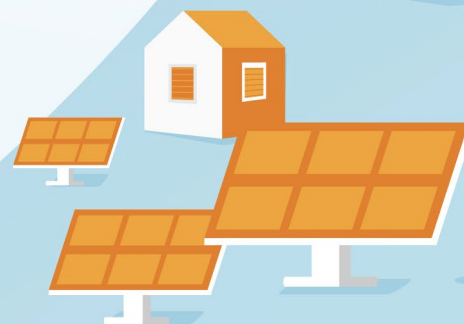


2024

# ATP Electronics Taiwan Inc. Sustainability Report



# About the Report

## Reporting Principles

ATP Electronics Taiwan Inc. (hereafter “ATP”) publishes the 2024 Sustainability Report to disclose to stakeholders and the general public its strategies, management approaches, implementation results, and future improvement directions across governance, environmental, and social dimensions. To enhance disclosure quality and comparability, this report follows the Global Reporting Initiative (GRI) Standards 2021, applying the “double materiality” concept and the principles of consistency, completeness, and balance, and is subject to a tiered review mechanism. All disclosed data are provided by respective departments, consolidated and reviewed by the ESG Steering Committee and ESG Committee under the Board of Directors, and finally approved by the Board for release.

## Reporting Period

The reporting period covers January 1 to December 31, 2024. Unless otherwise noted, measurement standards and consolidation methods remain consistent to ensure traceability and comparability

## Reporting Boundaries and Scope

The scope of data is consistent with the consolidated financial report. Subsidiaries in which ATP holds more than 50% operational control are included. Except for “Economic Performance,” disclosed in line with consolidated reporting principles, other chapters primarily cover ATP’s Taiwan operations (Taipei headquarters, Kaohsiung Branch, and Hsinchu office). Any scope adjustments are indicated in the text.

## Restatement of Information

There were no restatements of information compared with prior periods.

## Publication of the Report

ATP plans to release its first Sustainability Report by the end of 2025. The digital version will be made available on the Company’s official website for stakeholders to download and review. Going forward, ATP will publish Sustainability Reports on an annual basis to enhance transparency and address stakeholder expectations.

## Feedback and Contact

### ESG Committee

**Tel :** +886-2-2659-6368

**Email :** esg@tw.atpinc.com

**Address :** 10F, No. 185, Tiding Blvd. Sec. 2, Neihu, Taipei, Taiwan 11493

## Message from the Founder

Since its establishment, ATP has upheld the spirit of “Integrity, Professionalism, and Sustainability,” deeply cultivating the industry while proactively embracing responsible transformation. The publication of this first sustainability report marks a new beginning: advancing from “meeting expectations” to embedding sustainability as an “internal driver of growth” through transparent disclosure and continuous improvement.

Looking ahead, ATP will advance along four key pillars: AI innovation, green manufacturing, supply chain responsibility, and employee relations with governance transparency. From product R&D and process decarbonization to supply chain collaboration and employee care, we deliver on our commitments with evidence-based data and governance mechanisms, creating long-term value together with our partners.



