues to promote water conservation through soft measures such as posting water-saving slogans and educational materials, regularly inspecting pipelines for leaks, and prioritizing the purchase of water-efficient equipment to improve water use efficiency. The Company aims to reduce water intensity to 6.5 cubic meters^{Note 1} per person by 2030.

Note 1: Each cubic meter of water equals 0.001 million liters

Novatech's Water Resource Usage from 2021 to 2024

	Scope	Water Source	Water Withdrawal			
			2021	2022	2023	2024
Water Withdrawal	Zhubei Office (cubic meters)	Water resource usage is managed uniformly by the building management, no statistics available	280	316	316	325.69
	Construction Site (cubic meters)		959	728	833.66	851.66
	Total (cubic meters)		1,239	945.7	1,149.66	1177.35
	Water Intensity (cubic meters/person)		7.84	5.53	7.14	7.80

- Note 1: Water withdrawal category is freshwater (≤1,000 mg/L Total Dissolved Solids), calculated based on water bills
- Note 2: According to the water risk analysis tool developed by World Resources Institute, Taiwan is not considered a global water-stressed area
- Note 3: In 2024, the water intensity calculation principle was adjusted to use the annual average number of employees as the denominator for calculation.
- Note 4: Each unit of water equals 0.001 million liters. Since Novatech's water consumption is mainly for domestic use and the usage is relatively small compared to general manufacturing industries, the related information is not presented in million liters



Operational Water Reduction

Policy

Reduction Measures

Reduction Targets

Annual Reduction Performance

- Daily monitoring of operational water usage and water consumption inventory
- Operational sites use water-saving devices on faucets and toilet flush volume regulators to achieve water conservation.
- Plan to reduce water consumption to 6.5 cubic meters per person by 2030.
- As a result of the Company's promotion of eco-friendly utensils and employees bringing their own reusable utensils that require washing, water consumption has slightly increased.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
 - 4-1 Sustainable Environmental Management
 - 4-2 Climate Change and Greenhouse Gas Management
 - 4-3 Energy Management
 - 4-4 Water Resources and Waste Management
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Waste Management

Following the Waste Disposal Act of the Environmental Management Administration, Ministry of Environment, Novatech established the Waste Management Procedures in 2018. Through project personnel from business execution departments and the ISEP Department, they jointly plan the storage and disposal procedures for waste.

For engineering waste, once properly classified, contracted waste management vendors transport the construction waste for processing. We regularly inspect hazardous waste disposal contractors to ensure their

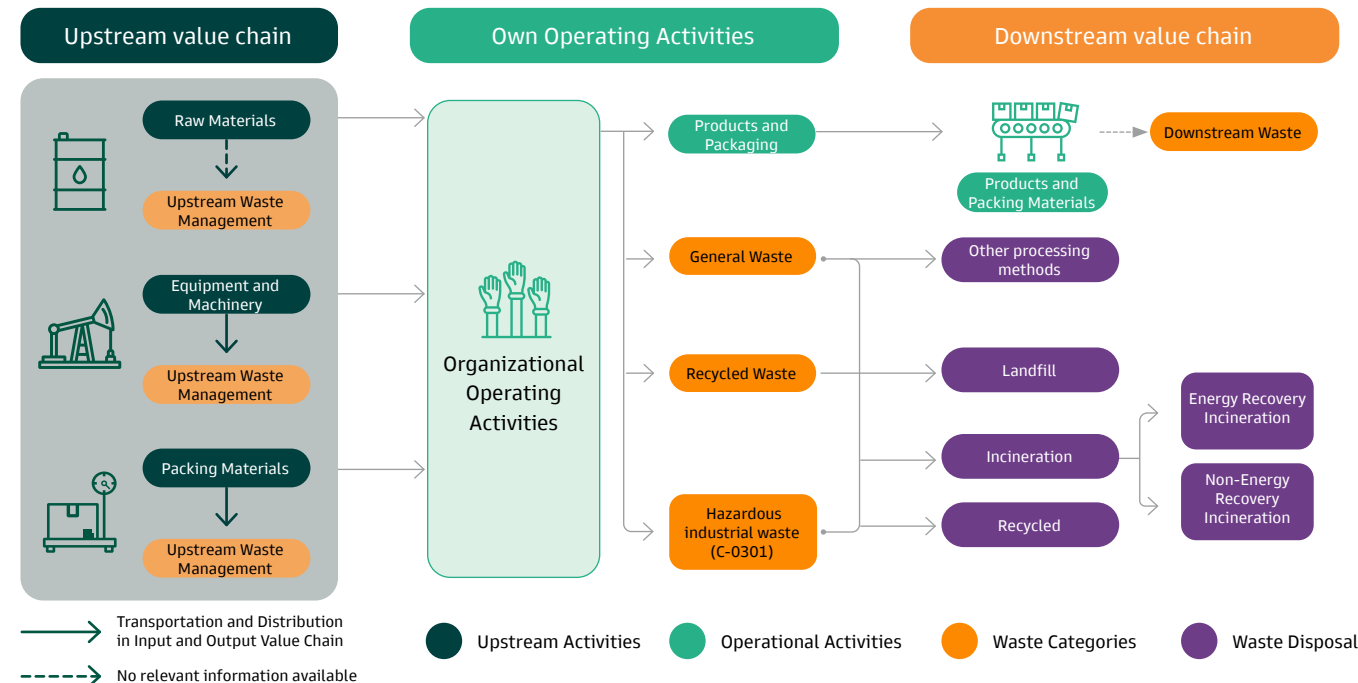
operations comply with regulations. In 2024, the amount of hazardous waste commissioned for treatment was 0.35 tonnes, which was processed through incineration.

For general waste, the main sources are domestic waste and kitchen waste from office areas, which are all uniformly collected and disposed of by the office building management. In 2024, the general waste generation was 8.14 tonnes, hazardous industrial waste was 0.13 tonnes, totaling 8.27 tonnes, an increase of 2.17 tonnes from the previous year. The waste intensity was 0.055 (tonnes/person), a 44.73% increase from the previous year. The

amount of hazardous industrial waste generated during products and services processes varies depending on the level of operational activities.

Looking ahead, we will continue to strengthen waste sorting in offices and work sites, reduce the use of disposable items, and regularly verify proper waste disposal to avoid secondary environmental pollution caused by improper handling or vendor negligence. We also plan to reduce waste intensity to 30kg/person by 2040.

Novatech Value Chain Waste Treatment Process Diagram



Upstream Value Chain Management

- The recycling plants cooperate with supplier companies, and Novatech regularly performs supplier audits

Own Operating Activities Management

- Establish Waste Management Guidelines
- Report Waste Volume as Required by Competent Authorities
- Hazardous waste is treated according to client specifications after harm reduction through water soaking
- Hazardous waste is handled by qualified Class A waste treatment companies, and Novatech regularly conducts audits and waste tracking actions

Downstream Value Chain Management

- Regular Inspection of Waste Treatment Vendors
- Waste Flow Tracking
- Clients handle waste treatment according to their site regulations

1	Pursuing Sustainable Development: Advancing Sustainability
2	Implementing Sustainable Governance: Transparency and Integrity
3	Creating Sustainable Value: Partnering Together
4	Promoting Sustainable Environment: Environmental Protection
4-1	Sustainable Environmental Management
4-2	Climate Change and Greenhouse Gas Management
4-3	Energy Management
4-4	Water Resources and Waste Management
5	Fostering Diversity and Inclusion: Achieving Workplace Success
6	Contributing to Social Prosperity: Achieving Mutual Benefits

Waste Reduction



Novatech's Waste Generation in 2021-2024

Region	Type	Management Approach	Disposal	Waste Treatment Volume (tons)			
				2021	2022	2023	2024
Office Building ^{Note 1}	General Waste	Waste Collection	Incineration	5.75	5.75	5.748	8.14
Construction Waste	Hazardous Industrial Waste	Outsourced to Contractors	Incineration	0.3	0.21	0.35	0.13
			Reuse	0	0	0	0
			Landfill	0	0	0	0
			Total	0.3	0.21	0.35	0.13
Total Waste Treatment Volume				6.05	5.96	6.098	8.27
Waste Intensity (metric tons/person) ^{Note 2}				0.04	0.0348	0.0379	0.055 ^{註 3}

- Note 1: The general waste in office buildings is calculated based on the annual transportation weight specified in the outsourced waste removal contract. The following formula is used: Total office waste = Annual waste removal volume * Novatech's share of floor area / Total building floor area.
- Note 2: The waste intensity is calculated using waste treatment volume as the numerator and divided by the average number of employees in 2024 (151 people) as the denominator.
- Note 3: The waste intensity in 2024 increased by 0.0168 tonnes compared to 2023, due to the addition of three operational warehouse disposal locations, resulting in a slight increase in total general industrial waste.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity

- 3 Creating Sustainable Value: Partnering Together

- 4 Promoting Sustainable Environment: Environmental Protection

- 5 Fostering Diversity and Inclusion: Achieving Workplace Success

5-1 Novatech's Work Partners

5-2 Labor-Management Relations

5-3 Talent Training and Education

5-4 Workplace Health and Safety

- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Adhering to the principles that employees are the foundation for sustainable operations and the Company's most valuable asset, Novatech has actively fostered an appropriate employment environment for over 27 years. The Company strictly complies with human rights protection policies, provides leave and attendance conditions superior to labor regulations, ensures equal labor conditions for employees of all ages and genders, maintains comprehensive labor rights along with a healthy and safe workplace. Through competency assessments, we promote tailored employee education and training programs, strengthen our advantages in sustainable talent development, and create a friendly, diverse corporate culture.

5

Fostering Diversity and Inclusion Achieving Workplace Excellence

- 5-1 Novatech's Work Partners
- 5-2 Labor-Management Relations
- 5-3 Talent Training and Education
- 5-4 Workplace Health and Safety

Building a Friendly Workplace A Happy Enterprise

92% inspection rate

The health examination participation rate reached 92% in 2024

In 2024, a total of 102 hours of services were provided by doctors, nurses, and physical therapists, benefiting 96 employees

In 2024, we invested a total prize money of NT\$72,000 in the health step competition.

94% course satisfaction rate

In 2024, the satisfaction survey results for professional competency courses reached 94%

Employee benefits increased by 4.81%

Total employee benefits expenditure in 2024 increased by 4.81% compared to 2023, and average employee benefits expenses increased by 7% over the same period

Since 2024, Novatech has implemented a preferential employee savings benefit program, under which the company matches employees' contributions at a 100% rate.

3,212,746 hours

As of December 31, 2024, the Company achieved 3,212,746 hours without workplace accidents

100% training participation rate

In 2024, 100% of employees received regular performance evaluations

The average proportion of female employees in 2024 was 39.33%, an increase of 1.02% compared to 2023

In 2024, Novatech's average employee salary expenses increased by approximately 13.67% compared to 2023. The average salary of full-time employees in non-supervisory positions increased by 10.7% and the median salary increased by 9.85% compared to 2023

In 2024, 100% of employees participated in regular performance evaluations.

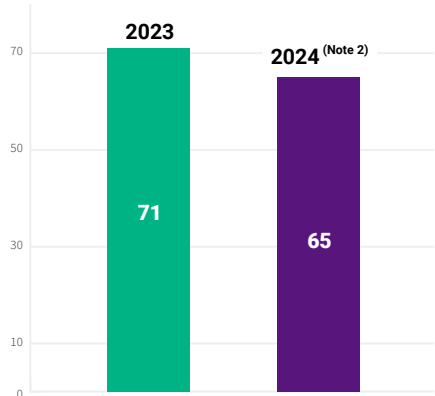
In 2024, the Company voluntarily obtained CNS 45001 (Taiwan Occupational Safety and Health Management Systems TOSHMS) certification

2024 CommonHealth Magazine's CHR Promise Enterprise for Health Corporate Citizenship

5-1 Novatech's Work Partners

Novatech does not discriminate against employees based on factors such as race, language, thought, gender, age, marital status, religion, nationality, or political affiliation. In 2024, we have a total of 150 employees and 65 non-employee workers. Among our employees, there are 149 full-time employees and 1 non-regular employee, including 91 males and 59 females. Due to industry characteristics, the majority of our workforce is male. However, in 2024, the average proportion of female employees is 39.33%, an increase of 1.02% compared to 2023, while female managers accounted for 31.91% of all managers, up 0.66% from 2023. Additionally, Novatech employed 3 individuals with disabilities in 2024, representing 2% of all employees, exceeding the legal requirement of at least 1% of total employees and not less than 1 employee. Furthermore, for the past three years (2022-2024), all employees had guaranteed working hours. By ensuring minimum working hours, Novatech provides employees with basic job security and income stability, fostering stable employer-employee relationships.

Non-employee Workers^(Note 1)



- Note 1: Non-employee workers are contractors who are responsible for duties including: office area services, environmental maintenance, and customer project assistance. The calculation method is based on converting the actual monthly headcount into monthly required workforce (total working days/30 days), then calculating the annual average.
- Note 2: The number of non-employee workers in 2024 decreased by 6 people compared to 2023, with no significant fluctuations in the past two years.

Employee Employment Types Over the Past 3 Years (Reporting Period: End of 2024)

Year		2022		2023		2024 ^(Note 3)	
Type/Gender		Male	Female	Male	Female	Male	Female
Full-time Employees ^(Note 1)	Under 30 years old	23	15	19	8	17	8
	30-50 Years Old	82	39	66	44	66	45
	50 Years Old and Above	9	6	8	6	7	6
Non-regular Employees ^(Note 2)	Under 30 years old	0	0	0	0	0	0
	30-50 Years Old	2	2	1	0	0	0
	50 Years Old and Above	1	0	1	1	1	0
Total Number of Employees		117	62	95	59	91	59

- Note 1: Full-time Employees: Permanent employees with indefinite employment contracts.
- Note 2: Non-regular Employees: Temporary employees (including full-time and part-time) with fixed-term employment contracts with the company.
- Note 3: All Novatech employees are located in Taiwan, with no overseas employees. Compared to 2023, in 2024 there was a decrease of 3 male full-time employees, a decrease of 1 male part-time employee, an increase of 1 female full-time employee, and a decrease of 1 female part-time employee. Between 2023 and 2024, there were no significant fluctuations in the total number of employees.

Number of Full-time/Part-time Employees in Recent 3 Years (Reporting Period: End of 2024)

Year		2022		2023		2024	
Type/Gender		Male	Female	Male	Female	Male ^(Note 3)	Female
Full-time ^(Note 1)		116	62	94	59	90	59
Part-time ^(Note 2)		1	0	1	0	1	0
Total		117	62	95	59	91	59

- Note 1: Full-time: Working at least nine months per year and at least 30 hours per week.
- Note 2: Part-time: Working hours less than full-time on a weekly, monthly, or yearly basis.
- Note 3: There was 1 part-time employee in 2024, which remained the same as in 2023 and 2022. There were no significant fluctuations in the number of part-time employees over the past three years.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity

- 3 Creating Sustainable Value: Partnering Together

- 4 Promoting Sustainable Environment: Environmental Protection

- 5 Fostering Diversity and Inclusion: Achieving Workplace Success

5-1 Novatech's Work Partners

5-2 Labor-Management Relations

5-3 Talent Training and Education

5-4 Workplace Health and Safety

- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Employee Job Types in the Past 3 Years (Reporting Period: Headcount at the End of 2024)

Year	2022		2023		2024	
Type/Gender	Male	Female	Male	Female	Male	Female
Managers at Assistant Manager Level and Above	21	6	17	5	15	6
Managers Below Assistant Manager Level	20	10	16	10	17	9
General Staff (Including Non-Regular Employees)	76	46	62	44	59	44
Total Number of Employees	117	62	95	59	91	59

Employee Diversity Types in the Past 3 Years (Reporting Period: Headcount at the End of 2024)

Year	2022		2023		2024 ^(Note 1)	
Identity Category	Male	Female	Male	Female	Male	Female
Number of Employees with Disabilities	1	2	1	2	1	2
Number of Ethnic Minority (Indigenous) Employees	0	0	0	0	0	0
Number of Foreign Employees	1	0	0	0	0	0

- Note 1: The number of diverse employee types in 2024 remains the same as 2023, with no significant fluctuations over the past three years.

Employee Education Level and Gender

The education level distribution of Novatech employees is mainly concentrated in university/college degrees, accounting for approximately 85.06% of all employees, while those with master's degrees comprise about 5.84%. Overall, employees with university/college degrees and above account for 90.91%, demonstrating Novatech's emphasis on professional expertise.

Employee Education Level Distribution (Reporting Period: Headcount as of End of 2024)

2024	High School and Below	University/College	Master's Degree	Total
Male	9	75	7	91
Female	1	56	2	59
Total	10	131	9	150



90.91%
have university/college degree or above education level



- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success

- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

New Hires and Departures

Novatech recruits talents through various recruitment channels, such as campus recruitment, company visits, industry cooperation internships, vocational training course matching, and internal referrals to strengthen organizational effectiveness and sustainable talent development. In 2024, a total of 16 new employees were hired, with a new hire rate of 10.67%. Among them, 68.75% of new colleagues were under 30 years old, continuously injecting new vitality into Novatech.

Number and Rate of New Hires in the Past 3 Years

Year	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Under 30 years old	13	5	7	3	9	2
31-50 Years Old	14	13	10	0	2	3
51 Years Old and Above	1	0	1	1	0	0
Total	46		22		16	
Total Number of Employees	179		154		150	
New Hire Rate	25.7%		14.29%		10.67%	

■ Note 1: Business unit recruitment has reached saturation in 2024, resulting in fewer new hires.

Number and Rate of Departing Employees in the Past 3 Years

Year	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Under 30 years old	6	1	8	3	6	1
31-50 Years Old	20	4	28	5	6	2
51 Years Old and Above	3	0	5	0	2	1
Total	34		49		18	
Total Number of Employees	179		154		150	
Turnover Rate	18.99%		31.82%		12.00%	

■ Note 1: In 2024, through active communication with employees and improved benefit systems, the turnover rate significantly decreased.

Reason for Departure	Age		Percentage	Company's Response
 External Career Opportunities	Under 30 years old	2	55.56%	During exit interviews, we explore employees' main reasons for leaving, such as career goals and aspirations, proactively offer various methods and resources, and seek retention opportunities to enhance talent retention effectiveness.
	31-50 Years Old	7		
	51 Years Old and Above	1		
 Contract Expiration	Under 30 years old	4	27.78%	Will notify outstanding performers about conversion to permanent positions or continued employment.
	31-50 Years Old	0		
	51 Years Old and Above	1		
 Further Education	Under 30 years old	1	5.56%	Encourage employees to continue learning and provide future re-employment opportunities based on individual preferences.
	31-50 Years Old	0		
	51 Years Old and Above	0		
 Layoff	Under 30 years old	0	5.56%	Execute procedures in compliance with labor laws and regulations.
	31-50 Years Old	1		
	51 Years Old and Above	0		
 Retirement	Under 30 years old	0	5.56%	Execute procedures in compliance with labor laws and regulations.
	31-50 Years Old	0		
	51 Years Old and Above	1		

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
 - 5-1 Novatech's Work Partners
 - 5-2 Labor-Management Relations
 - 5-3 Talent Training and Education
 - 5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

5-2 Labor-Management Relations

Novatech upholds a talent-oriented spirit, providing employees with a safe and comfortable workplace, and ensures employee salaries and benefits through comprehensive internal organizational and personnel systems.



Labor-Management Relations | Management Approach ㊟

Significance and Meaning to the Company

Employees are the foundation of the Company's sustainable operations. We firmly believe that satisfied employees are essential to continuously achieving higher performance. Therefore, fostering a happy workplace is our commitment.

Actual and potential, negative and positive impacts

Positive:

- Talent is the key to sustainable corporate growth and a source of continuous innovation. Continuously recruiting top talent and retaining key personnel maintains the Company's competitiveness in the industry.

Action Plans/Resources

1. Provide reasonable remuneration
2. Plan diverse benefits to improve employee satisfaction
3. Provide tailored development plans and performance management systems that match the right talent with the right position, coupled with highly competitive compensation packages.
4. Create a newcomer-friendly workplace, offer benefits exceeding legal requirements, coupled with employee relations programs.
5. Establish effective labor-management communication channels

Management Strategies

- Establish relevant management measures to standardize recruitment and salary assessment procedures for consistent implementation
- Submit work rules to competent authorities for approval and reference

Negative:

- Failure to attract talent and maintain employee retention can lead to a loss of workforce cohesion and organizational identification, hinder talent development, and negatively affect the employer brand.

Policy/Commitment

- Novatech's Human Rights Policy
- Regulations Governing Employee Compensation
- Regulations Governing Employee Recruitment and Appointment

Grievance Mechanisms

Stakeholders/Stakeholder Contact Channels

Company Website: <https://www.novatech.com.tw>

Wang, Wan-Hua anne_wang@novatech.com.tw 03-6676868

Communication methods: Email, phone, employee feedback, Employee Welfare Committee, labor-management meetings.

* This material topic has no actual activities or business relationships involving negative impacts in the current year

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
 - 5-1 Novatech's Work Partners
 - 5-2 Labor-Management Relations
 - 5-3 Talent Training and Education
 - 5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Employee salary

In accordance with relevant government regulations, Novatech has established Regulations Governing Employee Compensation, Employee Assessment Management Regulations, and Employee Reward and Punishment Regulations. Through transparent, open, and clear management regulations, bonuses are calculated based on annual budget achievement rates and individual performance. Additionally, we regularly review market salary levels annually to provide reasonable compensation to our employee partners.

In 2024, Novatech’s average employee salary expense was NT\$1,721,000, representing an increase of approximately 13.67% compared to 2023. In 2024, the total salary for full-time employees not in supervisory positions was NT\$207,462,000, and the average salary for full-time employees not in supervisory positions was NT\$1,471,000, with a median salary of NT\$1,227,000; compared to 2023, the average salary for full-time employees not in supervisory positions increased by 10.85% from NT\$1,327,000, and the median salary for full-time employees increased by 8.87% from NT\$1,127,000.

Senior Executive Remuneration Policy

Director Remuneration

Novatech’s director remuneration is based on the Regulations Governing the Payment of Directors’ and Functional Committees’ Compensation, which includes transportation allowances and attendance fees for participating in board meetings. Directors must listen to feedback reports on corporate governance performance and social responsibility implementation during board meetings to implement the company’s integrity governance spirit and fulfill its commitment to sustainable development.

Pursuant to Article 19-1 of the Company’s Articles of Incorporation, directors’ remuneration is calculated at a maximum of 5% of the pre-tax net profit—excluding employee and director compensation—after deducting accumulated losses from the company’s annual pre-tax profit, prior to the distribution of employee and director compensation. The exact amount is determined based on the company’s operating performance and requires approval from both the Compensation Committee and the Board of Directors. Independent directors are not eligible to receive directors’ remuneration.

Independent directors receive fixed monthly compensation, transportation allowances, and attendance fees for participating in board meetings based on the Regulations Governing the Payment of Directors’ and Functional Committees’ Compensation. If independent directors are appointed by the Board of Directors as members of functional committees, they will receive additional committee compensation, transportation allowances, and business execution fees.

Salary information for full-time employees not in supervisory positions

Year	Number of full-time employees	Total salary of full-time employees	Average salary of full-time employees	Difference in average compared to the previous year	Median salary of full-time employees	Difference in median compared to the previous year
2023	145	192,482,000	1,327,000		1,127,000	
				10.85%		8.87%
2024	141	207,462,000	1,471,000		1,227,000	

- Note: "Full-time employees not serving in managerial positions" refers to employees who are not managers as defined in Letter No. 920001301 of the Securities and Futures Bureau, and who work the normal working hours as stipulated by the company. Please refer to (TPEX-listed Companies/Other Electronics Category).

Novatech provides remuneration based on factors such as education and experience relative to employees’ positions, and there is no difference in basic remuneration between entry-level male and female employees.

Multiples of statutory minimum wage ^(Note 1) for different employee categories in 2024

Employee category	Male	Female
Entry-level personnel ^(Note 2)	1	1
Direct personnel ^(Note 3)	1.31	1.22
Indirect personnel ^(Note 4)	1.32	1.27

Multiples of statutory minimum wage ^(Note 1) for different job grades in 2024

Employee category	Male	Female
Senior supervisors ^(Note 5)	4.96	3.63
Middle supervisors ^(Note 6)	2.70	2.68
Non-supervisory personnel	1.72	1.71

- Note 1: Calculated based on the statutory minimum wage of NT\$27,470.
- Note 2: Personnel with no work experience and hired at the lowest job grade.
- Note 3: Calculated based on the basic monthly salary for engineering personnel with no experience. The definition of this type of employee is engineering personnel.
- Note 4: Calculated based on the basic monthly salary for administrative personnel with no experience. The definition of this type of employee is non-engineering personnel.
- Note 5: Supervisor at or above the Deputy Supervisor level.
- Note 6: Section-level supervisors.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
 - 5-1 Novatech's Work Partners
 - 5-2 Labor-Management Relations
 - 5-3 Talent Training and Education
 - 5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Board Performance Evaluation

To implement corporate governance and continuously strengthen the operational efficiency of the Board of Directors and functional committees, Novatech has established the Rules for Performance Evaluation of Board of Directors, which regulates the cycle, scope, method, procedure, and criteria for performance evaluation of the Board and functional committees. The evaluation results serve as a reference for the selection or nomination of directors. In addition to legal compliance, corporate governance, and risk management, the performance evaluation criteria also incorporate sustainability indicators such as corporate sustainable operations to ensure that the Board and functional committees fulfill their responsibilities in various aspects, including corporate governance, operational management, and corporate sustainability practices. The internal performance evaluation of the Board of Directors for 2024 was conducted in early 2025, with internal evaluation scores exceeding 90 points, indicating good operational performance.

In addition to internal self-evaluation, the Board’s performance is evaluated by an external professional independent institution

every three years. In 2023, the Taiwan Corporate Governance Association was appointed to conduct an on-site evaluation of Board effectiveness. Through guidance and exchange with the evaluation committee, the Board can maximize its functional capabilities and receive a professional and objective assessment report. The performance evaluation results are disclosed on the Company’s official website:



Executive Remuneration and Performance

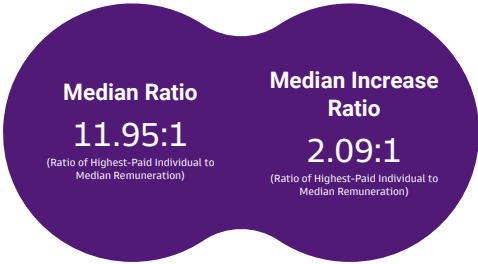
The salary and bonuses of executives are based on the Senior Manager Performance Evaluation Method. Performance evaluation covers both company-wide indicators—such as sales target achievement, net profit target achievement, and return on equity—and individual indicators, including annual targets set with supervisors, tangible achievements in talent recruitment and development, technical exchanges, and new industry initiatives. Evaluations are conducted based on employees’ positions, responsibilities, and contributions to the company, with reference to industry standards, and are reviewed by the Compensation Committee and the Board of Directors. The compensation system is regularly assessed in accordance with actual operating conditions and relevant regulations to maintain a balance between sustainable business operations and risk management.

The remuneration for the President and Vice Presidents includes salary, bonuses, employee compensation, and remuneration received for serving as directors or supervisors of subsidiaries. The annual remuneration for executives primarily consists of salary, performance bonuses, and employee profit-sharing. Employee profit-sharing is allocated according to the Company's Articles of Incorporation (stipulating that no less than 3% of annual profits shall be distributed after deducting 10% for legal reserve). To support the Company’s sustainable development, technical exchanges and innovative development related to environmental protection equipment and materials have been incorporated into senior executives’ individual performance indicators, accounting for 10% of the overall evaluation. This performance component is tied to the principles of annual executive compensation, incentivizing continuous improvement in ESG-related business outcomes.

- Note 1: The ratio and amount of employee remuneration to be distributed are reported at the Annual Shareholders' Meeting regarding the relevant distribution status.
- Note 2: The Company did not engage any remuneration consultants in 2024.
- Note 3: In 2024, stakeholders did not participate in voting on remuneration policies or proposals.

Remuneration Information Disclosure

The ratio of annual total remuneration for Novatech’s highest-paid individual to the median annual total remuneration of all other employees (excluding the highest-paid individual) is 11.95:1. The ratio between the percentage increase in annual total remuneration for the highest-paid individual in 2024 and the median percentage increase in average annual total remuneration for all other employees (excluding the highest-paid individual) is 2.09:1.



- Note: The above salary statistics exclude new hires and departures during the year, and only include full-year employees

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success

5-1 Novatech's Work Partners

5-2 Labor-Management Relations

5-3 Talent Training and Education

5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Employee Benefits

Employee benefits serve as incentives to motivate employees to pursue excellence. In addition to complying with government regulations, Novatech provides diverse insurance benefits and pension contributions, along with group insurance coverage that exceeds legal requirements, thereby enhancing employees' security in both work and life. We support employees through important life events by offering benefits such as pregnancy checkup leave, paternity leave, family care leave, marriage leave, as well as wedding and childbirth cash gifts.

The total employee benefits expenditure in 2024 was NT\$15,624,560, an increase of 4.81% compared to the total employee benefits expenditure of NT\$14,908,217 in 2023. The average employee benefits expense in 2024 was NT\$1,895,000, compared to the average employee benefits expense of NT\$1,771,000 in 2023, representing an increase of 7%, demonstrating Novatech's commitment to caring for employees and sustainable operation.

Benefit Items	Measures
Health Examination	Annual regular employee health examination
Employee Insurance	Employee group insurance (including life insurance, accident insurance, medical insurance, disability insurance, and cancer insurance) Provide employees with preferential self-paid insurance options for their dependents Provide employees with statutory social insurance, including labor insurance, national health insurance, and labor pension
Employee Social Activities	Annual group dinner and birthday celebration activities Organize employee trips Employee physical and mental health promotion activities
Leave and Attendance System	Provide various types of paid leave for employees to apply according to law, including marriage leave, prenatal check-up leave, maternity leave, paternity leave, parental leave, bereavement leave, military service leave, occupational injury leave, official leave, annual leave, etc. Special leave provisions that exceed Labor Standards Act requirements, and honor leave for employees with outstanding performance
Retirement System ^(Note)	Follow the Labor Standards Act, Labor Pension Contribution, and Labor Pension Act to take care of and protect employees' work and livelihood
Employee Subsidies	Employee Marriage Fund Medical subsidies for hospitalization of employees, spouses, and children, and funeral subsidies for immediate family members Employee Health Examination Subsidies Travel Subsidies for Employees and Family Members Employee birthday gifts, year-end banquet lucky draws, holiday bonuses, employee compensation, and stock ownership

Note: Except for 19 employees who still retain their years of service under the old system before converting to the new system, all other Novatech employees have chosen to convert to the new system.

Employee Savings Plan

Starting from July 2024, Novatech provides employees who have completed 1 year of service with a welfare savings plan. Employees contribute a certain amount from their monthly salary to their individual accounts, and the employer makes additional matching contributions. If employees withdraw from the plan after one year of participation or resign, the employer's contributions will be partially or fully paid based on years of service. This not only increases employee retention but also encourages employees to start investing and saving early.

Parental Leave

Novatech considers employees as important partners and actively protects their rights and freedoms. For employees during parental leave periods, in addition to providing parental leave in accordance with the Labor Standards Act, employees who have worked for more than one year can apply for unpaid parental leave before their children turn three years old, for a maximum period of 2 years, in accordance with the Gender Equality in Employment Act and Regulations for Implementing Unpaid Parental Leave for Raising Children. After the unpaid parental leave period, employees are reinstated based on job vacancies and their preferences, with an emphasis on supporting their career development.

Items	Male	Female
Total Number of Employees Eligible for Parental Leave in 2024 (A)	6	2
Total Number of Employees Who Actually Took Parental Leave in 2024 (B)	1	1
Total Number of Employees Expected to Return to Work After Parental Leave in 2024 (C)	1	0
Total Number of Employees Who Returned to Work After Parental Leave in 2024 (D)	1	0
Total Number of Employees Who Returned to Work After Parental Leave in 2023 (E)	0	0
Total Number of Employees Who Remained Employed 12 Months After Returning from Parental Leave in 2023 (F)	0	0
Parental Leave Application Rate (B/A) ^(Note 1)	17%	50%
Return-to-Work Rate (D/C) ^(Note 2)	100%	-
Retention Rate (F/E) ^(Note 3)	-	-

- (Note 1) Calculation Method = Total Number of Employees Who Actually Took Parental Leave in 2024 / Total Number of Employees Eligible for Parental Leave in 2024.
- (Note 2) Calculation Method = Total Number of Employees Who Returned to Work After Parental Leave in 2024 / Total Number of Employees Who Were Expected to Return to Work After Parental Leave in 2024.
- (Note 3) Calculation Method = Total Number of Employees Who Remained Employed 12 Months After Returning from Parental Leave in 2023 / Total Number of Employees Who Returned to Work After Parental Leave in 2023.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
 - 5-1 Novatech's Work Partners
 - 5-2 Labor-Management Relations
 - 5-3 Talent Training and Education
 - 5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

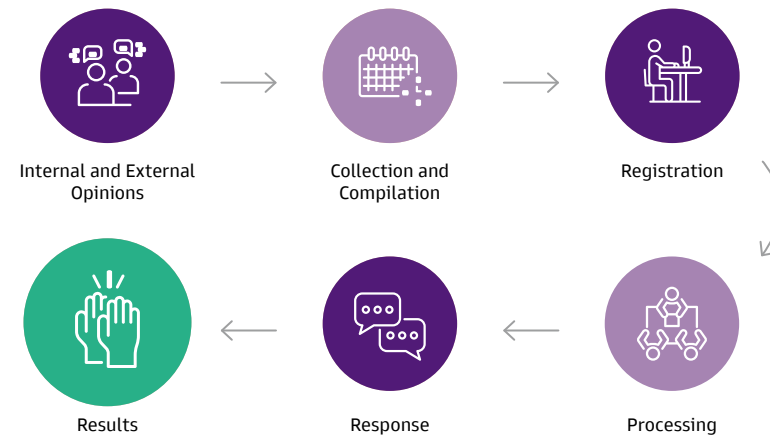
Employee Communication Channels

Novatech values two-way communication with employees and has established the Communication Management Procedure to create an active, positive, and transparent communication environment. This ensures that suggestions and feedback from every employee are properly addressed in a timely and appropriate manner.

Employees can submit feedback through the Internal/External Opinion Form and Employee Dedicated Mailbox. The Administrative Department and relevant departments collect and respond to internal opinions, ensuring that stakeholders can provide feedback, communicate, and seek consultation with minimal concerns and worries, maintaining a smooth communication model. In 2024, no abnormal internal/external communication feedback or employee mailbox opinions were received.

In addition, Novatech has established Regulations Governing Prevention of Sexual Harassment to protect employees' rights. If employees feel they have been subjected to related misconduct or if related incidents occur, they can report through the complaint hotline (6676868 ext. 1301) or complaint mailbox (nova885@novatech.com.tw). The relevant departments will take appropriate action after receiving the report. Under these regulations and multiple channels, no sexual harassment complaints were filed in the Company in 2024.

Flowchart of Internal and External Opinion Communication, Participation, and Consultation Process:



Labor-Management Communication

Novatech values employee rights and is committed to providing a safe and comfortable working environment. To ensure timely communication, we engage with employees through multiple channels and internal meetings. An employee suggestion box, grievance channels, and related management measures have been established to gather feedback and address concerns. By fostering open communication and care, we strengthen employees' sense of belonging, promote labor-management harmony, discuss working conditions and benefits, and explore ways to improve efficiency. These efforts help employees and the company reach consensus on labor-management issues.

In 2024, through labor-management meetings, management meetings, and annual all-hands meetings, we strengthened the promotion of work-life balance importance, requiring supervisors and employees to jointly maintain a healthy workplace. Compared to 2023, overall overtime hours decreased by 10,326.5 hours, and overtime expenses dropped by 41%.

Labor-Management Meeting

All Employees

Representatives from both labor and management discuss operational status, employee recruitment/turnover, annual plan implementation effectiveness, employee-related proposals and discussions, report on previous meeting resolutions, and address employee suggestions from the suggestion box. Meetings are held regularly on a quarterly basis.

Management Business Meeting

Management Level Employees

Coordinate organizational division of labor, review manpower and workload, enhance on-the-job training for personnel, plan reserve cadre on-the-job training, and record planned training competencies and objectives in the Reserve Cadre Training Control Form.

Regular Meeting

Employees from Each Unit

Team meetings for each unit, where unit supervisors regularly meet with employees to clarify work conditions and requirements of department colleagues, address implementation questions and solutions, and help teams achieve business objectives.

Annual All-Staff Meeting

All Employees

Novatech holds annual all-staff meetings to facilitate two-way communication between employees and management. During these meetings, the Company announces operational policies and annual business execution plans, fostering employees' sense of belonging. By combining company-wide communication with employee feedback, we work together to enhance efficiency and drive continuous improvement.

Sexual Harassment Prevention Measures and Procedures

All Employees

Established Complaint and Disciplinary Measures for Prevention and Control of Sexual Harassment in the Workplace, set up dedicated hotline and email complaint channels to provide employees, dispatched workers, and job applicants with a workplace and service environment free from sexual harassment.

Communication Control Procedures

All Employees

Novatech has established complaint and disciplinary measures for the prevention and control of workplace sexual harassment and set up dedicated hotline and email channels. These provide employees, dispatched workers, and job applicants with a workplace and service environment free from sexual harassment.

Employee Complaint Mailbox

All Employees

To protect employee rights and resolve labor issues, if employees encounter unfair treatment, unreasonable situations, or rights infringement at work, in addition to reporting to supervisors and labor-management meetings, they can directly express their concerns and seek effective resolution through verbal communication or written submissions to the employee complaint mailbox.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
 - 5-1 Novatech's Work Partners
 - 5-2 Labor-Management Relations
 - 5-3 Talent Training and Education
 - 5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Employee Satisfaction Survey: Value talent assets and implement people-oriented care

Through feedback and issue reporting from new employees, Novatech can promptly identify and address problems, support new employees in adapting to the workplace, and gather insights into their actual needs and perspectives. This enables continuous improvement of existing systems and enhances competitiveness in the talent market.

In 2024, we conducted a stability questionnaire survey for employees who have completed one year of service, primarily focusing on their adaptation to job responsibilities, whether the company provides a stable work environment, and whether their needs are addressed in a timely manner. The overall score received was 84.56.

This questionnaire was divided into three main aspects: personal career development, job competency, and care support assistance. The HR support aspect received the highest score of 96.3, followed by the work adaptation aspect with 85.33 points, and finally, the stability satisfaction received 80.11 points.

Among employees who have completed one year of service, most reported being partially familiar with their work but still occasionally requiring assistance or guidance. Such feedback will be communicated to supervisors to support new employees in becoming more independent in their roles.



Table of Contents

Foreword

- 1
Pursuing Sustainable Development: Advancing Sustainability
- 2
Implementing Sustainable Governance: Transparency and Integrity
- 3
Creating Sustainable Value: Partnering Together
- 4
Promoting Sustainable Environment: Environmental Protection
- 5
Fostering Diversity and Inclusion: Achieving Workplace Success

5-1 Novatech's Work Partners
5-2 Labor-Management Relations
5-3 Talent Training and Education
5-4 Workplace Health and Safety
- 6
Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

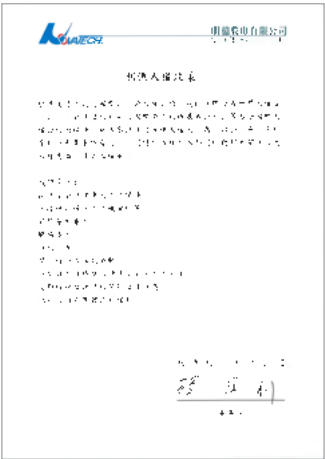
Human Rights Protection

In 2018, Novatech established and implemented Novatech's Human Rights Policy with reference to international standards: International Bill of Human Rights, OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, UN Guiding Principles on Business and Human Rights (UNGPs), UN Global Compact Responsible Business Alliance Code of Conduct (RBA). The Company is committed to equal opportunity principles regardless of race, class, language, thought, religion, political affiliation, gender, marriage, physical or mental disability, nationality, and party affiliation, treating everyone equally and fairly. Furthermore, the Company strictly prohibits the employment of child labor and forced labor or any other human rights violations, creating a friendly and diverse workplace.

The Company is committed to implementing workplace diversity, ensuring employees are free from discrimination, harassment, or unfair treatment. We comply with relevant regulations and establish standards to ensure that employee recruitment, promotion, work performance, salary system, and other aspects are not differentiated based on gender, race, age, marital status, religion, political stance, or other factors. In addition, the Company has established Guidelines for Sexual Harassment Prevention and Prevention Plan for Workplace Violence to prevent sexual harassment, maintain gender equality at work, and provide employees with a workplace environment free from sexual harassment.

To implement this policy, the Chairman signs and approves the Novatech's Human Rights Policy and commits to all employees that the company supports and recognizes the spirit of internationally recognized human rights conventions. The Company will never tolerate any disregard for human rights, will strengthen human rights awareness among internal colleagues and stakeholders, and reduce human rights risks. The President approves the Company's Human Rights Policy Management Program and ensures the promotion of Novatech's Human Rights and Integrity Management policies to all employees.

The scope of our company's human rights policy includes Novatech and its affiliated enterprises. We expect suppliers, business partners, and customers to follow the same standards and comply with the spirit and basic principles of this policy. Additionally, suppliers are required to sign the Agreement of Subcontractor Commitment before cooperation, which regulates suppliers to comply with corporate social responsibility guidelines related to labor rights, conflict minerals management, and environmental protection.



Novatech Human Rights Implementation Items

We have identified important human rights issues in our industry and have planned and arranged corresponding approaches for each issue in advance.