Founder and Chairman of ATP

Tim Hsieh



## Message from the CEO

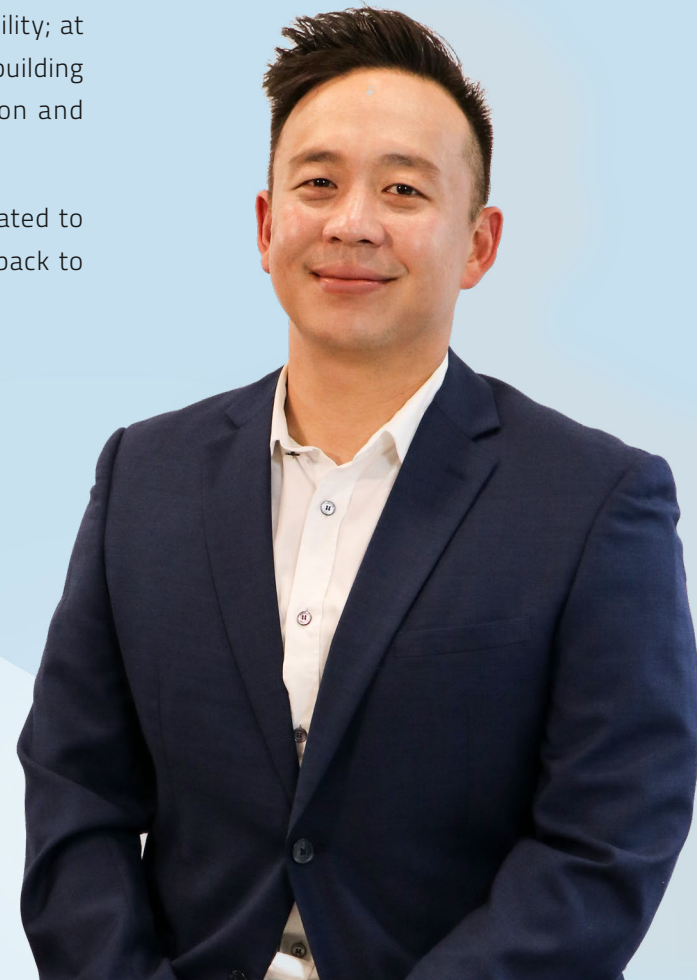
Facing climate change, industry digitalization, and diverse societal needs, ATP is guided by the core values of “Innovation, Integrity, and Responsibility” to drive the smart and green transformation of industrial-grade memory and storage solutions. We integrate AI technologies to enhance efficiency and reliability; at the new Kaohsiung Ciaotou Science Park facility, we implement green building designs and energy-saving systems to reduce resource consumption and carbon emissions, progressively planning our net-zero pathway.

ATP recognizes employees as its most important asset. We are dedicated to building a safe, inclusive, and diverse workplace, while actively giving back to society and strengthening trust with stakeholders.



President and CEO of ATP

Jeffray Hsieh





## Message from the Chair of the ESG Steering Committee

From a perspective of diversity and inclusion in governance, the ESG Steering Committee guides ATP “transparency, professionalism, and empathy” in fulfilling its four key pillars: AI innovation, green manufacturing, supply chain responsibility, and employee relations with governance transparency. We strengthen information disclosure and actively listen to stakeholders, transforming diverse perspectives into decision-making momentum to drive continuous organizational improvement.



Vice Chairman of ATP and Chairman of  
the ESG Steering Committee

Patty Kuo



# 1 About ATP

- 1.1 Company Profile
- 1.2 High-Performance Products and Market Development
- 1.3 Storage Device Categories and Applications
- 1.4 Market Positioning and Target Customers