Novatech Human Rights Implementation Items	Description
Provide a Safe and Healthy Work Environment	Emphasize employee work safety, provide a safe and healthy work environment, implement safety education and training, establish assessment and audit mechanisms to reduce potential risks and hazards, and actively protect employees' health and safety.
Non-discrimination to Ensure Equal Employment Opportunities	All individuals, regardless of race, class, nationality, religion, political affiliation, gender, age, sexual orientation, marital status, or physical/mental disabilities, are treated equally and fairly to maintain equal employment opportunities.
Strictly Prohibit Child Labor	Strictly comply with Labor Standards Act and prohibit employment of children under 16 years old.
Workplace Diversity	Implement workplace diversity, fairness in compensation and promotion opportunities, and ensure employees do not face discrimination, harassment, or unfair treatment based on gender, race, age, marital status, religion, political stance, or any other status protected by applicable regulations.
Gender Equality	The Company complies with Articles 7 to 11 of the Gender Equality in Employment Act and does not discriminate against employees based on gender. Therefore, operational standards related to employee recruitment, promotion, work performance, departmental performance, and salary systems are established without differential treatment based on gender.
Prohibit Forced or Compulsory Labor	Establish policies that prohibit discrimination based on race or nationality, and forbid forcing employees to work continuously, protecting employees' work and life quality.
Help Employees Maintain Physical and Mental Health and Work-Life Balance	1. Implement occupational safety and health management, ensure workplace safety, and regularly organize health promotion activities to enhance employees' physical and mental well-being. 2. Comply with the Labor Standards Act and related regulations, clearly stipulate working hour regulations, and encourage colleagues to arrange personal leave to achieve work-life balance.
Freedom of Association and Collective Bargaining Rights	Respect employees' rights to freely organize and engage in collective bargaining.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success

5-1 Novatech's Work Partners

5-2 Labor-Management Relations

5-3 Talent Training and Education

5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Human Rights Due Diligence and Remedial Measures

To implement human rights policies, we have established a human rights due diligence process that enables Novatech to comprehensively assess potential human rights risks associated with company activities. By identifying and assessing human rights risks, planning and implementing mitigation measures, and conducting ongoing monitoring and evaluation, Novatech effectively reduces the impact of human rights risks and safeguards the rights and interests of employees and stakeholders.

Below are the risk issues and mitigation/compensation measures for each stakeholder:

Novatech Human Rights Issues	Target	Risk Assessment Methods/ Due Diligence Approaches	Risk Mitigation Measures	Compensation Measures
Provide a Safe and Healthy Work Environment	All Employees, Suppliers, Customers	Number of occupational accidents, number of deaths/number of employees	- Regularly organize occupational safety and health education training courses for current employees to enhance their hazard identification awareness and knowledge of occupational accident prevention. - Strengthen occupational safety and health promotion through internal communications. - Before cooperation with suppliers, require them to sign the Agreement of Subcontractor Commitment to regulate suppliers' compliance with labor rights, conflict mineral management, environmental protection and other corporate social responsibility related codes	- Initiate occupational accident reporting and handling procedures. - Based on employee injury and illness conditions, proactively provide care and relevant insurance information to help employees understand how to apply for related compensation.
Prohibit workplace illegal infringement and harassment	All Employees	Conduct annual risk assessment for illegal infringement	- Establish Complaint and Disciplinary Measures for Prevention and Control of Sexual Harassment in the Workplace to take appropriate preventive, corrective, disciplinary and handling measures to ensure a work and service environment free from sexual harassment. - Regularly conduct workplace illegal infringement prevention awareness courses to enhance supervisors' and employees' awareness of workplace violence prevention.	- Employees can obtain assistance through complaint channels. - Through public document announcements, let employees know their rights are protected.
Strictly Prohibit Child Labor	All Employees	Proportion of child labor to total employees	- Prohibited from employing persons under 16 years of age. - Verify applicant information during recruitment process to ensure data accuracy and recheck identification documents when reporting for duty.	If job applicants under 16 years of age intentionally conceal their age and identity, employment will be terminated in accordance with the Labor Standards Act.
Prohibition of forced or compulsory labor (overtime work)	All Employees	Number of employees applying for over 40 overtime hours per month/ Total number of employees	- Implement management mechanisms for high-risk individuals prone to illnesses caused by abnormal workload. - Regularly review and increase manpower in response to project and business volume demands to prevent overtime due to insufficient staffing. - Monthly compilation and notification of overtime status for each unit; employees can choose between overtime pay or compensatory time off for overtime work.	- Compensate employees with due overtime pay or compensatory time off. - Understand employees' workload and reasons for overtime and adjust their duties or help improve work efficiency as needed.
Help Employees Maintain Physical and Mental Health and Work-Life Balance	All Employees	Number of high-risk individuals identified through questionnaire assessment/Total number of musculoskeletal symptom survey questionnaires	- Establish Management Procedures for Labour Health Protection and Occupational Disease Prevention and implement workplace health promotion plans to improve employees' physical and mental health. - Provide EAP (Employee Assistance Program) offering professional consultation and medical services for employees in areas such as psychological support, legal advice, financial planning, health care, and management. - Encourage employees to engage in independent exercise and health management and organize sports competitions periodically.	Proactively provide care and relevant insurance information, assisting employees in understanding how to apply for related compensation.
Freedom of Association and Collective Bargaining Rights	All Employees	Number of employee feedback and complaint cases	Establish human rights policies and management systems, respecting employees' rights to freely form and join labor unions and engage in collective bargaining.	In accordance with the Code of Practice for Sustainable Development, provide grievance mechanisms and ensure equality and transparency in the grievance process; make complaint channels simple, convenient and accessible, and provide appropriate responses to employee grievances.
Workplace Diversity	All Employees	Labor-management dispute cases	1. To promote workplace diversity and work equality through measures such as: gender-neutral salary system, fair and impartial performance evaluation and recruitment system, support for women in management positions, and emphasis on women's family care needs. 2. Establish various personnel management systems in accordance with labor-related regulations to ensure workers' rights and interests. 3. Regularly hold labor-management meetings. 4. Establish multiple channels to handle employee grievances.	The Company has established grievance channels. Upon receiving a complaint, to protect the rights of the complaining employee, the President designates a project leader and the Safety and Health team to conduct investigations and implement corresponding measures.
Gender Equality	All Employees	Number of sexual harassment complaint cases	- Regularly promote non-discrimination in employment through the internal website to ensure equal job opportunities. 2. Include it as a mandatory item in annual educational training. 3. Workplace Maternal Health Protection Prevention Program Guidelines have been established to care for and protect all women of childbearing age (pregnant or within one year after childbirth) at Novatech.	In addition to following gender equality related laws and workplace regulations, we have established Complaint and Disciplinary Measures for Prevention and Control of Sexual Harassment in the Workplace to provide employees and job applicants with a workplace and service environment free from sexual harassment. We also implement appropriate preventive, corrective, disciplinary and handling measures to protect the rights and privacy of involved parties.

Human Rights Due Diligence and Process



Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
 - 5-1 Novatech's Work Partners
 - 5-2 Labor-Management Relations
 - 5-3 Talent Training and Education
 - 5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Human rights issue grievance channels

To promote a better workplace and protect employee rights, the Company has established multiple stakeholder communication channels. Through quarterly meetings, labor-management meetings, Employee Welfare Committee meetings, and employee satisfaction surveys, employees can freely submit their opinions while ensuring confidentiality. Additionally, the Company has established an internal audit mechanism that comprehensively reviews the implementation of human rights policies through on-site audits, document reviews, and employee interviews to protect personal information and enhance labor rights. If there are any human rights violations, colleagues can report them through the Company's internal grievance channels. Novatech had no discrimination or human rights incidents in 2024.

Reporting mechanism	Receiving unit/personnel
Whistleblower mailbox	President's Office Auditing Office
Reporting channels	
Mailbox	Telephone
Audit@novatech.com.tw	03-6676868



Novatech Human Rights Education and Training Status

Since 2018, Novatech has continuously conducted educational training on human rights-related policy communication and has listed human rights-related issues as mandatory E-learning courses for all employees. Course information is regularly published to promote employees' understanding of the importance of human rights. In 2024, during regular quarterly meetings and all-hands meetings, Novatech's President communicated and explained the Company's human rights policy to implement the management philosophy of human rights protection. In 2024, in response to the commitment to responsible business conduct policies, Novatech incorporated the Human Rights Policy Management System into the Company's E-learning platform for online educational training, while tracking completion rates. All employees participated in human rights policy education and training, with a total of 74 training hours and a 100% training participation rate.

Educational Training	Year	Number of Trainees	Number of Required Trainees	Training Participation Rate	Total Training Hours
Human Rights Policy	2021	51	154	33%	9
	2022	179	179	100%	52.5
	2023	151	151	100%	75.5
	2024	148	148	100%	74

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity

- 3 Creating Sustainable Value: Partnering Together

- 4 Promoting Sustainable Environment: Environmental Protection

- 5 Fostering Diversity and Inclusion: Achieving Workplace Success

5-1 Novatech's Work Partners

5-2 Labor-Management Relations

5-3 Talent Training and Education

5-4 Workplace Health and Safety

- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

5-3 Talent Training and Education

Novatech firmly believes that cultivating outstanding talent is essential for corporate growth and forms the foundation for sustainable business operations. Accordingly, we have established a comprehensive training framework, enhanced the quality of training courses, and provided diverse learning channels. Through progressively optimized training plans, we increase the value of corporate talent, creating a win-win environment in which both employees and Novatech grow together.



Training and Education | Management Approach ㊟

Significance and Meaning to the Company

Through comprehensive competency assessments, we implement tailored education and training programs that track average training hours per employee per year, enhance employee competencies, provide transition assistance programs, and ensure regular performance and career development reviews for employees. This approach ensures that employees' personal career planning grows in alignment with the Company's overall interests.

Management Strategies

- Develop on-the-job training to continuously improve workforce quality and job skills.
- Train professional competencies, inspire work enthusiasm and embrace challenges, thereby creating higher corporate value.

Description of actual and potential negative and positive impacts

Positive:

- Employee work efficiency and capability improvements lead to increased productivity, stimulating corporate innovation and increasing company revenue; a sound education and training system along with career development planning can also increase employee recognition of the Company and enhance employee loyalty.

Negative:

- Insufficient acquisition of professional knowledge and technical skills by talent prevents keeping pace with market demands and limits innovative technological development, affecting the Company's competitiveness while also restricting individual employee development.

Action Plans/Resources

- Provide diverse learning channels, including internal company training, external training, on-the-job training, online learning, etc.
- Implement PDDRO (Plan, Design, Do, Review, and Outcome) training quality management cycle to evaluate training effectiveness, support employee career development, and enhance overall competitiveness
- Regularly hold all-hands meetings to coordinate labor-management relations, promote cooperation between labor and management, and improve work efficiency

Policy/Commitment

- Training Quality Management Manual
- Talent development with strategically focused training mechanisms that combine learning and application

Grievance Mechanisms

Stakeholder / Stakeholder Engagement Channels

Company website: <https://www.novatech.com.tw>

Wang, Wan-Hua anne_wang@novatech.com.tw 03-6676868

Communication methods: Email, phone, employee feedback, Employee Welfare Committee, labor-management meetings, all-hands meetings.

* This material topic has no actual activities or business relationships involving negative impacts in the current year

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
 - 5-1 Novatech's Work Partners
 - 5-2 Labor-Management Relations
 - 5-3 Talent Training and Education
 - 5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Talent Development Quality Management System

Through the implementation of the Talent Development Quality Management System, Novatech aims to establish systematic strategic training standards through systematic and quantitative methods, strengthen operational effectiveness, and build human capital. This approach supports corporate employee training quality management, enhances employees' professional skills and managerial capabilities, and promotes competency-oriented development tailored to employee and job characteristics, ensuring the right talent is placed in the right role for optimal results.

Comprehensive Education and Training System

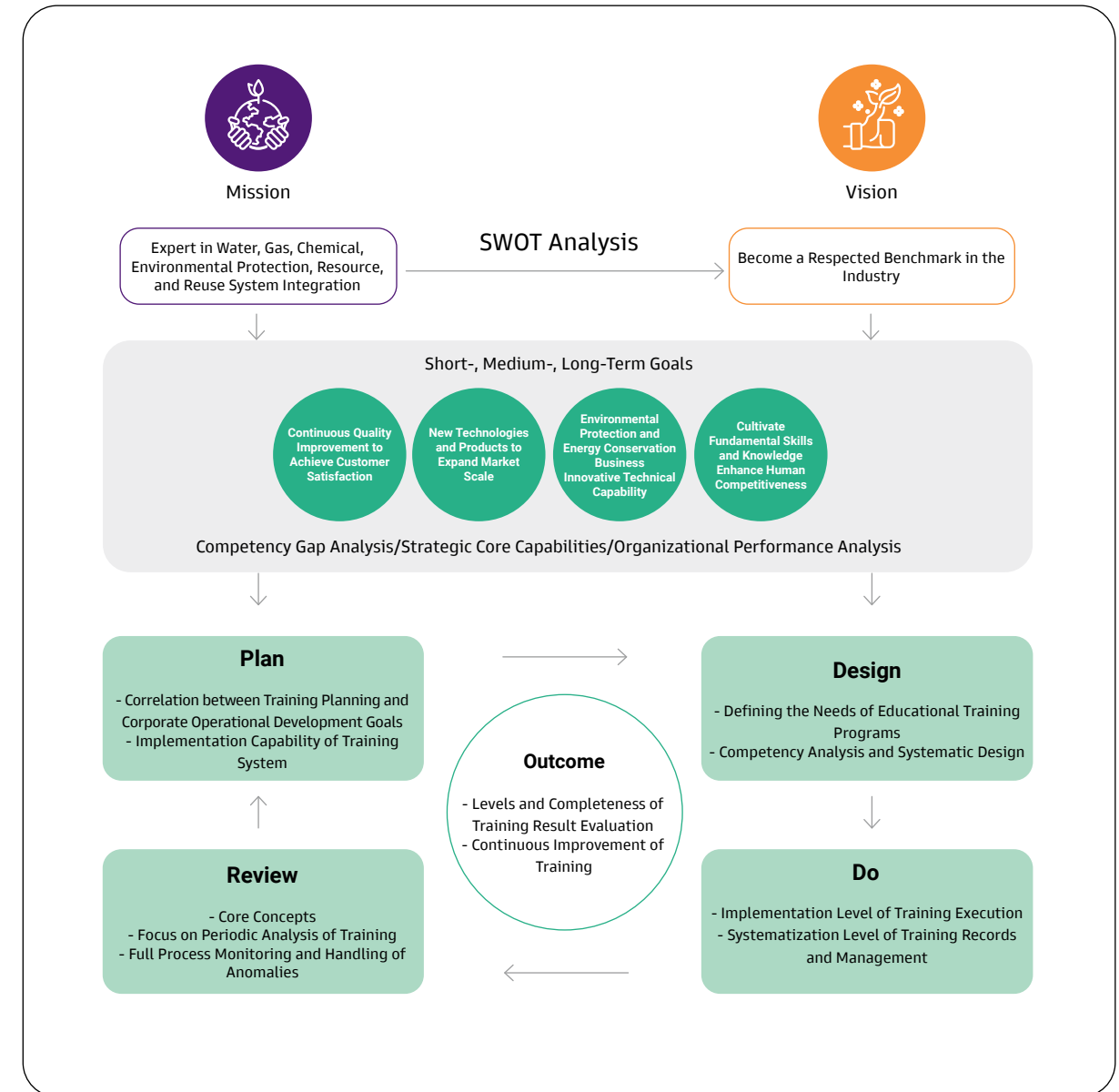


Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
 - 5-1 Novatech's Work Partners
 - 5-2 Labor-Management Relations
 - 5-3 Talent Training and Education
 - 5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Career Development and Training

Talent Development and Planning

The Company's education and training categories are divided into five major systems: new employee orientation, job competency education, management competency education, quality/environmental safety and health education, and employee development education.

Training Categories	Training Objectives
New Employee Education	The objective is to help new employees understand company regulations, work environment and operating systems, and gain basic knowledge of occupational safety and health precautions, strengthening their preparation to adapt to the new environment.
Job Competency Education	The objective is to help employees learn the essential professional knowledge and skills required to perform their duties, in order to achieve optimal work performance.
Management Competency Education	The objective is to ensure managers at each management level possess the necessary management knowledge and skills required to perform their duties.
Quality, Environment, Safety and Health Education	The objective is to enhance all employees' awareness of quality, environment, safety and health, implement monitoring, correction and prevention improvement mechanisms, and increase customer satisfaction.
Employee Development Education	The objective is to encourage employees to enhance their self-competitiveness to meet the Company's operational needs.



Training Categories	New Employees	Engineer Manager	Technician Professional	Section Chief	Division Chief	Department Head and above
New Employee Training	Company Introduction Benefit System Labor Safety Job Scope and Responsibilities, etc.					
Job Competency Training	Occupational Safety Knowledge & Skills, Internal Control System, Internal/ External Documents, Information Security Management, Request/Procurement/ Inspection Process, Job-related Procedures/Methods, Job Task Knowledge, Skills, etc.					
Management Competency Training				Management Skills (Professional) Training, Organizational Strategic Management, Supervisory Management		
Quality, Environment, Safety and Health Education	International Standard Requirements, Legal Regulations, Customer Requirements, Occupational Safety and Health Training, Organizational Management Systems, etc.					
Employee Development Education	Work Performance Enhancement, General Education, Sustainable Development Education, Organization-valued Capabilities (Professional Certifications, Language Skills, Computer Skills, Professional Technical Skills, etc.)					

Novatech continues to cultivate talent development, focusing on project management, innovative design, and professional technical competencies. Through the TTQS (Taiwan Training Quality System), individual training development is aligned with corporate business objectives. Following the PDDRO (Plan, Design, Do, Review, Outcome) training quality management cycle, based on organizational personnel positions corresponding course categories are constructed according to job classifications, establishing a complete and systematic strategic training system to develop competency courses and enhance training effectiveness, strengthen human capital and improve overall operational performance.

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
 - 5-1 Novatech's Work Partners
 - 5-2 Labor-Management Relations
 - 5-3 Talent Training and Education
 - 5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Competency Development and Succession

For talent education and training, we continue to provide diverse learning channels through both in-person and online courses while consistently offering core training programs. We implement task-based education for supervisory, specialized, administrative, and other personnel, enabling them to apply acquired knowledge and skills to enhance organizational performance and support future development.

Mentorship Education

To enhance personnel professional skills and customer satisfaction, new employees receive professional skills, experience, and wisdom from mentors through an apprenticeship system. To maximize team synergy and increase the success rate of personnel training, we have established Mentorship Implementation Guidelines.



Mentors are selected and assigned by department supervisors from experienced personnel. They serve as work instructors who establish learning objectives for new employees, provide company culture inheritance, offer on-site practical guidance, and provide suggestions for achieving goals.

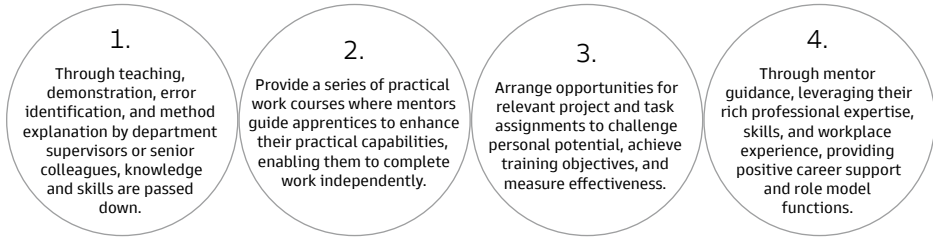


At the time of appointment, based on the employee's work experience and professional expertise, new employees who are appointed below the deputy section chief level (not inclusive) without relevant work experience are evaluated.



During the implementation period of the mentorship system, which varies between 6 and 12 months depending on the employee's appointment level, mentors regularly monitor their apprentices' learning progress, provide necessary assistance, evaluation, and feedback when appropriate, and receive periodic guidance bonuses.

Impact of Mentorship System on Employee Career Development



Category	New employee training		On-the-job training		On-the-job education		Development training
Schedule	Probation period (3 months)		Development period (3-12 months)		Growth period (13-24 months)		Continuous training
Based on	New employee training plan		Employee training record form		Job task evaluation form		Annual education and training plan
Items	On-boarding training	On-job training	Skills training	Job rotation training	Job competency training	Professional competency training	Continuous competency development
Assessment	Test / Evaluation		Job performance evaluation		Competency performance assessment		Talent Development Quality Management System – PDDRO Cycle
Performance	Below standard	Pass assessment	Work attitude	Job performance	Work performance	Annual goals	
	Leave training/ Extend training	Promotion to full-time	60%	40%	60%	40%	
Evaluation/ Feedback	HR new employee care + New employee satisfaction survey / Mentor guidance + Supervisor interview / Employee suggestion box						Course satisfaction survey/ Post-training effectiveness

Number of mentor-apprentice pairs in the past two years

Year	Mentorship statistics	Number of mentors	Number of mentees	Number of months of guidance	Bonus distributed
2023	Grade 5 and above	1	1	6	10,000
	Below Grade 5	9	11	126	210,000
2024	Grade 5 and above	1	2	12	20,000
	Below Grade 5	8	8	72	120,000

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
 - 5-1 Novatech's Work Partners
 - 5-2 Labor-Management Relations
 - 5-3 Talent Training and Education
 - 5-4 Workplace Health and Safety

- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Education and Training Implementation Results

In 2024, the total number of training classes reached 373 (including 21 internal online classes), a 2.68% increase compared to 2023, with a total of 2,870 participants. In 2024, the average training hours^(Note2&3) for management-level^(Note1) employees were 30.06 hours for males and 33.19 hours for females; for non-management employees, the average training hours^(Note2&3) were 39.05 hours for males and 26.90 hours for females.

Year	Number of attendees		Number of classes		Internal online courses
	Internal training	External training	Internal training	External training	Number of classes
2024	2701	169	225	148	21
2023	2843	163	241	122	7
2022	1983	257	198	134	17

- Note 1: Management-level employees include section managers and deputy managers and above
- Note 2: Based on 2024 employee statistics, the number of active employees required to participate in training excludes 2 consultants, with a total of 148 eligible employees.
- Note 3: Total education and training hours exclude training hours of employees who left during the current year.

Average Training Hours per Person in 2024

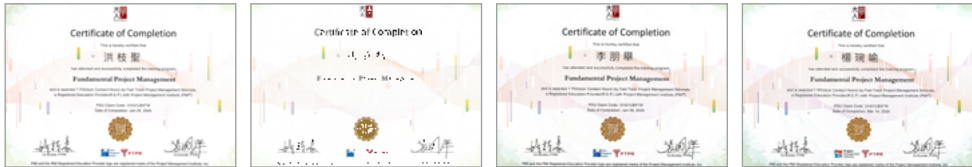
Items	Hours		Number of People		Average Hours	
	Management Position	General Staff	Management Position	General Staff	Management Position	General Staff
Male	962.00	2226.04	32	57	30.06	39.05
Female	497.84	1184.53	15	44	33.19	26.90
Subtotal	1459.84	3409.57	47	101	31.06	33.76
Total	4869.41		148		32.90	

Functional Development and Talent Value-Added

Actively cultivating talent is a key mission of Novatech. Therefore, in addition to building a systematic education and training system, we also provide comprehensive training to support talent development.

To strengthen and implement the effectiveness of project management, we encourage reserve personnel and project leaders to participate in one-day special training for project management to enhance project management techniques. At the same time, we continue to encourage employees to obtain Project Management Professional (PMP) certification training to help the company optimize project management quality. In 2024, a total of 1 employee obtained the certification. In terms of providing excellent and satisfactory service to customers, we have planned equipment operation courses for new employees and on-site engineers, with advanced courses also launched in 2024. Through the guidance of senior employees, it not only promotes technical advancement and experience sharing but also passes on the company culture.

To uphold Novatech’s training quality management and enhance employees’ professional skills and management knowledge, and prepare for future competency-oriented development, Novatech continued to invest in various talent development and training in 2024.



One-Day Intensive Project Management Training

Subsidy and Reward Mechanisms

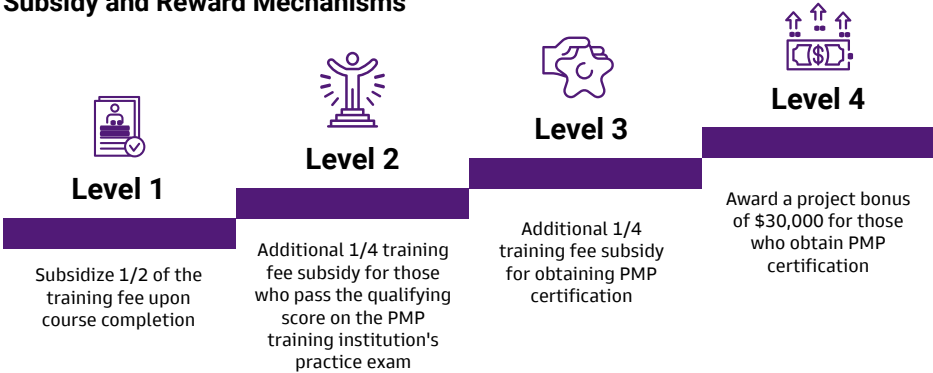


Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success

5-1 Novatech's Work Partners

5-2 Labor-Management Relations

5-3 Talent Training and Education

5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

High-Potential Talent Development Training Program

Course Name	Applicable Employees	Course Benefits	 Train Key Talents	 Training Hours
Introduction to Wafer Process, SDS DRUM Description, and Human-Machine Operation	Engineers from Technology Development Division and Engineering Division	1. Provide excellent and satisfactory service to customers. 2. Through hands-on learning methods to enhance understanding of equipment operation.	77 Participants	385 hr
One-Day Intensive Project Management Training	Project Leaders/ Reserve Supervisors	Through clarifying project scope, work breakdown structure and practice, master the core concepts of project management, and train participants to become professional project managers.	5 Participants	35 hr
Top 10 Reports Training Course for Project Managers	Project Leaders/ Reserve Supervisors	From project initiation to closure, we provide comprehensive training on the top 10 project reports, developing essential skills that every project manager should master.	73 Participants	155.5 hr
Patent Technology Seminar	Technology Development Division	1. Enhance Novatech's competitiveness 2. Optimize resource and manpower utilization 3. Improve equipment efficiency	64 Participants	103 hr
Project Management Professional (PMP) Certification Training Course	1. Engineering/ Technical Position 2. Supervisors and above	Learn the management knowledge and standard process operations required from project initiation, planning, execution, monitoring to closure to achieve international project management standards, in order to comprehensively manage projects and effectively achieve project objectives.	2 Participants	84 hr
Sustainable Development Decision-Making Education and Training	Sustainability Promotion Group	New Trends in Sustainable Decision-Making Related to Sustainable Development Issues and Task Force on Climate-related Financial Disclosures (TCFD)	35 Participants	70 hr
Elite Sustainable Development Training Program	Elite Sustainable Development Training Program	Through course exercises and best sustainability report examples, understand that the scope of impact for material topics disclosed in sustainability reports is {key review points}, enabling clearer disclosure of the value chain in the company's sustainability report	1 Participants	12 hr
Total			257 Participants	844.5 hr

Post-course Satisfaction Survey

Management of training effectiveness is key to continuously providing quality training. In 2024, for the Competency course Introduction to Wafer Process SDS DRUM Operation and HMI Interface, we conducted Post-course Review Forms and Post-course Satisfaction Surveys and Feedback to assess participants' learning outcomes and gather feedback. This information was used to optimize future training quality, thereby maximizing the benefits of our educational programs.

2024 Competency Course Satisfaction Survey Results



Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success

5-1 Novatech's Work Partners

5-2 Labor-Management Relations

5-3 Talent Training and Education

5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

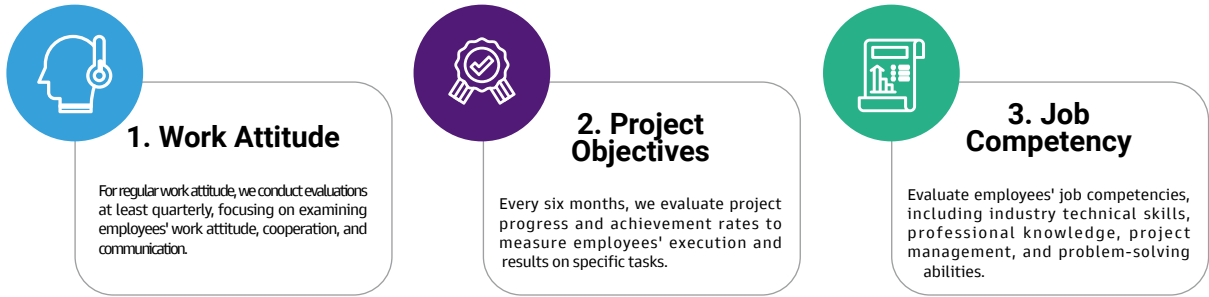
Appendix

Assessment System and Performance Evaluation

To encourage employees to pursue excellent performance and achieve purposes such as opinion communication, work improvement, salary adjustment and promotion, and training development, Novatech has established Employee Assessment Management Regulations to continuously implement performance evaluations, monitor all employees' work performance, thereby enhancing talent management.

All Novatech employees must undergo regular performance and competency assessments annually, with 100% of employees receiving regular performance evaluations. Work tasks are categorized by job type to ensure objective and accurate assessments. Using three core performance evaluation criteria, we gain a comprehensive understanding of employees' performance and provide appropriate guidance and support to foster mutual growth for both employees and the Company.

Below are the assessment scoring criteria:



2024 Employee Performance Evaluation

Employee Performance Assessment	Male			Female		
	Number of Employees Being Evaluated	Total Number of Employees to be Evaluated	Percentage of Employees Being Evaluated	Number of Employees Being Evaluated	Total Number of Employees to be Evaluated	Percentage of Employees Being Evaluated
Supervisor	32	32	100%	15	15	100%
Non-supervisory personnel	57	57	100%	44	44	100%
Total	89	89	100%	59	59	100%

■ Note: Consultants are not included in the evaluation system



Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity

- 3 Creating Sustainable Value: Partnering Together

- 4 Promoting Sustainable Environment: Environmental Protection

- 5 Fostering Diversity and Inclusion: Achieving Workplace Success

- 5-1 Novatech's Work Partners
- 5-2 Labor-Management Relations
- 5-3 Talent Training and Education
- 5-4 Workplace Health and Safety

- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

5-4 Workplace Health and Safety

Novatech mainly provides process supply system design, engineering contracting, equipment manufacturing, and mechanical installation for high-tech industries; as well as manufacturing, sales, installation, and testing of environmental protection equipment. Employee occupational safety and health is a prerequisite for our operations. Novatech continuously monitors and manages occupational safety quality through relevant management systems, policies and management objectives, aiming to fulfill its corporate social responsibility.

Occupational Health and Safety | Management Approach

Importance and significance to the company

Occupational safety and health is not only a legal responsibility of enterprises but also the cornerstone of a healthy, safe, and sustainable corporate culture. Through active engagement and implementation of occupational safety and health management, the Company can achieve more sustainable long-term operations.

Management Strategies

- Comply with environmental health and safety regulations and customer requirements, enhance employee awareness of environmental safety, and implement continuous monitoring and preventive improvement mechanisms

Description of actual and potential negative and positive impacts

Positive:

- Through a well-planned occupational safety and health system, we can effectively maintain the workplace safety and health of employees and contractors, reducing direct and indirect damages to the enterprise caused by occupational accidents.

Negative: :

- The lack of a comprehensive occupational safety and health system may endanger personnel safety and health, thereby damaging corporate image, product quality, and labor relations.

Action Plans/Resources

- Occupational Safety and Health Management Policy and System
- Occupational Safety and Health Impact Management
- Occupational Safety and Health Education and Training
- Hold Occupational Safety and Health Committee meetings quarterly to track targets and improve occupational safety and health performance.

Policy/Commitment

- Committed to maintaining a healthy and safe working environment and reducing occupational safety and health risks.
- Occupational Safety and Health Management Policy
- Management Procedures for Labour Health Protection and Occupational Disease Prevention

Grievance Mechanisms

Stakeholder / Stakeholder Engagement Channels

- Hold coordination organization meetings for each project
- Quarterly Occupational Safety and Health Committee meetings within the company

Company website: <https://www.novatech.com.tw>

 Liu, Ching-Yu  Ching_Liu@novatech.com.tw  03-6676868

Communication methods: Email, Environmental Safety and Health meetings and training.

* This material topic has no actual activities or business relationships involving negative impacts in the current year

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
 - 5-1 Novatech's Work Partners
 - 5-2 Labor-Management Relations
 - 5-3 Talent Training and Education
 - 5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Occupational Safety and Health Management Policy and System

Occupational Safety and Health Management Policy



Novatech implemented the OHSAS 18001 Occupational Health and Safety Management System in 2006. After the ISO organization announced the ISO 45001 Occupational Health and Safety Management System in 2018, Novatech voluntarily followed ISO 45001 and obtained the ISO 45001 certificate in 2019. Novatech also voluntarily obtained the CNS 45001 (Taiwan Occupational Safety and Health Management Systems, TOSHMS) certificate in 2024. By referencing CNS 45001/ISO 45001, we have established the Work Health and Safety Policy and related procedural documents and operational standards. Following the management process spirit of PDCA (Plan -> Do -> Check -> Act), we maintain system operation and implement Environmental Safety and Health management.

Novatech's Work Health and Safety Policy applies to all employees and contractors, including contract personnel and interns. We have incorporated these standard regulations into the Company's procedural documents to ensure that all employees comply with relevant health and safety requirements. Furthermore, internal audits will cover the Work Health and Safety Policy to ensure the effectiveness and compliance of our health and safety management system. Through regular internal audits, we can identify potential safety risks and issues and take timely, appropriate measures to address them, thereby continuously improving our health and safety management standards..

Number of people covered by CNS 45001/ISO 45001 in 2024

Number of employees covered by CNS 45001/ISO 45001	150 ^{participants}	Number of workers covered by CNS 45001/ISO 45001	23,386 ^{participants}
Total Number of Employees	150 ^{participants}	Total number of workers	23,386 ^{participants}
Coverage ratio	100%	Coverage ratio	100%

- Note 1: The total number of employees counted by the occupational safety and health management system is the monthly average number of employees reported to the Occupational Safety and Health Administration, while GRI 2-7 counts the number of employees at the end of the year (as of December 31, 2024), resulting in a difference in the total number of employees.
- Note 2: The total number of workers counted by the occupational safety and health management system is the number of workers from Novatech contractors as reported in the weekly safety reports throughout 2024.

Thanks to the efforts of all employees and workers at Novatech, in 2024, Novatech continued to maintain a record of 3,212,746 accident-free working hours from the Industrial Safety and Health Association of the R.O.C., received recognition as an Outstanding EHS Management Model Supplier from Micron Taiwan's Sustainability Partner award, contributed to 1.2 million safe working hours during the Air Products and Chemicals, Inc. plant project, and received a certificate of appreciation from PSMC P5 Plant for the safe and successful completion of the project.



Micron Taiwan EHS Outstanding Supplier Excellence Management Model (2024)



Accident-free cumulative working hours certification (2.89 million)



CNS 45001/ISO 45001: Valid period June 29, 2024, to June 28, 2027



Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success

5-1 Novatech's Work Partners

5-2 Labor-Management Relations

5-3 Talent Training and Education

5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Occupational Safety and Health Committee

Novatech has established an Occupational Safety and Health Committee in accordance with the law, which meets quarterly. In 2024, the committee consists of 8 members, with the President serving as the chairperson. Among them, there are 5 labor representatives, accounting for 63% of the committee. As for contractor occupational safety and health issues, they are discussed and exchanged during coordination organization meetings.

In line with our commitment to continuously improving the environmental, safety, and health management system, the Occupational Safety and Health Committee regularly discusses occupational safety and health issues, reviews the outcomes of environmental, safety, and health initiatives, and assists the Company by supervising and providing recommendations for occupational health and safety planning. Additionally, Novatech holds an annual year-end meeting for all employees, where the ISEP Department reports on environmental and occupational safety and health management matters and strengthens the promotion of relevant cases, actively working on safety and health management, accident prevention, and workplace health promotion. We hope that all employees can comply strictly with regulations, work safely and healthily, and work together to reduce potential safety, health, and environmental risks.

Total number of committee members
 8 persons

Number of labor representatives
 5 persons

Total number of employees
 150 persons

Labor representative ratio (%)
 63%

Note: The total number of employees counted in the occupational safety and health management system is the monthly average number of employees reported to the Occupational Safety and Health Administration for working hours.

Number of Occupational Safety and Health Committee meetings in 2024
 4 times
 

Important occupational safety and health resolutions made by the Occupational Safety and Health Committee

- Announcement and promotion of key amendments to occupational safety and health regulations and occupational safety laws.
- Promotion of preventive measures for occupational safety incidents reported in the news
- Addition of high-risk operation monitoring to target action plans
- Promotion of security access violation regulations in property owners' plants
- Monthly safety announcements on the 10th to include updates on safety incidents, regulations, or changes and their promotion
- Strictly implement equipment borrowing application requirements before using the property owner's equipment
- Advance notice of amendments to increase penalties in occupational safety regulations



Chemical Spill Emergency Response Drill (2024)



Emergency Response Procedures for Occupational Safety and Health Impact Management

Novatech emphasizes employee health and safety and is committed to building a safe and healthy workplace. To ensure emergency response capabilities, we have established the Emergency Preparation and Response Procedures through experts with professional knowledge in occupational safety and health. We regularly conduct disaster scenario education, training, and emergency drills at our operational sites to strengthen employees' ability to respond to accidents and disasters, thereby minimizing casualties, property losses, and environmental impacts. In 2024, chemical spill emergency response training was conducted, and various types of emergency response training for potential hazards continued to be carried out based on the future needs of operational sites.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
 - 5-1 Novatech's Work Partners
 - 5-2 Labor-Management Relations
 - 5-3 Talent Training and Education
 - 5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Occupational Accident Reporting System

In accordance with CNS 45001/ISO 45001, Novatech has established the Hazard Identification and Risk Assessment Management Procedures for employees to follow. These procedures are designed to effectively implement the Company's safety and health management system and prevent potential occupational hazards that could cause injuries or accidents to employees, contractors, or other stakeholders through operations, activities, products, services, or facilities, thereby avoiding safety, health, and financial losses. By proactively identifying hazards, assessing risks, and implementing appropriate preventive or control measures, we aim to enhance the effectiveness of safety and health management, with a management goal of zero disasters, zero accidents.

Additionally, we have established Accident Reporting and Investigation Management Procedures, which clearly stipulates that employees will be exempt from disciplinary action if they report occupational hazards and dangerous situations, or if they leave dangerous sites on their own initiative when faced with hazardous conditions, to ensure employee safety. Based on the Accident Reporting and Investigation Management Procedures and local regulations, Novatech correctly implements standard handling procedures and reports to local authorities within controlled timeframes. We regularly review environmental protection and safety incidents that result in casualties and property losses for investigation and analysis to implement and improve preventive measures, reduce the probability of recurrence, and establish an occupational accident reporting system in accordance with regulatory requirements for hierarchical reporting.

To implement occupational safety culture, during the general safety and health education training courses for new employees, the ISEP Department conducts promotion and testing on information such as accident injury classification and types. This aims to ensure new colleagues remain vigilant about their safety, understand the Company's reporting system, and work together to prevent accidents.

Accident Severity Classification

General Accidents	Refers to minor personnel injury accidents 1. Personnel only suffer minor injuries that require simple first aid treatment before returning to work, with no lost work time. 2. Personnel injured in commuting accidents who only need outpatient treatment and can recover at home, with lost work time but no hospitalization required
Major Accidents	Incidents involving one or more victims who require hospitalization for treatment (with lost work time)
Serious Accidents	Incidents involving three or more victims who require hospitalization for treatment
Extremely Serious Accidents	Incidents resulting in fatalities

Contractor Safety and Health Management

Contractors are key partners of Novatech. Strengthening occupational safety and health is a crucial aspect of Novatech's contractor management. In 2024, Novatech's contractors entered customer facilities for construction work 23,386 times, equivalent to 187,088 working hours. Implementing and strengthening contractors' safety awareness is a highly prioritized issue for Novatech.

Through experts with professional knowledge in occupational safety and health, we have established a Safety Discipline Commitment Letter, which clearly stipulates that contractors will be exempt from penalties if they report occupational hazards and dangerous situations, or leave dangerous sites on their own when hazardous conditions exist, to ensure contractor safety. In addition, Novatech has established a Contractor Safety Inspection and Evaluation Management Procedure. Under this procedure, project safety personnel ensure that contractors strictly comply with regulations and customer facility rules. They conduct random inspections of contractors' safety measures and require immediate corrective actions when deficiencies are identified, effectively safeguarding contractor personnel and reducing non-compliance issues in client audits. In 2024, a total of 30 safety violation notices were issued, and there were 2 client penalties. No safety incidents occurred involving contractor personnel during the execution of our company's projects.

Achievement Status of Occupational Safety and Health Management Policy Objectives (Unit: Number of Cases)

Property Owners' Penalties (Passive Indicator)	Description of Penalty Situations	Improvement Methods
2 cases	1. After wiping the contractor's (Kai Feng) toolbox, the property owner found some dirt (corrective/preventive)	
	2. During the exhaust insulation project, contractor personnel moved the damper switch without authorization when aluminum insulation got caught on it, and the on-site subcontractor management failed to discover this in time. Therefore, ASE imposed a fine of NT\$30,000 according to Item 2-14 of Article 2 (Improvement preventive measures were proposed and included in monthly meetings, with company-wide promotion through Safety Committee)	Request the responsible unit with deficiencies to complete a Corrective and Preventive Action Form to propose improvement measures, prevent recurrence, and strengthen promotion to increase safety awareness among operation personnel. Additionally, include these items in monthly meetings and Safety Committee meeting materials for promotion

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
 - 5-1 Novatech's Work Partners
 - 5-2 Labor-Management Relations
 - 5-3 Talent Training and Education
 - 5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

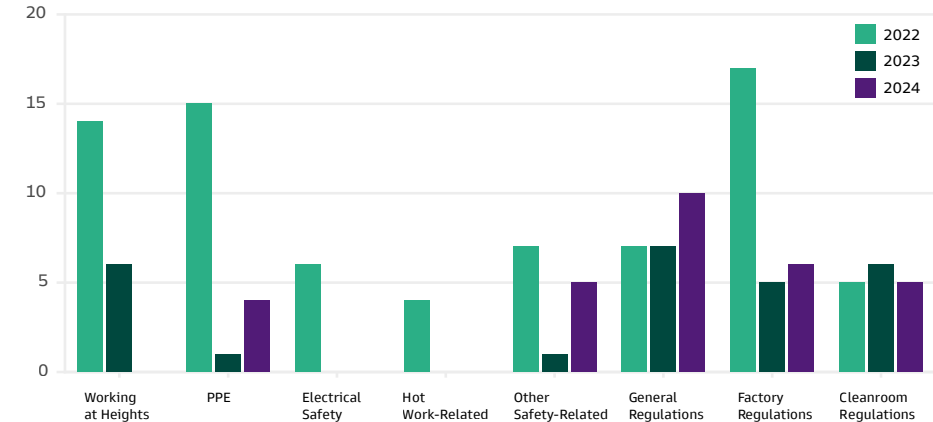
Appendix

Regarding work safety deficiencies, self-management of safety deficiencies analyzes and compiles statistics of deficiencies discovered on-site by occupational safety personnel over the past 3 years, categorizing them into safety-related and disciplinary-related deficiencies. When deficiencies are discovered, occupational safety personnel require immediate correction or set a deadline for improvement, and cases can only be closed after confirming that improvements have been completed. In 2024, occupational safety personnel found fewer deficiencies on-site because all facilities were established plants, and the number of subcontractor personnel entering the facilities decreased by 2,109 people compared to 2023, resulting in relatively fewer discovered deficiencies.