# 1.1 Company Profile

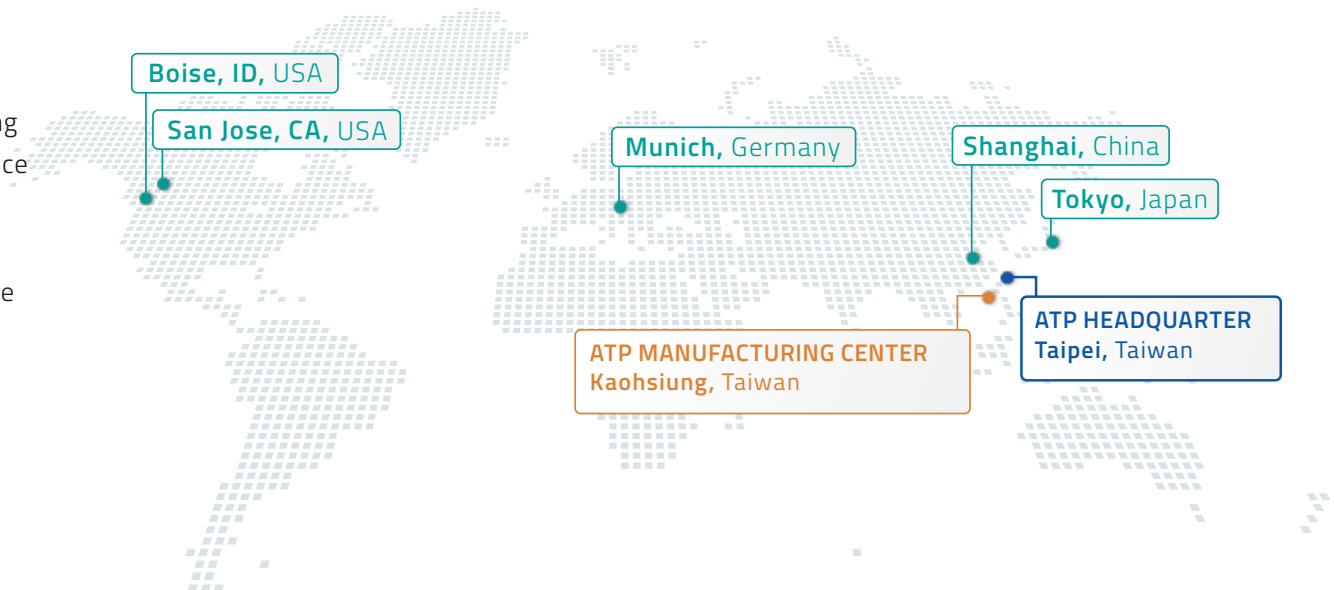
## 1.1.1 Overview

ATP is a leading global supplier of industrial-grade memory and storage solutions. We actively integrate artificial intelligence (AI) technologies to enhance product intelligence and reliability, while driving green technology and sustainable development. In fiscal year 2024, net operating revenue reached NT\$3.471 billion—an increase of about 2.23% compared to 2023. With the growing trend of global AI applications, ATP continues to strengthen R&D and innovation, expand diverse applications, and consolidate its market position.