Statistics of Work Safety Self-Management Deficiency Categories

Deficiency Categories	Detailed Deficiency Classification	2022	2023	2024
Safety-Related	Working at Heights	14	6	0
	PPE	15	1	4
	Electrical Safety	6	0	0
	Hot Work-Related	4	0	0
	Other Safety-Related	7	1	5
	Subtotal	46	8	9
	Percentage %	61.33%	30.77%	30.00%
Disciplinary-Related	General Regulations	7	7	10
	Factory Regulations	17	5	6
	Cleanroom Regulations	5	6	5
	Subtotal	29	18	21
	Percentage %	38.67%	69.23%	70.00%
Total		75	26	30

Self-Management Deficiency Categories for Work Safety



Contractor Deficiencies and Related Improvement Measures

Novatech has established a comprehensive evaluation and audit mechanism to record deficiencies in safety self-management and assess their severity and impact. Based on the assessment results, priority is given to developing specific improvement measures for the most significant deficiencies, continuously improving work safety management to reduce potential risks and protect the overall interests of employees and the Company. Below are the specific improvement measures for the most significant deficiencies in 2024.

Deficiency Items	Item Description	Improvement Measures
 Personnel passing materials up and down ladders while carrying them, stepping at heights above 1.5 meters without properly wearing safety harnesses.	Working at Heights Safety and Health Regulations	Immediately require personnel to come down to ground level for correction
 Electrical equipment being used without installing ground fault circuit interrupter (GFCI)	Electrical Equipment Safety and Health Regulations	Immediately require installation of circuit breaker
 Equipment placed in front of fire safety equipment.	Fire Safety and Health Regulations	Immediately require moving 2m to the side
 When working or moving above the machine, personnel detached both hooks of the safety harness instead of keeping at least one hook secured at all times.	Working at Heights Safety and Health Regulations	Immediately require personnel to make improvements

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
 - 5-1 Novatech's Work Partners
 - 5-2 Labor-Management Relations
 - 5-3 Talent Training and Education
 - 5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Safety Control for High-Risk Operations

Novatech’s core business is the construction of water, gas, and chemical-related supply equipment and piping. During construction, numerous high-risk operations arise due to environmental conditions or equipment usage. To prevent such risks, Novatech has established the Work Health and Safety Policy, conducted hazard identification, categorized high-risk types, implemented tiered control measures, and provided educational training for safety personnel who conduct risk assessments. To establish a comprehensive monitoring mechanism for site managers, supervisors, and occupational safety personnel to implement high-risk operation controls, the Company’s ISEP Department added an action plan in 2024 for statistical reporting on high-risk operations execution, continuously improving high-risk operation management and preventing major negative occupational safety and health impacts.

Work Health and Safety Policy

Before executing high-risk operations, work may only commence after safety inspections and approval by the site manager and safety personnel. Safety personnel must supervise the entire process on-site. If any potential safety hazards are identified, work must be immediately stopped for improvements. Construction is strictly prohibited when safety personnel are not present on-site. Meanwhile, the Company conducts regular internal audits to ensure strict compliance with SOPs. The Company's high-risk operation items are as follows:

Fall Hazard Operations	Strengthen operation application procedures, enhance environmental safety facilities, ensure qualified protective equipment, and promote compliance with SOPs.
Electrical Wiring Operations	Prohibit live wire operations, ensure qualified protective equipment, and promote compliance with SOPs.
Welding and Acetylene Operations	Apply for open flame operation permits, implement on-site safety protection (such as fire extinguishers, fire blankets, protective goggles, protective gloves), ensure gas cylinders are secured upright, and enhance hazard signage.
Chemical Equipment Testing and Maintenance Operations	Hazardous chemicals, education and training, emergency response drills, high-risk operation applications, chemical safety protective equipment, promote compliance with SOPs, pre-operation training, safety personnel supervision, chemical waste classification and harm reduction.
Hoisting Operations	Employ professional contractors for construction, use qualified equipment with three certifications per machine, conduct pre-operation inspections and work area control (such as prohibiting entry under lifted objects), and implement fall protection measures (such as safety belts + fall arresters, etc.).
Confined Space Operations	Establish confined space safety protection plans, assign oxygen deficiency operation supervisors and designated monitoring personnel, conduct pre-operation training, emergency response drills, maintain continuous ventilation, measure harmful gas concentrations, require pre-operation applications and pre/post reporting to senior supervisors, site supervisors and safety personnel supervision, standby first aid personnel, protective equipment (such as respiratory protection, safety belts, fall arresters, etc.), and prepare emergency response supplies (SCBA).

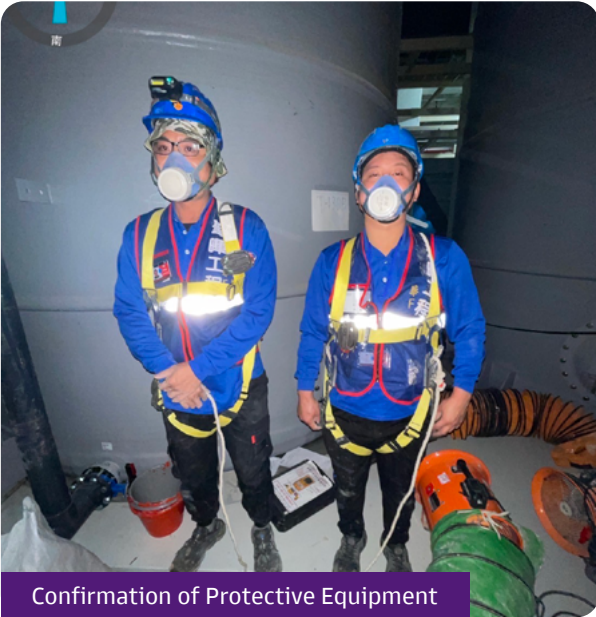


Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
 - 5-1 Novatech's Work Partners
 - 5-2 Labor-Management Relations
 - 5-3 Talent Training and Education
 - 5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Health Examinations and Promotion Activities

We value our employees' health and are committed to creating a safe and healthy quality culture. To encourage employees to monitor their well-being, Novatech has established the Management Procedures for Labour Health Protection and Occupational Disease Prevention and conducts regular health examinations at least once a year to safeguard employees' health. Since 2020, Novatech has provided on-site physician and nurse clinic services and continues to actively support employees' health through electronic health education emails and health promotion seminars. As a result, we were awarded the Health Promotion Badge for Healthy Workplaces by the Ministry of Health and Welfare in 2020, and our application extend the badge was approved in 2023. Additionally, we are a commitment enterprise of the 2024 CommonHealth CHR (Corporate Health Responsibility), publicly pledging to continue offering on-site medical and nursing services to support employees' physical and mental well-being

To demonstrate Novatech's commitment to employee health, health examination subsidies ranging from NT\$2,000 to NT\$6,000 per person are provided (NT\$2,000 for general employees, NT\$3,000 for section-level employees, and NT\$6,000 for manager-level and above employees), encouraging employees to actively participate in health examinations to improve overall health levels.



Health Examination Participation Rate

Items	2022	2023	2024
Number of People Receiving Health Examinations	135	139	138
Health Examination Participation Rate ^(Note 1)	75.42%	90.26%	92.0%
Novatech's Investment Amount	374,480	469,700	495,000

Note 1: Health Examination Participation Rate = Number of People Receiving Health Examinations / Total Number of Employees.

Employee Assistance Program ^(EAP)

Novatech actively plans comprehensive Employee Assistance Program (EAP) to ensure that employees can receive care and assistance in the workplace, and have channels to express opinions, solve problems, and handle potential labor-related disputes or risks.

The Company arranges a series of physical and mental health courses, including mental health, stress management, and emotional management. In 2024, the Company invested NT\$48,000 in physical and mental health courses, helping 96 employees improve their health habits to prevent health-related issues. At the same time, Novatech also provides professional counseling services, including psychological counseling, health consultation, workplace stress, and ergonomic injury consultation. Employees can have face-to-face consultations with counselors in a confidential and supportive environment to discuss challenges they may encounter in their personal and professional lives and receive professional advice and support.

In 2024, Novatech provided consultation services, including quarterly two-hour doctor services and monthly four-time two-hour nurse/physical therapist services. The Company invested NT\$165,000 to provide 102 hours of consultation services for 96 employees.

In 2024, the on-site nurse screened employees with abnormal health check results from the previous year, identifying those with a 10-year cardiovascular risk of 10% or higher and those with abnormal "three

highs" (high blood pressure, high blood sugar, and high cholesterol) for one-on-one doctor consultations. Additionally, nutrition seminars were organized, providing health and dietary education by professional doctors and nurses for employees with abnormal BMI. In 2024, 25 people received consultations for abnormal health check results, 5 people for abnormal BMI, and 12 people received nutrition and healthy diet education.

2024 Health Promotion Seminars

Course Name	Course Content	Number of Sessions	Number of Participants
Psychologist Health Seminars	Sleep Well Without Medication	1 session	32 participants
Nurse Seminars	Smart Eating Seminars	1 session	18 participants
Physical Therapist Seminars	How to Prevent and Improve Lower Back Pain	1 session	13 participants



Physical Therapist Seminars



Psychologist Health Seminars



Nurse (Nutrition) Seminars



Doctor Health Consultation



Physical Therapist Individual Consultation



Doctor Weight Loss Consultation

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
 - 5-1 Novatech's Work Partners
 - 5-2 Labor-Management Relations
 - 5-3 Talent Training and Education
 - 5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Health Step Challenge: Encouraging Walking, Promoting Health

In 2023, Novatech launched a new health step competition to encourage employees to develop healthy exercise habits. Every employee was equipped with a smartwatch to record their daily step count. In 2023, the total investment cost for smartwatches was NT\$194,250. Additionally, when employees reach the designated step-count goals, they have the opportunity to participate in lucky draws for attractive prizes. In 2024, Novatech will continue organizing two health step challenge competitions, building on last year's initiative, and will also establish the Novatech Walking Club.

This activity encourages Novatech employees to develop regular exercise habits and incorporate them into daily life. By promoting walking as the simplest and most relaxed form of exercise, employees are encouraged to walk more, take the stairs, and use elevators less frequently. This approach integrates fitness with environmental protection and energy conservation, fostering a shared culture of health and wellness among employees.

In March 2024, out of 83 participants in the step challenge, 79 people successfully completed the challenge, achieving a completion rate of 95.18%, accumulating a total of 2,449 hours of walking time. In October, there were 94 participants in the step challenge, with 88 employees successfully completing the challenge, achieving a completion rate of 93.62%, accumulating a total of 2,728 hours of walking time. In 2024, a total of 5,177 hours of walking time was accumulated. To recognize these efforts, the company held lucky draws during the competition months, selecting 36 lucky employees who met the goals. Each winner received either a personal reward of NT\$1,000 or a team reward of NT\$1,000, which motivated more employees to actively participate and join the ranks of healthy living. In 2024, Novatech invested a total prize money of NT\$72,000 in the health step competition.



Walking Club Hiking Activities

In 2024, Novatech established a walking club, which not only organized health step challenges but also encouraged employees to participate in group activities beneficial to their physical and mental well-being. In March 2024, a two-day walking activity was held in Smangus, known as "God's Village," in Jianshi Township, Hsinchu County. The Giant Trees Trail was approximately 5.2 kilometers long, taking about 4-5 hours round trip. The trail had gentle slopes and passed through diverse ecosystems including bamboo forests and cherry blossom groves. Finally, reaching the Sacred Trees Area where thousand-year-old Taiwan red cypress trees are distributed, everyone gathered in front of the Ya Ya Sacred Tree to commemorate their achievement of completing the entire trail. ; In June of the same year, a walking activity to East Peak of Xueshan was also organized, covering approximately 5 kilometers one way. Wealth is not a lifelong friend, but health is a forever friend - let's walk for health! Walking Together, Healthy Forever!

Accumulated a total of
5,177 hr of walking time



Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success

5-1 Novatech's Work Partners

5-2 Labor-Management Relations

5-3 Talent Training and Education

5-4 Workplace Health and Safety
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Occupational Safety and Health
Education and Training

Novatech holds two fire safety and health education training sessions and evacuation drills each year, helping employees familiarize themselves with evacuation routes, emergency assembly points, and strengthening their fire safety knowledge. To reduce the probability of occupational accidents, Novatech implements strict education and training in accordance with the Occupational Safety and Health Education and Training Regulations. In 2024, Novatech's average training hours per person for environment, safety, and health-related courses reached 16.81 hours/person, an increase of 0.4 hours compared to 2023.

Target	Education and Training Content	Required Annual Hours	
New Employees	Safety and Health Education Training for New Employees	3 hours	
Current Employees	Safety and Health Education Training for Current Employees or Job Changes	3 hours (for operators who handle organic or specific chemical substances)	
All Employees	March 30th is Novatech's Industrial Safety Day. On this day, necessary safety and health training is conducted, and all employees are required to attend regular safety education sessions, including updates on the latest environmental safety and health regulations as well as industrial safety incident news.	1 hour (all employees & overseas staff)	
	Two fire safety and health education sessions and evacuation drills are held each year to familiarize employees with evacuation routes, emergency assembly points, and enhance their fire safety knowledge.	4 hours (fire safety team members at Zhubei office)	1 hour (overseas staff)
Employees and contractors stationed at project sites	Essential safety and health education and training necessary for work and disaster prevention	No regulation	
	Special occupational safety education and training related to project characteristics	1 hour	
Contractors	Contractor safety and health education and training	6 hour	
	Site safety orientation course	1 hour	
	Daily pre-work safety briefing	5-10 minutes daily	
Assign dedicated safety personnel at operational sites	External safety and health seminars	No regulation	
	Mandatory safety personnel refresher training	12 hours every 2 years (mandatory refresher training for safety and health personnel)	

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity

- 3 Creating Sustainable Value: Partnering Together

- 4 Promoting Sustainable Environment: Environmental Protection

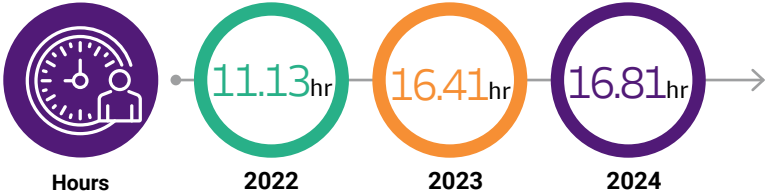
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success

- 5-1 Novatech's Work Partners
- 5-2 Labor-Management Relations
- 5-3 Talent Training and Education
- 5-4 Workplace Health and Safety

- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Average hours of EHS training courses per person



Fire Safety Education Training (Year 2024)



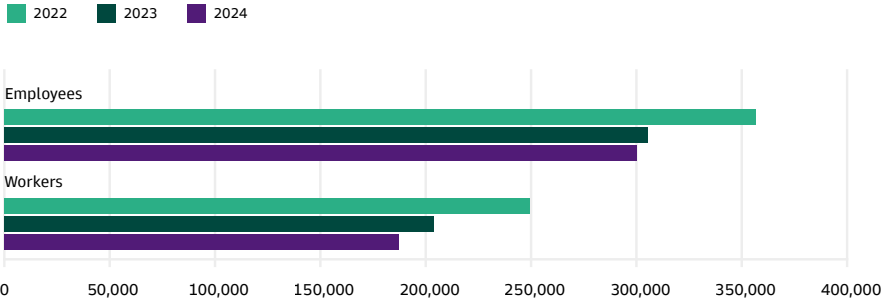
Occupational injuries and diseases

Novatech aims for Zero Safety Incidents as its occupational safety and health goal. Thanks to the efforts of all departments, there were no cases of occupational diseases and no occupational safety incidents in 2024 among both employees and contractors (excluding employee commuting accidents). There was 1 injury incident caused by commuting accidents, and 1 day of occupational injury leave was granted in accordance with the law. The issue was included in the annual Occupational Safety and Health Committee meeting, and commuting safety awareness was reinforced. In addition, the ISEP Department issued reminders to all employees during the year-end review meeting to prevent similar incidents from occurring.

Novatech received a certificate from the Industrial Safety and Health Association of the R.O.C. for achieving 2,897,445 hours without accidents (from September 23, 2014, to November 30, 2023). As of December 31, 2024, the cumulative accident-free working hours reached 3,212,746 hours, demonstrating the Company's commitment to and implementation of occupational safety.



2,897,445 Accident-Free Working Hours



Identity	Employees			Workers		
Year	2022	2023	2024	2022	2023	2024
Total Working Hours (Hours)	356,568	305,536	300,000	249,568	203,960	187,088

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

- 6-1 Educational Foundation
- 6-2 Sustainable Value Creation
- 6-3 Preserve Cultural Heritage
- 6-4 Support Senior Care

Appendix

6

Contributing to Social Prosperity Achieving Mutual Benefits

- 6-1 Educational Foundation
- 6-2 Sustainable Value Creation
- 6-3 Preserve Cultural Heritage
- 6-4 Support Senior Care

Inclusive Social Participation for Mutual Benefit and Shared Prosperity

Sustainable talent development, local connection

Continued to strengthen educational engagement by hiring 4 interns for Corporate Internship program; investing NT\$335,695 to recruit future corporate sustainability talents and jointly build next-generation competitiveness.

Through industry-academia collaboration with Hsinchu Vocational Training & Education Association, we hired students account for 3% of the Company's total workforce.

Over 107,280 children benefited

Over four consecutive years, we donated a total of 298 children's magazine subscriptions, totaling 3,540 volumes to 23 schools, benefiting more than 107,280 children.

Saved approximately 2,838 kWh of electricity consumption

For two consecutive years, we collaborated with affiliated companies, leveraging our engineering industry background to replace lighting equipment at archery venues in Hsinchu County schools. Invested 25 hours to replace 18 sets of LED lights, saving approximately 2,838 kWh of electricity consumption annually.

Invested 1.71 million in funding

In 2024, the Company collaborated with employees, suppliers, affiliated companies, and customers to carry out social engagement projects. Novatech invested approximately NT\$1.71 million, with a total of 58 corporate volunteers contributing 177.5 hours.

For the second consecutive year, the Company supported rural education development by sponsoring NT\$300,000 for archery team training at rural schools in Hsinchu County.

In 2024, Novatech donated NT\$190,000 to social welfare, long-term care, and critically ill patients

For four consecutive years, we supported employees' participation in art training courses, with a cumulative total of 9 participants, 390 hours of learning, and course fees of NT\$51,000.

Continued collaboration with Yuan-Ke Mixed Chorus to conduct environmental education promotion activities in Hsinchu County schools, with a total of 360 participants.

Hakka Language Promotion Project: Sponsored Yuan-Ke Mixed Chorus of Hsinchu County for two consecutive years, with cumulative operational funding support totaling NT\$600,000

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

- 6-1 Educational Foundation
- 6-2 Sustainable Value Creation
- 6-3 Preserve Cultural Heritage
- 6-4 Support Senior Care

Appendix

Guided by the spirit of people-oriented, caring for society, Novatech actively expands its social influence. We engage in social participation through four main axes: "educational foundation", "sustainable value creation", "preserve cultural heritage", and "support senior care". Vertically, we engage with universities and colleges in our operational areas (Hsinchu County and City) to build a diverse recruitment system and offer students professional internship opportunities for mutual learning and growth. The approach strengthens young talents' technical skills and practical experience, promoting industry-academia integration. Horizontally, we encourage employees to serve as corporate volunteers, participate in social welfare activities to support the disadvantaged, and actively engage in charitable activities to foster kindness and compassion. In 2024, Novatech invested approximately NT\$1.71 million, with a total of 58 corporate volunteers contributing 177.5 hours to social participation activities, helping disadvantaged groups in society and giving back to local communities, achieving a positive sustainable cycle of development among industry, schools, and communities.

Annual Charitable Participation Total Investment

Items	Amount (NT\$)
Cash Contributions ^(Note 1)	710,000
Value of Staff Time ^(Note 2)	413,179
In-kind Contributions ^(Note 3)	589,500
Total	1,712,679

- Note 1: Excluding marketing and promotional expenses, includes charitable donations, arts and cultural activity rewards, etc.
- Note 2: Including costs generated from volunteer services performed by company employees during paid working hours.
- Note 3: Including donation costs related to products and services provided by the company.
- * This material topic has no actual activities or business relationships involving negative impacts in the current year

6-1 Education Foundation

Hiring Interns

Talent is the key to breaking industry boundaries and driving momentum. Novatech is committed to nurturing young talent by actively recruiting outstanding students. With a diverse talent recruitment approach that includes campus recruitment, job banks, and employee referrals, we particularly emphasize signing "internship cooperation" agreements with colleges and universities to actively develop engineering talent. In 2024, we continued to organize corporate internship programs with an investment of NT\$335,695. Adhering to the principle of mutual learning, we provide hands-on work experience to help young students gain familiarity with engineering skills and workplace practices, guiding them to explore future career paths from multiple perspectives.