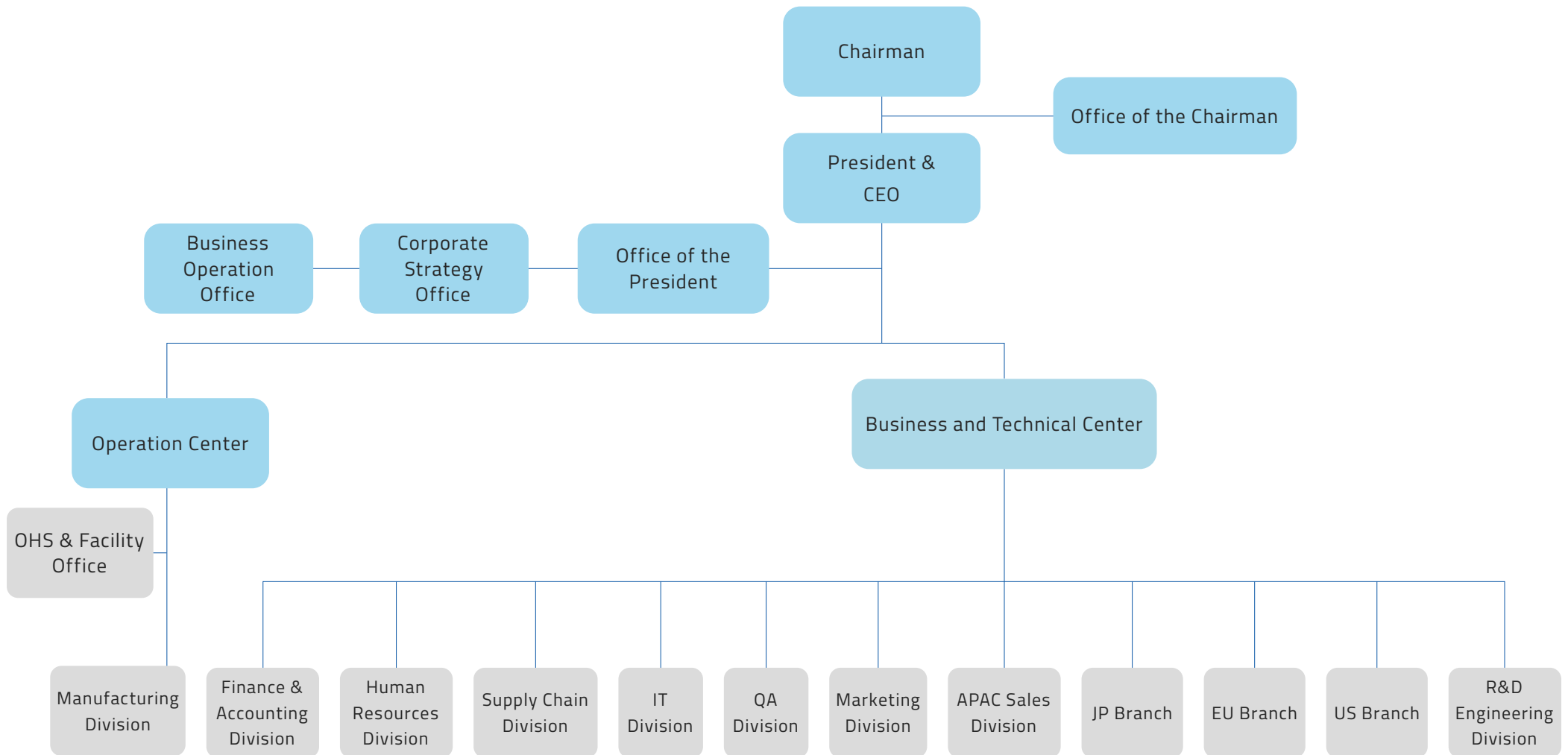
## 1.1.2 Global Operations

Headquartered in Neihu, Taipei, ATP has business locations across Europe, the Americas, and Asia. A new manufacturing center has been established in the Kaohsiung Ciaotou Science Park, designed with green building concepts and energy-efficient facilities to enhance efficiency and reduce energy consumption, providing customers worldwide with real-time and integrated solutions.



## 1.1.3 Organizational Structure

### ATP Electronics Taiwan Inc. Organizational Chart





## 1.2 High-Performance Products and Market Development

Our core products include NAND flash storage solutions such as solid state drives (SSDs), and DRAM modules, applied in industrial automation, cloud, automotive, medical, and edge computing. We produce high-performance products (such as the N651Si Series E1.S and N751Pi PCIe Gen4 NVMe SSDs), and the highest-endurance SSDs in pseudo single-level cell (pSLC) and triple-level cell (TLC) configurations with the continued commitment to deliver exceptional reliability, durability, and full life-cycle quality management to address demanding application scenarios and drive stable revenue growth.

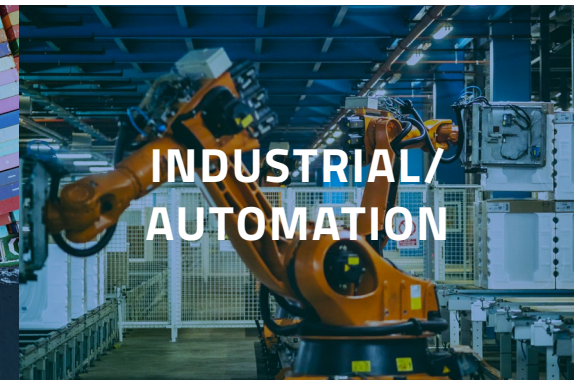
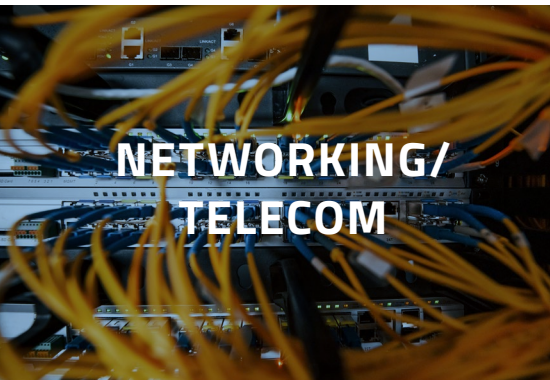


## 1.3 Storage Device Categories and Applications

The product portfolio covers industrial-grade SSDs, memory cards, and managed NAND solutions in 3D TLC and pSLC flash configurations, and DRAM modules. Targeting high-reliability markets such as data centers, smart manufacturing, automotive electronics, medical equipment, and defense, ATP provides full life-cycle professional solutions and operational support.