In addition to helping interns understand various products, services, company strategies and development goals, Novatech arranges dedicated mentors to guide and share experiences. Through cooperation between industry and academia, we plan activities such as lectures, on-site internships, technical training and special projects to strengthen young talents' technical and practical capabilities, meeting the needs of industrial development and youth employment while jointly creating next-generation competitiveness.



Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits
 - 6-1 Educational Foundation
 - 6-2 Sustainable Value Creation
 - 6-3 Preserve Cultural Heritage
 - 6-4 Support Senior Care

Appendix

Interns / Chang, O-Ru

Service Items

High-Purity Chemical Supply and Dispensing Systems

Learning Activities

Process and Equipment Design and Manufacturing
Understanding Chemical Supply Systems

During this initial period of entering the workplace, I need to become familiar with the various materials and equipment used in factory processes, as well as their applicability in different situations. This includes learning how to select suitable materials, identifying actual materials, and conducting on-site inspections of factory machines to better understand and apply the knowledge learned. Next, begin learning about chemical supply systems and how to manage the transportation and usage of chemical materials. This includes the process of transporting chemicals from tank trucks to inside the factory, as well as the techniques for drawing P&ID diagrams. In daily work, my main tasks are organizing BOM lists and 2D/3D drawings, as well as assisting colleagues in creating purchase requisitions. Meanwhile, I am also actively learning how to draw floor plans and create 3D models. By engaging in these tasks, I have not only deepened my understanding of factory processes but also enhanced my professional skills.



Group photo with YunTech professors, Novatech supervisors, instructors and colleagues Intern Chang, O Ru (middle)

Interns / Chien, O-Yu

Service Items

High-Purity Chemical Supply and Dispensing Systems

Learning Activities

Basic principles, operation and applications of PLC, inspection methods, fundamental electrical knowledge, and hands-on practice in control panel operations

Accompanied engineers in conducting machine inspections and wiring panel tests, learned basic PLC knowledge and material properties, participated in actual wiring configurations and machine testing, and assisted with material inventory and delivery to various panel factories. At various factories, I learned PLC design and applications, equipment explosion-proof functions, equipment operating principles, communication and design modification, PLC assembly and testing techniques. I learned basic PLC wiring design and the application of related materials, gained a deeper understanding of the functions of filters, relays, and other materials, developed an initial understanding of electrical regulations, changed my attitude towards problem-solving, and improved my communication and teamwork abilities.

Interns / Wu, O-Chang

Service Items

High-Purity Chemical Supply and Dispensing Systems

Learning Activities

Basic principles, operation and applications of PLC, inspection methods, fundamental electrical knowledge, and hands-on practice in control panel operations

The supervisor explained to us the basic principles of PLC, inspection methods, and some fundamental electrical knowledge. This knowledge helped us better understand how PLC operates and laid the foundation for our subsequent internship work. After mastering the basic knowledge, the supervisor led us to the panel factory for hands-on practice. At school, I originally thought that designing and assembling a PLC machine would be relatively simple. However, after I actually participated in the on-site work, I realized that making a good machine is not easy. In addition to designing the circuit diagram at the beginning, we also need to visit the subcontractor units in the factory to inspect their work and ensure there are no flaws in the design drawings. Meanwhile, we also need to track the assembly progress and ensure that every step follows the plan. This internship made me deeply understand the gap between theory and practical operation, and I also learned a lot of practical knowledge about PLC. These experiences are extremely helpful for my future career development.



Group photo with Novatech supervisors, instructors, and colleagues

Interns Wu, O Chang (second from left), Wu, O Cheng (third from left), Chien, O Yu (fourth from left)

Interns / Wu, O Cheng

Service Items

High-Purity Chemical Supply and Dispensing Systems

Learning Activities

Basic principles, operation and applications of PLC, inspection methods, fundamental electrical knowledge, and hands-on practice in control panel operations

Accompanying engineers to various sites of different scales, I gained a comprehensive understanding of the entire process of creating a PLC machine from scratch. This process involves continuous testing, comparing specifications with customers, and coordinating with subcontractors for modifications. During these activities, I applied the basic circuit design knowledge learned in the classroom and learned about the practical applications of various materials in the industry. I also acquired foundational knowledge of electrical regulations, and learning how to respond effectively to different situations was a key lesson from the internship.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

- 6-1 Educational Foundation
- 6-2 Sustainable Value Creation
- 6-3 Preserve Cultural Heritage
- 6-4 Support Senior Care

Appendix

Industry-Academia Collaboration Project

Novatech provides quality learning opportunities. In 2024, the Company participated in recruitment exchanges with the Hsinchu Vocational Training & Education Association. By integrating the training provided by Hsinchu Vocational Training with industry employment needs, these industry-academia exchanges help evaluate students' professional certification skills, understand their career expectations, and align with corporate recruitment requirements. The goal is to attract potential talent and offer more students the opportunity to join Novatech. Introduced through the Hsinchu Vocational Training & Education Association, there are currently 4 employees working at Novatech, accounting for 3% of the Company's total workforce. The Company expects to continue hiring local talent from the counties and cities where it operates, providing employment opportunities.

During this event, Novatech engaged in exchanges with Hsinchu Vocational Training and shared contact information, allowing Hsinchu Vocational Training to proactively reach out when suitable candidates are available, thus accelerating the recruitment process. For both Hsinchu Vocational Training and enterprises, this is a valuable exchange opportunity, hoping to attract more talented and potential students to join the team and create a bright future together.

1. Industry-Academia Collaboration



Connect with academia for collaborative teaching, establish industry-academia partnership, develop innovative research and development technologies, and cultivate key future talents.



Hsinchu Vocational Training & Education Association Recruitment Exchange

2. Student Internship



Through industry-academia collaboration and corporate internships, actively establish long-term partnerships with colleges and universities to cultivate industry talents.



Basic Testing and Practical Training

3. Professional Coach



Through an internal mentorship system, each intern is assigned a senior mentor to lead their training, pass on experience and professional knowledge, and help young people create new generational value.



Mentor Guidance and Intern Educational Training

4. Job Fair



Through campus recruitment and job fair booth atmosphere, along with face-to-face conversation opportunities, market the Company's visibility and recruit suitable talents for the company.



Minghsin University of Science and Technology Job Fair



Table of Contents

Foreword

- 1
Pursuing Sustainable Development: Advancing Sustainability
2
Implementing Sustainable Governance: Transparency and Integrity
3
Creating Sustainable Value: Partnering Together
4
Promoting Sustainable Environment: Environmental Protection
5
Fostering Diversity and Inclusion: Achieving Workplace Success
6
Contributing to Social Prosperity: Achieving Mutual Benefits
- 6-1 Educational Foundation
6-2 Sustainable Value Creation
6-3 Preserve Cultural Heritage
6-4 Support Senior Care

Appendix



Campus Sponsorship Projects

Novatech has always been committed to supporting the development of rural schools and firmly believes that education and sports are important cornerstones for children's growth. Together with our affiliated companies and suppliers, we actively invest resources to establish a "Love Sharing, Love Archery" sponsorship program, supporting the archery team at Shin-Guang Junior High School in Hsinchu County by helping improve their training environment and teaching resources. Through this program, we hope to provide better training conditions and resources for the archery team, help students improve their skills, develop their potential, and inspire more young students to participate in archery, cultivating their perseverance and team spirit. This not only provides support for students' personal development but also promotes the sports culture and healthy development of the entire community.

Certificate of Appreciation
from Shin-Guang Junior High School



Novatech's campus sponsorship projects include the following improvements:

Improvement Details	Investment	Output Results
Training materials and professional coaching support	1. Continuously sponsored the Shin-Guang Junior High School archery team for two years, with a cumulative sponsorship of NT\$600,000. 2. volunteer participants contributed a total of 4 hours of volunteer service.	1. Hired coaches to instruct students in archery skills, providing personalized real-time learning that maximizes individual abilities and strengths, helping students develop their talents. 2. The 9 sponsored archery team students achieved excellent results in various archery sports competitions.
Improved lighting equipment for student training venues and community reading stations	1. Novatech collaborated with its affiliated companies, leveraging combined professional expertise to replace the archery range lighting with energy-saving LED fixtures. 2. Helped improve community reading stations to upgrade reading spaces. 3. 8 volunteer participations, totaling 25 hours of volunteer service.	1. Archery training environment is no longer limited by dim lighting at night, allowing for more focused practice with better and wider visibility. 2. Optimizing the lighting equipment at the community reading station not only improved the space's functionality but also achieved energy-saving goals, providing better reading conditions for 58 teachers, students, and community residents of Shin-Guang Junior High School. 3. A total of 18 LED light fixtures were replaced, saving approximately 2,838 kWh of electricity annually.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity

- 3 Creating Sustainable Value: Partnering Together

- 4 Promoting Sustainable Environment: Environmental Protection

- 5 Fostering Diversity and Inclusion: Achieving Workplace Success

- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

- 6-1 Educational Foundation
- 6-2 Sustainable Value Creation
- 6-3 Preserve Cultural Heritage
- 6-4 Support Senior Care

Appendix

The Shin-Guang Junior High School archery team currently has 9 athletes, most of whom come from disadvantaged families. Despite outdated school equipment, budget constraints, and limited training resources, the team has consistently achieved outstanding results. In particular, during the 2024 Primary and Secondary School Archery Interschool Cup League, National Secondary School Sports Games, and Baoshan Township Sports Association Sports Carnival Archery Competition, the archery team members delivered excellent performances. Novatech hopes to continue investing to provide more resources for students to compete with other schools and stand out. In addition, Novatech's volunteer team also actively participated in this project, with a total of 8 person-times and 25 hours invested, demonstrating our persistence and commitment to social responsibility. Through this initiative, we aim not only to enhance the students' training environment but also to foster a more positive and promising future for the community.



Shin-Guang Junior High School Archery Team

Novatech Social Impact Map: Educational Foundation

Activities	Activity Description	Amount/Time Invested	Output	Outcome	
				Stakeholders	Outcome
Hiring Interns	Through cooperation with universities and colleges, students are offered opportunities for off-campus internship programs. Novatech provides practical training aligned with the internship plan and, through a mentorship system, passes on professional skills, experience, and expertise to apprentices. We also provide safety training and access to internship venues for hands-on skill development, helping students gain insight into industry work and acquire early practical experience to prepare for future employment.	Invested in semester internships for 4 months and summer internships for 2 months, with total personnel costs (salary + labor/health insurance/ employer contributions) for four interns amounting to: \$335,695	1. Cultivated four interns. 2. Interns learned in their respective fields, including process and equipment design and manufacturing, understanding chemical supply systems, basic principles and operations of PLC and its applications, testing methods, fundamental electrical knowledge, and hands-on operations in panel plants. Compiled experience reports based on the acquired knowledge and content. (Related document outputs: Internship content planning description, student internship evaluation form, internship assessment form, student employability questionnaire, experience report).	Interns	- Understand relevant occupational safety precautions on site. - Gained industry background knowledge (such as: process and equipment design and manufacturing, chemical supply systems, basic principles and operations of PLC and its applications, etc.). - Cultivated professional attitudes required in the workplace (such as: practical application ability, problem-solving capability, teamwork, proactive learning and seeking guidance). - Participated in internship training, increasing sense of achievement.
				Department supervisors and instructors	
Industry-Academia Collaboration Project	Through training from vocational associations and collaboration with industry employers, understand students' professional certification skills and enterprise recruitment needs through industry-academia exchanges, and introduce potential students.	Invested 4 people, total 1 hour, time cost invested: NT\$1,033	Left contact information. Before future Hsinchu vocational training courses end, they will proactively contact us if there are suitable candidates to recommend, accelerating the recruitment process.	Potential student job seekers Hsinchu Vocational Training & Education Association	Through good cooperative relationships and interactions, Hsinchu Vocational Training Center gains better understanding and positive impressions of Novatech, with opportunities to introduce more suitable students to us.
Campus Sponsorship Projects	Improve the training environment and equipment for Hsinchu Shin-Guang Junior High School's archery team, allowing students to focus on skill improvement without worries.	1. Training fund subsidy totaled NT\$300,000 2. Replace energy-efficient lighting fixtures, cost NT\$10,000 3. 10 volunteer participants, total 29 hours, time cost invested approximately: NT\$20,862	1. Students achieve excellent results in the 2024 Primary and Secondary School Archery Interschool Cup Tournament, National High School Athletic Games, and Baoshan Township Sports Association Competition. 2. A total of 18 sets of energy-efficient lighting fixtures were replaced, saving approximately 2,838 kWh of electricity consumption per year.	Shin-Guang Junior High School Novatech Affiliated Companies Suppliers	The archery team gains better training resources and more opportunities to compete with archery teams from other schools, while also enhancing the company's image and reputation in the community and schools.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

6-1 Educational Foundation

6-2 Sustainable Value Creation

6-3 Preserve Cultural Heritage

6-4 Support Senior Care

Appendix

6-2 Sustainable Value Creation

Recycling Promoting Environmental Sustainability

A group of passionate Taiwanese youth, seeing the poverty and difficulties on African soil, decided to step onto that land's yellow earth to respond to the urgent local needs. Starting with old shoe donations, they gradually expanded various community projects, bringing opportunities for change to rural East Africa, and taking this as a starting point toward a future without poverty.

In 2024, Novatech once again initiated an internal second-hand resource collection campaign, responding to the "Step 30" project, with the participation of its subsidiaries. By extending the lifecycle of these resources, we aim to send these materials to rural East Africa, bringing change to impoverished rural areas in East Africa. In 2024, we successfully collected 101 pairs of shoes, 712 pieces of spring and summer clothing, and 58 backpacks. Over the past two years, we have accumulated a total of 248 pairs of shoes, 1,172 pieces of clothing, and 58 backpacks.

This project involved 5 volunteer participants, contributing a total of 50 hours of volunteer service, and provided NT\$10,000 in shipping sponsorship support. These resources will bring warmth and help to people in need, while also making valuable contributions to environmental sustainability, allowing love and hope to extend to more places.



Today, environmental protection has become a critical global issue that is vital for our future and the lives of the next generation. Therefore, Novatech actively promotes environmental awareness and the implementation of sustainable development. In 2024, we focused on supporting recycling, promoting environmental sustainability in schools, and maintaining neighborhood environments. We have launched four projects to advance environmental protection and sustainable development, raise public awareness of the importance of environmental conservation, and encourage individuals to adopt energy-saving and waste-reducing practices in their daily lives.



School Promotion Environmental Sustainability Promotion

Novatech collaborated with Yuan-Ke Mixed Chorus to visit campuses and launch a series of environmental promotion activities, aiming to convey the importance of environmental sustainability and protection to teachers and students. Through promoting the correct understanding and practical ability in environmental protection, we hope to inspire more people to support and implement sustainable habits such as energy conservation, carbon reduction, and recycling.

In September 2024, we carried out this project for the second consecutive year. This year, we visited Shin-Guang Junior High School in rural Hsinchu, promoting the importance of sustainable development and energy conservation to 58 students from grades 7-8. We also provided 10 sets of sustainability and environmental protection quiz with prizes. The enthusiastic response from students was truly encouraging. This activity combined music with environmental protection, vividly demonstrating core environmental protection concepts through performances, sparking students' interest, and encouraging them to actively engage in actions toward a sustainable future.

Green Canopy Campus Tree Planting Activity

In April 2024, Novatech and the teachers and students of Shin-Guang Junior High School jointly organized "the Jacaranda Tree Planting Activity" with the theme "Green Canopy, Fulfilling Wishes," where all faculty and students planted Jacaranda trees on campus together. This activity symbolizes our expectations for a better future. We aim to promote environmental protection and sustainable development through tree planting.

The Jacaranda is renowned for its beautiful blue-purple flowers, and when they bloom each year, the campus is transformed into a sea of blossoms, bringing joy and positive energy to both teachers and students. This tree planting activity not only enhanced the campus environment but also gave students the opportunities to participate firsthand, experience environmental protection in practice, and cultivate a sense of responsibility and care for the sustainable development of our planet.

Through this activity, we not only added greenery to the campus but also contributed to energy conservation, carbon reduction, and protection of our planet's future. We hope each sapling grows strong, symbolizing our collective journey toward a greener and more sustainable tomorrow.



Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity

- 3 Creating Sustainable Value: Partnering Together

- 4 Promoting Sustainable Environment: Environmental Protection

- 5 Fostering Diversity and Inclusion: Achieving Workplace Success

- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

6-1 Educational Foundation

6-2 Sustainable Value Creation

6-3 Preserve Cultural Heritage

6-4 Support Senior Care

Appendix

Working with Neighbors River Environment Maintenance

On Earth Day 2024, we collaborated with property owners to participate in river conservation activities at Taoyuan's Nankan Stream, dedicating our efforts to river cleaning and protection. The Nankan Stream is Taoyuan City's "Mother River," with its basin supporting the largest population in the city and serving as a key area for Taoyuan's industrial development. This activity brought together volunteers to clean up litter along the river, improve water quality, and protect the local ecosystem. Through this activity, we hope to enhance everyone's awareness of water resource protection and create a cleaner, healthier environment for future generations.



Taoyuan Nankan Stream Maintenance Action



Cleaning Up Garbage Around the River

Novatech Social Impact Map: Sustainable Value Creation

Activities	Activity Description	Amount/Time Invested	Output	Outcome	
				Stakeholders	Outcome
Recycling: Promoting Environmental Sustainability	Enable employees to work together for environmental sustainability while gathering their compassion to bring real change to impoverished remote areas in East Africa.	1. Raised shipping cost sponsorship of \$10,000 2. Volunteer participation: 5 people * 1 hour * 10 days = 50 hours, time cost invested approximately: \$13,581	A total of 101 pairs of shoes, 712 pieces of clothing, and 58 bags were collected	Novatech Subsidiaries	- Organized internal second-hand resource collection activities for two consecutive years, accumulating a total of 248 pairs of shoes, 1,172 pieces of clothing, and 58 bags. - Together with subsidiaries, we gathered charitable resources to extend support and care to those in need.
School promotion: Environmental sustainability advocacy	In collaboration with the Yuan-Ke Mixed Chorus, we entered schools to promote the importance of environmental sustainability, laying foundations for the future.	1. Quiz prizes totaled \$10,000 2. Volunteer participation: 5 person-times * 2 hours = 10 hours, time cost invested approximately: \$4,746	1. Students from grades 7-9 at Shin-Guang Junior High School participated, totaling 58 people 2. 5 volunteers from Novatech participated	Novatech Shin-Guang Junior High School	Visited schools for promotion for two consecutive years, aiming to convey the importance of environmental sustainability and protection to teachers and students.
Green Canopy: Campus Tree Planting Activity	Through the campus tree planting program, enhance green the school environment, raise students' environmental awareness, and increase biodiversity.	1. Donated 2 Jacaranda trees and 1 cherry blossom tree, cost totaled \$50,000 2. Volunteer participation: 4 person-times * 2.5 hours = 10 hours, time cost invested approximately: \$4,726	1. Students from grades 7-9 at Shin-Guang Junior High School participated, total 58 people 2. 4 volunteers from Novatech participated	Novatech Shin-Guang Junior High School	As the trees mature, their ecological benefits will continue to support the school and local community.
Working with Neighbors: River Environment Maintenance	Together with customers, we jointly assist in cleaning up the environment of Nankan Creek in Taoyuan.	Volunteer participation: 6 person-times * 1 hour = 6 hours, time cost invested approximately: \$1,373	6 volunteers from Novatech participated	Novatech Customers	By cleaning up river environments, we demonstrate our commitment to environmental sustainability and encourage broader participation in this collective effort.

6-3 Preserve Cultural Heritage

Novatech's involvement in arts and cultural promotion is not only for commercial benefits but also to fulfill social responsibilities and support the diverse development of culture and society. Through arts and cultural promotion, we engage in cultural heritage and development, promote the accessibility of art and culture, and enhance Novatech's recognition and reputation in this process. In 2024, our arts and cultural promotion efforts focus on three aspects, demonstrating our emphasis on culture and sense of social responsibility.

Hakka Language Promotion Project

Hakka culture is a vital part of Taiwan's multicultural society, and the Hakka language serves as a crucial role in preserving Hakka cultural heritage. However, with the changing times, the use of the Hakka language has gradually diminished, facing the risk of disappearance. Novatech sponsors Hakka music performance groups and helps organize Hakka charity concerts, using music as a platform to raise awareness of and engagement with the Hakka language.

[Hakka Cultural Promotion - Sponsorship Funding]

To preserve and promote Hakka culture and encourage greater understanding and engagement with the Hakka language and music, we aim to support the development of the Yuan-Ke Mixed Chorus through sponsorship. This support helps the choir convey the rich heritage of Hakka culture through music, allowing the power of language to be expressed and shared.

This year, we continue to provide operational funding for the Yuan-Ke Mixed Chorus, supporting their campus and community tour performances and charity concerts. Using music as a bridge, we create more opportunities to promote the Hakka language, allowing Hakka language and music to find new life in contemporary society.



[Supporting Hakka Autumn Festival - Charity Concert]

In November 2024, Novatech collaborated with the Yuan-Ke Mixed Chorus, Yuele Choir, and Hsinchu County Chung Shan Elementary School Choir and String Orchestra to hold a 'Hakka Autumn Festival' charity concert at Hsinchu County Jhudong Elementary School. Special guests included the Hsinchu County Association for the Welfare of the Families with Intellectual Disabilities and disadvantaged families from the Zhudong area, allowing more people to experience and share the beauty of music.

In addition to providing excellent musical performances, Novatech also distributed 120 Taiwan-made eco-friendly water bottles to underprivileged families at the event. They also invited their suppliers to join the initiative by launching a fundraising campaign to support disadvantaged groups, fulfilling their goal of contributing to social welfare. This event attracted approximately 300 participants, adding more momentum and support to the promotion of charitable causes. Novatech will continue to collaborate with various sectors, dedicated to organizing more similar charitable activities, spreading the voice of love and care to every corner.



Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

- 6-1 Educational Foundation
- 6-2 Sustainable Value Creation
- 6-3 Preserve Cultural Heritage
- 6-4 Support Senior Care

Appendix

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits
 - 6-1 Educational Foundation
 - 6-2 Sustainable Value Creation
 - 6-3 Preserve Cultural Heritage
 - 6-4 Support Senior Care

Appendix

Love Reading and Sharing Project

Novatech pays attention to the development of every corner of society. We discovered that rural schools have long suffered from a lack of resources, resulting in insufficient educational resources for disadvantaged families. We hope to unite everyone's efforts to support rural children in developing basic learning literacy and abilities, while also increasing their reading opportunities. Our goal is to make reading a daily part of life and ultimately transform the learning journey of rural schools.

In rural areas of Hsinchu, we have implemented three reading programs integrated with sustainable environmental education, embedding the concept of sustainable development into the cultural and educational system. Through these initiatives, we aim to nurture children's learning while laying the foundation for future sustainable development.

[Book Culture Sharing Session]

"The Reading at Shin-Guang Book Culture Sharing Event", co-organized with Shin-Guang Junior High School, invited parent-child author Wei Wei-Zhi to share tips on improving parent-child communication. The event aims to help parents better understand their children's needs and emotions, and learn positive and effective communication methods, encouraging children to be more willing to express themselves. This not only improves parent-child relationships but also allows both parents and children to gain practical communication skills, thereby promoting family happiness and growth.

This event had active participation from over 60 students, parents, and community residents. Novatech will continue to collaborate with schools like Shin-Guang Junior High School to organize more similar reading activities, dedicated to promoting reading culture, enriching the spiritual life of community residents, and fostering community cultural exchange and integration.



[Planting the Seeds of Reading - New Co-Prosperity Project]

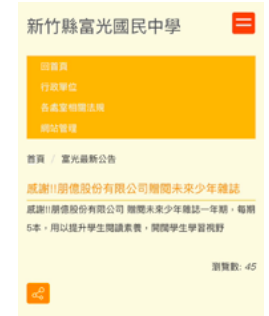
For four consecutive years, Novatech has supported "the Planting the Seeds of Reading - Giving Children a Bright Future" project by the New Venture Association, donating Future Young Monthly magazines to ensure rural students have sufficient learning resources and empowering children to grow with confidence through reading. In 2024, we provided one copy of the monthly magazine per class to 85 classes across 14 rural middle schools in Hsinchu. Through these magazine donations, we aim to infuse rich reading resources and help expand students' horizons.



Future Youth Feedback




Certificate of Appreciation from Shin-Guang Junior High School



Thank you photo from HsinChu County Fukuang Junior High School

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits
 - 6-1 Educational Foundation
 - 6-2 Sustainable Value Creation
 - 6-3 Preserve Cultural Heritage
 - 6-4 Support Senior Care

Appendix

|Reading Changes Your Perspective|

On World Book Day, April 23, 2024, to promote sustainability from the ground up, we integrated core sustainable development principles into school curricula. To enrich students' learning resources, we purchased a collection of books combining Sustainable Development Goals (SDGs) and Social Emotional Learning (SEL). These books are available for teaching at rural middle schools in Hsinchu, as well as for students and community residents at the Shin-Guang Community Reading Station. These books not only convey SDGs concepts but also help students learn emotional adjustment and expression in the post-pandemic era, promoting their overall development. Additionally, we initiated a second-hand book donation drive within our company to provide students with more reading resources, making books an important tool for them to explore knowledge and inspire potential.



Artistic and Humanistic Values

Novatech supports employees in gaining forward momentum through immersion in arts and culture, cultivating resilience through artistic exploration, regaining courage, and learning to embrace setbacks from different perspectives. At the same time, collaboration between businesses and the arts sector creates more opportunities to learn and exchange experiences, further connecting more possibilities for cooperation, and continuing to support cultural endeavors in diverse and creative ways, sparking more beautiful intersections between business and art.

In 2024, Novatech continued to support employees' learning through Chiu Mei-Chen's Bird and Flower Ink Painting Class and Blue-and-White Porcelain Painting Class, resulting in the creation of one oil painting, eight Chinese paintings, and eight blue-and-white porcelain works. Between 2021 and 2024, Novatech invested approximately NT\$51,000 in these art courses, with nine participants completing a total of 310 class sessions. Through their artistic practice, employees contribute socially impactful works that enrich the community with greater cultural and humanitarian value.



Chinese Cultural Workers Association Joint Exhibition - Buddha and Floral Sentiments

Novatech incorporates diverse artistic capabilities in cultivation, "investing resources and supporting arts and culture". In January 2025, they participated in the joint exhibition of the Chinese Cultural Workers Association at the Xinwu Branch of Taoyuan Public Library, providing substantial support for the development of arts and culture in Taiwan.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity

3 Creating Sustainable Value: Partnering Together

4 Promoting Sustainable Environment: Environmental Protection

5 Fostering Diversity and Inclusion: Achieving Workplace Success

6 Contributing to Social Prosperity: Achieving Mutual Benefits

- 6-1 Educational Foundation
- 6-2 Sustainable Value Creation
- 6-3 Preserve Cultural Heritage
- 6-4 Support Senior Care

Appendix

Novatech Social Impact Map: Preserve Cultural Heritage

Activities	Activity Description	Amount/Time Invested	Output	Outcome	
				Stakeholders	Outcome
Hakka Language Promotion Project	Hakka Language Promotion - Sponsorship Funding	1. Sponsoring Yuan-Ke Mixed Chorus of Hsinchu County - Invested NT\$300,000 in plans to improve performance standards and promote ethnic integration 2. Second consecutive year of sponsorship, with accumulated operational funding support totaling NT\$600,000	1. First Place in the National Hakka Folk Songs Exchange Competition (Advanced Division) 2. National Hakka Song Choir Competition - Second Place in Traditional Division and Third Place in Senior Division 3. 2024 Taoyuan Hakka Music Festival - Fourth Place in Folk Song Choral Competition	Yuan-Ke Mixed Chorus	Provided funding for the chorus for two consecutive years (47 members in 2024) to help sharing Hakka language culture through music
	Supporting Hakka Autumn Festival - Charity Concert	1. Donated NT\$40,000 in charitable supplies for charitable music concert events 2. Charity concert volunteer participation: 5 people * 4.5 hours = 22.5 hours, time cost invested: NT\$10,290	1. Invited disadvantaged families to participate in charity concerts and distributed eco-friendly water bottles, with a total of 120 supplies distributed 2. Collaborated with suppliers to support the initiative	Charity concert event participants Novatech Suppliers	- Approximately 300 people participated in the event, promoting Hakka cultural exchange through the charitable music concert - Assisted in organizing charity concerts for two consecutive years
Love Reading and Sharing Project	Planting the Seeds of Reading - The Startup for Common Good Program	1. Sponsored reading program with \$220,000 2. Fourth consecutive year of sponsorship, with cumulative expenditure totaling \$820,000	Donated one magazine per issue to 85 classes across 14 junior high schools in Hsinchu County	14 rural schools (students and teachers) CommonWealth Education Foundation	- Donated Future Children/Youth magazines for four consecutive years, benefiting a cumulative total of 107,280 children/teenagers - Various types of magazines with beautiful illustrations enhance children's knowledge in different aspects, providing better learning resources for children in rural areas
	Reading Changes Your Perspective	1. Book donation cost \$150,000 2. 18 volunteer participants, total of 40 hours, time cost invested: \$16,229	1. Donated Chinese and English books, totaling 367 volumes 2. Second-hand book collection (children's books, youth literature) totaling 80 volumes	Shin-Guang Junior High School Shin-Guang Community residents Novatech	Enhanced learning resources for 58 teachers and students at Shin-Guang Junior High School, broadened students' reading opportunities and channels, ultimately fostering environmental sustainability concepts through education.
	Book Culture Sharing Session	Volunteer participation: 5 people * 2 hours = 10 hours, time cost invested: \$4,638	Through the author's sharing of experiences and methods, enhance parent-child communication. Help parents understand their children's needs and emotions	Shin-Guang Junior High School Shin-Guang Community residents Novatech Author Mr. Wei, Wei-Zhi	For two consecutive years, around 60 teachers, students, and community residents from Shin-Guang Junior High School have experienced the joy and inspiration brought by literature through these activities
Artistic and Humanistic Values	In 2024, employees continued learning in Chiu, Mei-Chen's ink painting class for flowers and birds and blue-and-white porcelain painting class and will participate in the Chinese Artists Association Joint Exhibition - "Buddha and Flower Affection" in 2025.	1. Time cost invested: Between 2021-2024, involved 9 person-times, totaling 390 hours 2. Learning expenses: \$51,000	In 2024, created 1 oil painting, 8 Chinese paintings, and 8 blue-and-white porcelain painted works	Novatech employees Teacher Chiu, Mei-Chen	9 Novatech employees participated in "Implementing Donations and Supporting Arts & Culture," taking concrete action to support the development of arts and culture in Taiwan Enhance the uplifting power of society, so that one act of love can inspire even more, and continue to foster vibrant culture and artistic creation together.

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

- 6-1 Educational Foundation
- 6-2 Sustainable Value Creation
- 6-3 Preserve Cultural Heritage
- 6-4 Support Senior Care

Appendix

6-4 Support Senior Care

With changes in modern social structures and an aging population, elderly individuals often experience a gradual decline in physical functions and increasing health issues. Family members' ability and willingness to care for elderly parents or grandparents may also be challenged. Factors such as work pressures, living separately, and lifestyle changes have increasingly limited caregiving resources within families. For the elderly population, independently managing various daily activities is extremely challenging. In 2024, we continue to implement support for long-term care protection to keep love ongoing.

Chia-Yi Christian Hospital

Chia-Yi Christian Hospital Plus One Love

Chia-Yi Christian Hospital has established a comprehensive community service system, offering home nursing, mobile medical care, health promotion, therapy for children with developmental delays, elderly home care, and meal delivery to support disadvantaged caregivers. To provide additional medical resources and ensure proper treatment for economically disadvantaged patients, Novatech has sponsored NT\$100,000 annually for two years to "the Critical Care and Hospice Care" and "Social Welfare and Long-term Care" funds. Through these sponsorships and donations, we support groups in need of long-term care and promote public awareness and improvement of related social issues.

Critical Care and Hospice Care Fund

- Including support for hospice care patients and cancer patients at our hospital.

Social Welfare and Long-term Care Fund

- Supporting the sustainable development of welfare services for disadvantaged groups in the Chiayi area, including the elderly, children with special needs, and people with disabilities. Services include meal delivery/nutritional supplements for seniors, daycare, respite care for caregivers, purchase/maintenance of rehabilitation buses, transportation assistance, early intervention support for children with developmental delays, support for people with disabilities, medical care access, and various caring activities.

Genesis Social Welfare Foundation

Supportive Project for Patients in a Vegetative State

The Supportive Project for Patients in Vegetative State of Genesis Social Welfare Foundation primarily addresses the challenges in caring for patients in vegetative states, particularly by providing necessary care equipment and support for long-term bedridden individuals who cannot care for themselves. These patients typically require special care environments and facilities to maintain their quality of life and prevent issues such as bedsores and muscle atrophy that can develop from long-term bed confinement. This year, we sponsored the Hsinchu Branch of Genesis Social Welfare Foundation by providing three electric beds to create more comfortable resting spaces for long-term bedridden patients in vegetative states.



Novatech Social Impact Map: Support Senior Care

Activities	Activity Description	Amount/Time Invested	Output	Outcome	
				Stakeholders	Outcome
Chia-Yi Christian Hospital Plus One Love	Sponsoring social welfare and long-term care institutions to improve care equipment for patients and elderly, enabling them to receive better care.	Consecutively donated NT\$100,000 to Chia-Yi Christian Hospital Foundation for two years, with cumulative donations reaching NT\$200,000	Donated care equipment and provided visitation care funds to offer practical life assistance for elderly seniors and long-term bedridden patients.	Elderly Population	Through visitation, care, and donation of care equipment, we help reduce their daily burdens and enable them to more easily cope with various challenges in daily life.
Supportive Project for Patients in a Vegetative State		Donated three electric beds to the Hsinchu Branch of Genesis Social Welfare Foundation, with a cost of NT\$90,000		Long-term Bedridden Patients	

Table of Contents

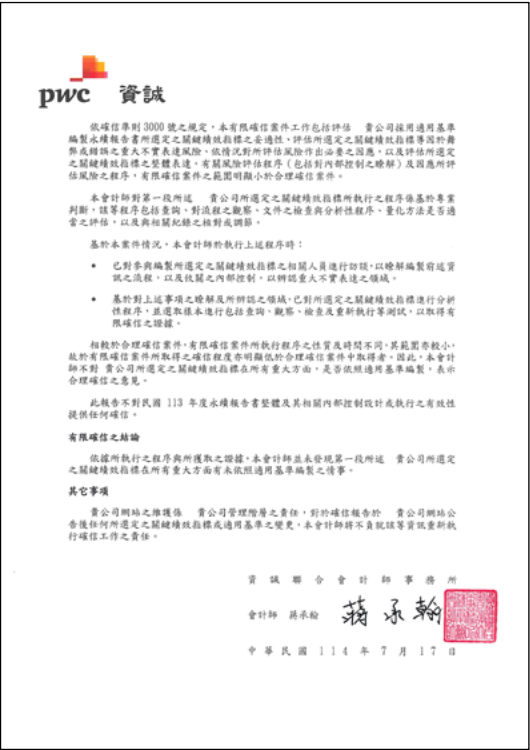
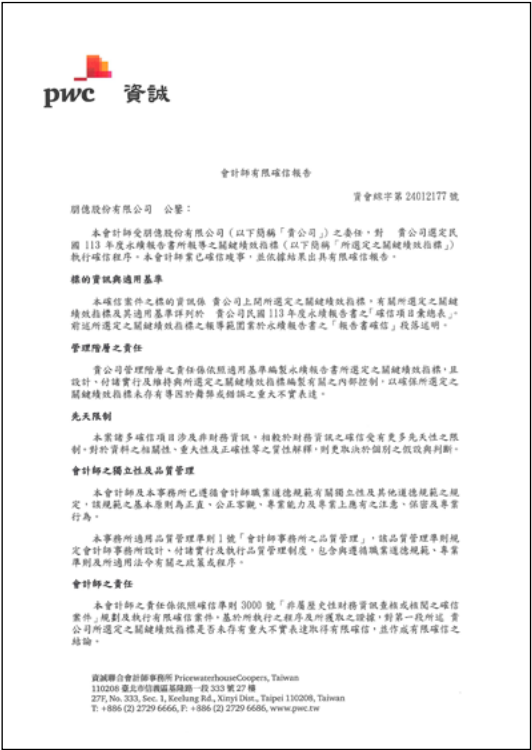
Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

- Limited Assurance Report from CPA
- Summary of Assurance Items
- GRI Standards Disclosure Index Table
- SASB Standards Disclosure Index Table
- TCFD Standards and Climate-Related Information Index Table for TPEx-listed Companies
- Climate-related information

Limited Assurance Report for 2024



Summary Table of Assurance Engagements

Assurance Item	Applicable Criteria	Page No.
Item 1 In 2024, total energy use reached 1,266.75 (GJ).	Novatech's energy use in 2024, including kWh used for public works, kWh used for office buildings, kWh used for electric vehicles, and petrol use	86
Item 2 In 2024, Novatech's proportion of local procurement from Taiwan-based vendors reached 98.13%.	First-tier suppliers in Taiwan, 2024 Percentage of Purchases to Total Purchases Accepted in 2024	66
Item 3 In 2024, Novatech completed the signing of the "Third Party Commitment" with 48 suppliers.	No. of suppliers with transactions in 2024 that have signed the "Joint Vendor Commitment".	64
Item 4 In 2024, the average training hours for supervisory staff ^(Note 1) were 30.06 hours for males and 33.19 hours for females; The average training hours for non-supervisory staff ^(Note 2&3) were 39.05 hours for males and 26.90 hours for females.	In 2024, the total number of training hours for supervisory and non-supervisory staff by position level and gender (including those who left in 2024), divided by the number of supervisory and non-supervisory staff by position level and gender who were on duty as at 31 December 2024.	107
Item 5 As of 31 December 2024, the cumulative number of disaster-free working hours is 3,212,746 hours.	Accident-free hours reported to the Industrial Safety and Health Association (ISHA) of the R.O.C. from Sep. 23, 2014 to Dec. 31, 2024	111

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

- Limited Assurance Report from CPA
- Summary of Assurance Items
- GRI Standards Disclosure Index Table
- SASB Standards Disclosure Index Table
- TCFD Standards and Climate-Related Information Index Table for TPEx-listed Companies
- Climate-related information

Index of GRI Standards Disclosure Items				
Terms of Use		Novatech has followed the GRI guidelines for reporting for the period 2024/1/1~2024/12/31.		
Applicable GRI 1		GRI 1 base 2021		
Industry Guidelines		None		
GRI Standards	Disclosure Items	Chapter	Page No.	Supplemental Explanation
General Disclosures				
GRI 2 General Disclosures 2021	GRI 2-1	Organizational Details	Introduction to Novatech	7-8
	GRI 2-2	Entities included in the Organization's sustainability report	About the Report	5
	GRI 2-3	Reporting Period, Frequency and Contacts		6
	GRI 2-4	Restatements of information	--	--
	GRI 2-5	External guarantee/assurance	Limited Assurance Report for 2024	133
	GRI 2-6	Activities, Value Chains and Other Business Relationships	Introduction to Nova	7-8
	GRI 2-7	Employees	5-1 Work Partners of Novatech	91-93
	GRI 2-8	Non-Employee Workers		91
	GRI 2-9	Governance Structure and Composition		32-33
	GRI 2-10	Nomination and Selection of Members within the Supreme Governing Body	2-1 Sustainable Development Goals	32
	GRI 2-11	Chairman of the Highest Governance Unit	--	-- The Chairman of the Board of Directors of the Company does not concurrently serve as the President of the Company.
	GRI 2-12	Role of the highest governance unit in supervising and managing impacts	1-3 Sustainable Promotion Unit	20
	GRI 2-13	Responsible person for impact management	1-3 Sustainable Promotion Unit	20
	GRI 2-14	Role of the highest governance unit in sustainability reporting	1-3 Sustainable Promotion Unit	20
	GRI 2-15	Conflict of Interest		34
	GRI 2-16	Communicating Key Critical Incidents	2-1 Sustainable Development Goals	33-34
	GRI 2-17	Group Intelligence for Top 33 Governance Units		
	GRI 2-18	Performance Evaluation for Top Governance Units		

GRI Standards	Disclosure Items		Chapter	Page No.	Supplemental Explanation
General Disclosures					
GRI 2 General Disclosures 2021	GRI 2-19	Remuneration Policy	5-2 Employee and Labour Relations	95-96	
	GRI 2-20	Remuneration Decision Process		95-96	
	GRI 2-21	Annual Total Remuneration Ratio		95-96	
	GRI 2-22	Statement of Sustainability Strategy	Message from the Chairman Message from the President	3-4	
	GRI 2-23	Policy Commitments	2-2 Ethics and Integrity in Management	40-42	
			5-2 Employee and Labour Relations	94	
	GRI 2-24	Included in Policy Commitments	2-2 Ethics and Integrity in Management	41	
			5-2 Employee and Labour Relations	100	
	GRI 2-25	Procedures to remedy negative impacts	2-3 Compliance with Laws and Regulations	43	
			5-2 Employee and Labour Relations	101-102	
	GRI 2-26	Mechanisms to Seek Advice and Raise Concerns	2-3 Compliance with Laws and Regulations	43	
			5-2 Employee and Labour Relations	102	
	GRI 2-27	Compliance	2-3 Compliance with Laws and Regulations	43	
	GRI 2-28	Memberships of Associations	2-5 Association Participation	50	
	GRI 2-29	Guidelines for Stakeholder Engagement	1-4 Identification of Sustainability Topics	21-22	
	GRI 2-30	Corporate Agreements	--	--	Since employees have not made any requests for collective agreement negotiations with the company, no collective agreement was signed in 2024. However, regular labor-management meetings were held to ensure employees' rights to negotiation, with a total of 4 labor-management meetings held in 2024.