## 1.4 Market Positioning and Target Customers

ATP focuses on high-reliability industrial markets, establishing long-term cooperation with multinational enterprises. Through innovation, quality control, and localized services, we enhance brand professionalism and customer loyalty.



# 2 Sustainability Management and Development

- 2.1 Vision
- 2.2 Sustainability Strategy and Management
- 2.3 SDGs Initiatives and Response
- 2.4 Sustainability Governance Framework
- 2.5 Stakeholder Communication and Response
- 2.6 Material Topic Identification Process
- 2.7 Materiality Analysis and Explanation
- 2.8 Material Topic Management and Risk Identification

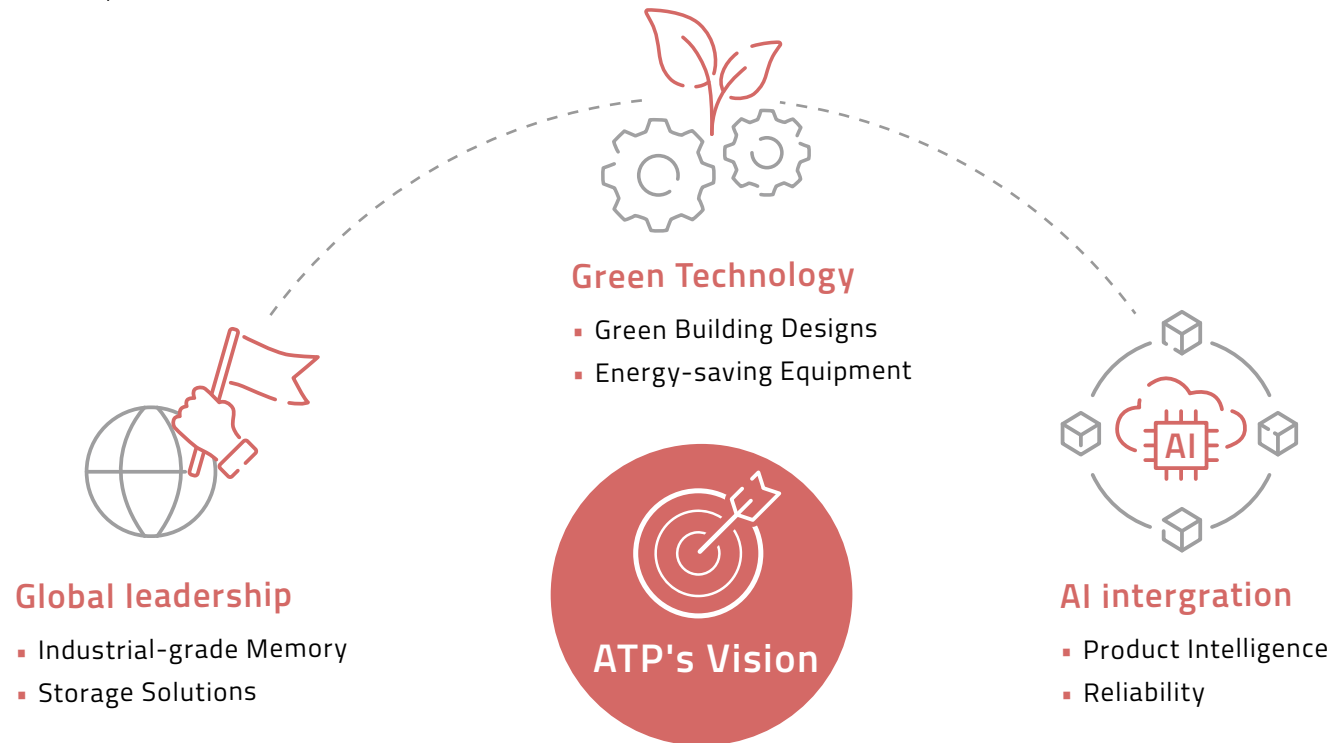




## 2.1 Vision

ATP is committed to becoming a leader in industrial-grade memory and storage solutions. By integrating AI technologies, we enhance intelligence and reliability; through green building design and energy-efficient facilities at our new site, we reduce our environmental footprint and advance sustainable development.