Table of Contents

Foreword

1 Pursuing Sustainable Development: Advancing Sustainability

2 Implementing Sustainable Governance: Transparency and Integrity

3 Creating Sustainable Value: Partnering Together

4 Promoting Sustainable Environment: Environmental Protection

5 Fostering Diversity and Inclusion: Achieving Workplace Success

6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

Limited Assurance Report from CPA
Summary of Assurance Items
GRI Standards Disclosure Index Table
SASB Standards Disclosure Index Table
TCFD Standards and Climate-Related Information Index Table for TPEx-listed Companies
Climate-related information

GRI Standards	Disclosure Items	Chapter	Page No.	Supplemental Explanation
Major Themes or Topics Sustainability Governance and Risk Management				
GRI 3 Major Themes or Topics 2021	3-1 Process for Deciding on Major Themes or Topics	1-1 Sustainable Development Vision	21	
	3-2 List of Major Themes or Topics	1-4 Identification of Sustainability Topics	22	
	3-3 Management of Major Themes or Topics	2-1 Sustainability Governance and Risk Management	30	
Major Themes or Topics Ethics and Integrity in Management				
GRI 3 Major Themes or Topics 2021	3-1 Process for Deciding on Major Themes or Topics	1-1 Sustainable Development Vision	21	
	3-2 List of Major Themes or Topics	1-4 Identification of Sustainability Topics	22	
	3-3 Management of Major Themes or Topics	2-2 Ethics and Integrity in Management	40	
GRI 205 Anticorruption 2016	205-2 Communication and training about anti-corruption policies and procedures	2-2 Ethics and Integrity in Management	42	
	205-3 Confirmed incidents of corruption and actions taken	2-3 Compliance with Laws and Regulations	44	
Major Themes or Topics Compliance				
GRI 3 Major Themes or Topics 2021	3-1 Process for Deciding on Major Themes or Topics	1-1 Sustainable Development Vision	21	
	3-2 List of Major Themes or Topics	1-4 Identification of Sustainability Topics	22	
	3-3 Management of Major Themes or Topics	2-3 Compliance with Laws and Regulations	43	
GRI 2 General Disclosures 2021	GRI 2-27 Compliance	2-3 Compliance with Laws and Regulations	43	
Major Themes or Topics Supply Chain Sustainability				
GRI 3 Major Themes or Topics 2021	3-1 Process for Deciding on Major Themes or Topics	1-1 Sustainable Development Vision	21	
	3-2 List of Major Themes or Topics	1-4 Identification of Sustainability Topics	22	
	3-3 Management of Major Themes or Topics	2-4 Information Security Management	45	

GRI Standards	Disclosure Items	Chapter	Page No.	Supplemental Explanation
Major Themes or Topics Supply Chain Sustainability				
GRI 3 Major Themes or Topics 2021	3-1 Process for Deciding on Major Themes or Topics	1-1 Sustainable Development Vision	21	
	3-2 List of Major Themes or Topics	1-4 Identification of Sustainability Topics	22	
	3-3 Management of Major Themes or Topics	3-2 Sustainable Supply Chain Management and Responsible Purchasing	62	
GRI 204 Procurement practices 2016	204-1 Proportion of spending on local suppliers		66	
GRI 308 Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	3-2 Sustainable Supply Chain Management and Responsible Purchasing	64	
GRI 414 Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		65	
Major Themes or Topics Customer Relationship Management				
GRI 3 Major Themes or Topics 2021	3-1 Process for Deciding on Major Themes or Topics	1-1 Sustainable Development Vision	21	
	3-2 List of Major Themes or Topics	1-4 Identification of Sustainability Topics	22	
	3-3 Management of Major Themes or Topics	3-3 Customer Relationship Management	67	
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints about breaches of customer privacy and losses of customer data	2-4 Information Security Management	47-50	
Major Themes or Topics Customer Health and Safety				
GRI 3 Major Themes or Topics 2021	3-1 Process for Deciding on Major Themes or Topics	1-1 Sustainable Development Vision	21	
	3-2 List of Major Themes or Topics	1-4 Identification of Sustainability Topics	22	
	3-3 Management of Major Themes or Topics	3-4 Customer Health and Safety	70	
GRI 416 Customer Health and Safety 2016	416-1 Assessing the health and safety impacts of product and service categories	3-4 Customer Health and Safety	71-72	
	416-2 Violations of Health and Safety Regulations for Products and Services			
GRI 417 Marketing and Labelling 2016	417-1 Product and Service Information and Labelling Requirements	3-4 Customer Health and Safety	71-72	
	417-2 Incidents of non-compliance with product and service information and labelling regulations	--		No related incidents
	417-3 Incidents of non-compliance concerning marketing communications			

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

- Limited Assurance Report from CPA
- Summary of Assurance Items
- GRI Standards Disclosure Index Table
- SASB Standards Disclosure Index Table
- TCFD Standards and Climate-Related Information Index Table for TPEx-listed Companies
- Climate-related information

NOVA TECHNOLOGY CORP.
Sustainability Report

GRI Standards	Disclosure Items	Chapter	Page No.	Supplemental Explanation
Major Themes or Topics Energy Management				
GRI 3 Major Themes or Topics 2021	3-1 Process for Deciding on Major Themes or Topics	1-1 Sustainable Development Vision	21	
	3-2 List of Major Themes or Topics	1-4 Identification of Sustainability Topics	22	
	3-3 Management of Major Themes or Topics	4-3 Energy Management	85	
GRI 302 Energy 2016	302-1 Energy consumption within the organization			
	302-3 Energy intensity	4-3 Energy Management	86	
	302-4 Reduction of energy consumption			
Major Themes or Topics Climate Change and Greenhouse Gas Management				
GRI 3 Major Themes or Topics 2021	3-1 Process for Deciding on Major Themes or Topics	1-1 Sustainable Development Vision	21	
	3-2 List of Major Themes or Topics	1-4 Identification of Sustainability Topics	22	
	3-3 Management of Major Themes or Topics	4-2 Climate Change and Greenhouse Gas Management	76	
GRI 201 Economic performance 2016	201-2 Financial Impacts of Climate Change and Other Risks and Opportunities	4-2 Climate Change and Greenhouse Gas Management	77-80	
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions			
	305-2 Energy indirect (Scope 2) GHG emissions			
	305-3 Other Indirect (Scope 3) GHG Emissions	4-2 Climate Change and Greenhouse Gas Management	82-84	
	305-4 Intensity of Greenhouse Gas Emissions			
	305-5 Reduction of Greenhouse Gas Emissions			
Material Topics Sustainable Products and Innovation				
GRI 3 Major Themes or Topics 2021	3-1 Process for Deciding on Major Themes or Topics	1-1 Sustainable Development Vision	21	
	3-2 List of Major Themes or Topics	1-4 Identification of Sustainability Topics	22	
	3-3 Management of Major Themes or Topics	3-1 Sustainability Engineering and Services	54	

GRI Standards	Disclosure Items	Chapter	Page No.	Supplemental Explanation
Major Themes or Topics Occupational health and safety				
GRI 3 Major Themes or Topics 2021	3-1 Process for Deciding on Major Themes or Topics	1-1 Sustainable Development Vision	21	
	3-2 List of Major Themes or Topics	1-4 Identification of Sustainability Topics	22	
	3-3 Management of Major Themes or Topics	5-4 Occupational Health and Safety	110	
GRI 403 Occupational Safety and Health 2018	403-1 Occupational health and safety management system		111	
	403-2 Hazard identification, risk assessment, and incident investigation		112-114	
	403-3 Occupational health services		116-117	
	403-4 Worker Engagement, Consultation and Communication on Occupational Safety and Health Issues		112-115	
	403-5 Worker training in occupational health and safety	5-4 Occupational Health and Safety	118-119	
	403-6 Promotion of worker health		116-117	
	403-7 Prevention and Mitigation of Occupational Safety and Health Impacts Directly Related to Business Relationships		112-113	
	403-8 Workers Covered by the Occupational Safety and Health Management System		111	
	403-9 Work-related injuries		119	
	403-10 Work-related injuries			
Major Themes or Topics Training and Education				
GRI 3 Major Themes or Topics 2021	3-1 Process for Deciding on Major Themes or Topics	1-1 Sustainable Development Vision	21	
	3-2 List of Major Themes or Topics	1-4 Identification of Sustainability Topics	22	
	3-3 Management of Major Themes or Topics	5-3 Talent Training and Education	103	
GRI 404 Training and education 2016	404-1 Average hours of training per year per employee		107	
	404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews	5-3 Talent Training and Education	109	

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

- Limited Assurance Report from CPA
- Summary of Assurance Items
- GRI Standards Disclosure Index Table
- SASB Standards Disclosure Index Table
- TCFD Standards and Climate-Related Information Index Table for TPEx-listed Companies
- Climate-related information

GRI Standards	Disclosure Items	Chapter	Page No.	Supplemental Explanation
Major Themes or Topics Employee and Labour Relations				
GRI 3 Major Themes or Topics 2021	3-1 Process for Deciding on Major Themes or Topics	1-1 Sustainable Development Vision	21	
	3-2 List of Major Themes or Topics	1-4 Identification of Sustainability Topics	22	
	3-3 Management of Major Themes or Topics	5-2 Employee and Labour Relations	94	
GRI 401 Labour Relations 2016	401-1 New employee hires and employee turnover	5-1 Work Partners of Novatech	95	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5-2 Employee and Labour Relations	97-98	
	401-3 Parental leave		97	
GRI 402 Labour Relations 2016	402-1 Minimum notice periods regarding operational changes	5-2 Employee and Labour Relations	98	

GRI Standards	Disclosure Items	Chapter	Page No.	Supplemental Explanation
Other Topics Economy				
GRI 201 Economic performance 2016	201-1 Direct economic value generated and distributed	2-1 Sustainability Governance and Risk Management	38	
GRI 202 Market presence 2016	202-1 Ratio of standard salary to the lowest local salary for junior staff of different genders	5-2 Employee and Labour Relations	96	
Other Topics Environment				
GRI 303 Water and Water Release 2018	303-3 Water withdrawal	4-4 Water and Waste Management	87	
GRI 306 Waste 2020	306-1 Waste Generation and Waste-related Significant Impacts			
	306-2 Management of Waste-related Significant Impacts	4-4 Water and Waste Management	88-89	
	306-3 Waste Generation			
	306-4 Disposal and Transfer of Waste			
	306-5 Direct Disposal of Waste			
Other Topics Society				
GRI 405 Employee Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	5-1 Work Partners of Novatech	91-92	
GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and improvement actions taken by Organizations	5-2 Employee and Labour Relations	100	

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

- Limited Assurance Report from CPA
- Summary of Assurance Items
- GRI Standards Disclosure Index Table
- SASB Standards Disclosure Index Table
- TCFD Standards and Climate-Related Information Index Table for TPEx-listed Companies
- Climate-related information

Sustainability Disclosure Metrics

No.	Metrics	Metric Type	Annual Disclosure Status	Unit	Notes
1	Total energy consumption, percentage of purchased electricity, and renewable energy utilization rate	Quantification	- Total energy consumption: 1266.75(GJ) - Percentage of purchased electricity: 100% - Renewable Energy Usage Rate: None	Gigajoules (GJ), Percentage (%)	None
2	Total energy consumption, percentage of purchased electricity, and renewable energy utilization rate	Quantification	Total water consumption: 1,177.35 m³	Thousand cubic meters (1,000m³)	None
3	Weight of hazardous waste generated and recycling percentage	Quantification	Hazardous waste generated: 0.13 t Waste recycled: 0	Metric tons (t), Percentage (%)	Contract Manufacturer Proceisng - Incineration
4	Description of the categories, number of cases, and rates of occupational accidents	Quantification	- Occupational Hazard Categories: Minor Incident, Moderate Incident, Serious Incident - Number of People: 1 person involved in minor traffic incident - Percentage: 0.66%	Quantity, Ratio (%)	None
5	Disclosure of Product Lifecycle Management: Including the weight of end-of-life products and electronic waste, as well as the percentage recycled	Quantification	Novatech is an engineering services company in the non-manufacturing sector and does not produce products For details on general waste management, refer to Chapter 4-4 Water Resources and Waste Management	Metric tons (t), Percentage (%)	None
6	Description of Risk Management Related to the Use of Critical Materials	Qualitative Description	For details, refer to Chapter 3-2 Supply Chain Sustainability Management and Responsible Procurement	Not Applicable	None
7	Total monetary losses incurred due to legal proceedings related to anti-competitive conduct regulations	Quantification	No such incidents occurred in 2024	Reporting Currency	None
8	Production Volume of Major Products by Product Category	Quantification	None	Varies by Product Type	None

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

- Limited Assurance Report from CPA
- Summary of Assurance Items
- GRI Standards Disclosure Index Table
- SASB Standards Disclosure Index Table
- TCFD Standards and Climate-Related Information Index Table for TPEx-listed Companies
- Climate-related information

Index of SASB Standard Disclosure Items: Electrical and Mechanical and Engineering Services Industry

Revealed Topics	Code	Measurement Unit	Time of Disclosure	Corresponding chapters and descriptions	Corresponding Pages
Environmental Impact of the Project	IF-EN-160a.1	Quantitative Figures	No. of incidents of non-compliance with environmental permits, standards and regulations	Novatech is not in breach of regulations, permits or standards relating to environmental protection in 2023	--
	IF-EN-160a.2	Quantitative Narratives	Discussion on the process of environmental risk management and assessment in relation to project design, site selection and construction	3-1 Sustainability Engineering and Services 4-4 Water and Waste Management	52-61 87-89
Structural integrity and security	IF-EN-250a.1	Amount (Money)	Defect and safety related re-work costs	Novatech had no losses related to defect and safety related reconstruction events in 2023.	--
	IF-EN-250a.2	Amount (Money)	Total monetary losses due to legal proceedings related to defects and safety related incidents	Novatech had no lawsuits related to defects and safety-related incidents in 2023 and therefore had no related loss amounts.	--
Occupational health and safety	IF-EN-320a.1	Ratio	(1) Total Recordable Incident Rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contractors' employees	Thanks to the efforts of all departments, there are no cases of occupational diseases among employees or contractors, and no occupational safety accidents (excluding traffic accidents involving employees travelling to and from work) in 2023.	119
Life Cycle Impacts for the Project	IF-EN-410a.1	Quantitative Figures	(1) No. of projects certified to third party sustainability standards during the reporting period (2) No. of projects seeking such certification	1. Please refer to 3-4 Customer Health and Safety. 2. Novatech has no projects in 2023 that are seeking third-party certification to sustainability standards.	70-72
	IF-EN-410a.2	Quantitative Narratives	Discuss the process of incorporating operational energy and water efficiency into project planning and design considerations	3-1 Sustainability Engineering and Services	52-61
Climate Impacts	IF-EN-410b.1	Amount (Money)	Total amount of projects under construction related to (1) fossil fuels and (2) renewable energy.	1. None in 2024 2. None in 2024	--
	IF-EN-410b.2	Amount (Money)	Amount of Fossil Fuel Projects Cancelled or Reduced in Construction Work in Progress	No fossil fuel-related projects cancelled or reduced concerning Novatech in 2024.	--
	IF-EN-410b.3	Amount (Money)	Total Amount of Non-Energy Projects in Construction Related to Climate Change Mitigation	3-1 Sustainability Engineering and Services	52-61
Business Ethics	IF-EN-510a.1	Quantitative Figures, Amount (Money)	(1) No. and (2) Amount of construction works in progress among the 20 countries with the lowest rankings in the Transparency International's Global Corruption Perception Index (CPI)	Novatech was not awarded any construction orders in the 20 countries ranked lowest on Transparency International's Global Corruption Perceptions Index in 2024.	
	IF-EN-510a.2	Amount (Money)	Total losses resulting from lawsuits related to (1) bribery or corruption and (2) allegations of anti-competitive conduct	Novatech has no lawsuits related to allegations of bribery or corruption and anticompetitive practices in 2024, and therefore no related loss amounts.	44
	IF-EN-510a.3	Quantitative Narratives	Describe policies and practices to prevent (1) bribery and corruption, and (2) anticompetitive behaviour during the tendering process.	2-2 Ethics and Integrity in Management 2-3 Compliance with Laws and Regulations 3-2 Sustainable Supply Chain Management and Responsible Purchasing	40 43 62
Activity Indicators	IF-EN-000.A	Quantitative Figures	No. of Works in Progress	Introduction to Novatech	
	IF-EN-000.B	Quantitative Figures	No. of Completed Works	Introduction to Novatech	7-10
	IF-EN-000.C	Amount (Money)	Amount of Works in Progress	Introduction to Novatech	

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

- Limited Assurance Report from CPA
- Summary of Assurance Items
- GRI Standards Disclosure Index Table
- SASB Standards Disclosure Index Table
- TCFD Standards and Climate-Related Information Index Table for TPEx-listed Companies
- Climate-related information

Standards by the Task Force on Climate-Related Financial Disclosures (TCFD) and Index of Climate-Related Information for OTC Companies

TCFD Proposed Disclosures		Climate Information for Listed and OTC Companies		Corresponding Chapter	Page
Governance					
TCFD 1 (a)	Describe the Board's oversight of climate-related risks and opportunities.	1. Describe the oversight and governance of climate-related risks and opportunities by the board of directors and management.	4-2 Climate Change and Greenhouse Gas Management	76	
TCFD 1 (b)	Describe management's role in assessing and managing climate-related risks and opportunities.				
Strategies					
TCFD 2 (a)	Describe the short, medium, and longterm climaterelated risks and opportunities identified by the Organization.	2. Describe how the identified climate risks and opportunities affect the business, strategy and finances of the Organization (in the short, medium and long term).	4-2 Climate Change and Greenhouse Gas Management	78-80	
TCFD 2 (b)	Describe the climate-related risks and opportunities and the impacts on the business, strategic and financial planning of the Organization.	3. Describe the financial impacts of extreme climate events and transformational actions.			
TCFD 2 (c)	Describe the strategic resilience of the Organization, taking into account different climate-related scenarios (including those at 2° C or harsher).	5. If scenario analysis is used to assess the resilience to climate change risks, describe the scenarios, parameters, assumptions, factors analysed, and key financial implications.			
Risk Management					
TCFD 3 (a)	Describe the Organization's process for identifying and assessing climate-related risks.	4. Describe how the process of identifying, assessing, and managing climate-related risks is integrated into the overall risk management system.	4-2 Climate Change and Greenhouse Gas Management	78-80	
TCFD 3 (b)	Describe the Organization's process for managing climate-related risks.				
TCFD 3 (c)	Describe how the process of identifying, assessing and managing climate-related risks is integrated into the overall risk management system of the Organization.				
Indicators and Goals					
TCFD 4 (a)	Identify the indicators used by the Organization to assess climate-related risks and opportunities in the implementation of its strategy and risk management processes.	6. If there is a transformation plan for managing climate-related risks, describe the plan and the indicators and objectives for identifying and managing entity risks and transformation risks.	4-2 Climate Change and Greenhouse Gas Management	81-84	
TCFD 4 (b)	Disclose Scope 1, Scope 2 and Scope 3 (if applicable) 74 - 76 GHG emissions and associated risks.	9. GHG inventory and assurance scenarios with reduction targets, strategies and specific action plans.	4-2 Climate Change and Greenhouse Gas Management		
TCFD 4 (c)	Describe the objectives used by the Organization to manage climate-related risks and opportunities, and performance against those objectives.	8. If climate-related targets are set, information on the activities covered, the scope of GHG emissions, the planning period, and the annual progress of achievement should be described; if carbon credits or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and amount of carbon reduction credits or the number of renewable energy certificates (RECs) should be described.	4-2 Climate Change and Greenhouse Gas Management		

Table of Contents

Foreword

- 1 Pursuing Sustainable Development: Advancing Sustainability
- 2 Implementing Sustainable Governance: Transparency and Integrity
- 3 Creating Sustainable Value: Partnering Together
- 4 Promoting Sustainable Environment: Environmental Protection
- 5 Fostering Diversity and Inclusion: Achieving Workplace Success
- 6 Contributing to Social Prosperity: Achieving Mutual Benefits

Appendix

- Limited Assurance Report from CPA
- Summary of Assurance Items
- GRI Standards Disclosure Index Table
- SASB Standards Disclosure Index Table
- TCFD Standards and Climate-Related Information Index Table for TPEx-listed Companies
- Climate-related information

Climate-related information

Indicator	Item	Report chapter	Page number
Climate change risks and opportunities for the company and related response measures taken by the company	1. Describe the oversight and governance of climate-related risks and opportunities by the Board of Directors and management	2-1 Sustainable Governance and Risk Management	30
		4-2 Climate Change and Greenhouse Gas Management	76
	2. Describe how identified climate risks and opportunities affect the company's operations, strategies, and finances (short-term, medium-term, long-term)	4-2 Climate Change and Greenhouse Gas Management	78~79
	3. Describe the financial impacts of extreme climate events and transition actions	4-2 Climate Change and Greenhouse Gas Management	80
	4. Describe how climate risk identification, assessment and management processes are integrated into the overall risk management system	4-2 Climate Change and Greenhouse Gas Management	77
	5. If scenario analysis is used to assess resilience to climate change risks, explain the scenarios, parameters, assumptions, analysis factors, and major financial impacts used	4-2 Climate Change and Greenhouse Gas Management	78
	6. If there is a transition plan for managing climate-related risks, explain the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks	4-2 Climate Change and Greenhouse Gas Management	81
	7. If internal carbon pricing is used as a planning tool, explain the basis for price setting.	Novatech has not yet established internal carbon pricing	--
	8. If climate-related targets are set, explain information such as the activities covered, greenhouse gas emission scopes, planned timeline, and annual progress; if carbon offsets or Renewable Energy Certificates (RECs) are used to achieve related targets, explain the source and quantity of carbon reduction credits offset or the quantity of Renewable Energy Certificates (RECs)	4-2 Climate Change and Greenhouse Gas Management - Greenhouse gas inventory	82~83
	9. Greenhouse gas inventory verification status, reduction targets, strategies and specific action plans	4-2 Climate Change and Greenhouse Gas Management- Greenhouse gas inventory	84



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