### ATP's Strategic Vision Leadership and Sustainability





## 2.2 Sustainability Strategy and Management

### 2.2.1 Mission



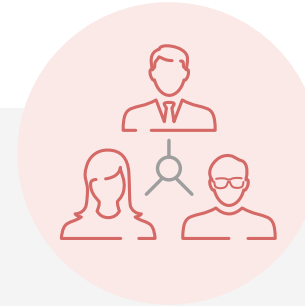
#### Innovation and Quality

Enhance product performance through AI and advanced processes to ensure high quality and reliability that meet industrial application needs.



#### Corporate Responsibility

Operate with integrity, maintain supply chain transparency, and promote responsible procurement and manufacturing.



#### Employee Relations and Social Engagement

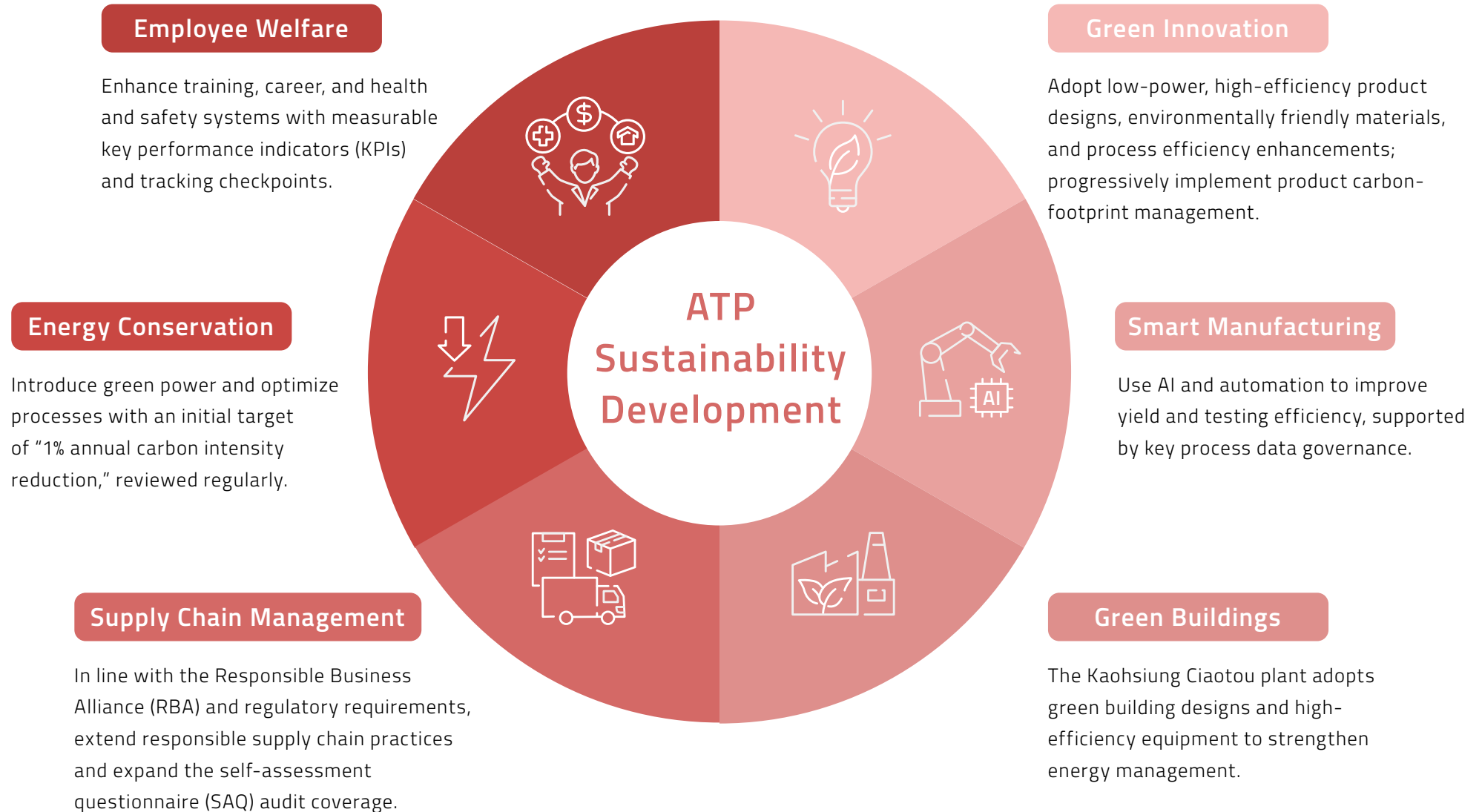
Foster strong employee relations, provide a safe and inclusive workplace, and promote diversity and inclusion. At the same time, actively contribute to society through philanthropy, education, and technology applications to support disadvantaged groups and social inclusion.



#### Environmental Sustainability

Reduce carbon footprint, optimize energy use, develop eco-compliant products, and promote circular economy practices.

## 2.2.2 Strategies and Guidelines



## 2.3 SDGs Initiatives and Response

### 2.3.1 United Nations Sustainable Development Goals

ATP supports the UN Sustainable Development Goals (SDGs) launched in 2015 and actively integrates them into operations and management. By aligning strategies and actions with SDGs, ATP responds to global challenges and fulfills its corporate responsibility.

To enhance communication and consistency, ATP references the 17 SDGs and their targets, mapping them to business units, sustainability projects, and KPIs. This alignment extends and supports the content structure of this report.

By aligning its sustainability goals with the UN SDGs, ATP ensures that its operations and governance frameworks are guided by internationally recognized development principles, linking corporate initiatives with global sustainability priorities.

#### \*Note:

GHG: Greenhouse Gas

ESG: Environmental, Social, Governance

ISO 45001: 2018

Occupational health and safety management system

GRI Material Topic	Corresponding SDGs	Individual Goals	ATP Action
<b>GRI 201: Economic Performance</b>	SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure)		Maintain stable revenue and invest in R&D; drive high-performance industrial memory products; enhance technological innovation and supply chain development.
<b>GRI 302: Energy Management</b>	SDG 7 (Affordable and Clean Energy), SDG 12 (Responsible Consumption and Production)		Ciaotou new plant introduced energy-saving HVAC and lighting systems; implemented energy efficiency improvement programs.
<b>GRI 305: GHG Emissions</b>	SDG 13 (Climate Action)		Established Scope 1 & 2 GHG inventory system; initiated mid- to long-term emission reduction targets; assessed renewable energy adoption.
<b>GRI 401: Employment and Labor Relations</b>	SDG 8 (Decent Work and Economic Growth)		Established formal employment system, conducted regular employee satisfaction surveys, set up grievance mechanisms to ensure a safe and stable work environment.
<b>GRI 403: Occupational Health and Safety</b>	SDG 3 (Good Health and Well-Being), SDG 8 (Decent Work and Economic Growth)		Achieved ISO 45001 certification; implemented occupational injury prevention training and regular health check-up programs.
<b>GRI 404: Training and Development</b>	SDG 4 (Quality Education), SDG 8 (Decent Work and Economic Growth)		Provided internal/external training resources and e-learning platform; designed development programs for new employees and managers.
<b>GRI 405: Diversity and Equal Opportunity</b>	SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities)		Promoted gender equality policies; encouraged female participation in technical and managerial roles; implemented a non-discriminatory pay system.
<b>GRI 414: Supplier Social Responsibility</b>	SDG 8 (Decent Work and Economic Growth), SDG 12 (Responsible Consumption and Production)		Conducted ESG questionnaires and tiered management for suppliers; required signing of RBA commitments and conflict minerals declarations.
<b>GRI 418: Customer Privacy</b>	SDG 16 (Peace, Justice and Strong Institutions)		Established information security systems; strengthened website and cloud data protection; safeguarded customer confidentiality and personal data.

### 2.3.2 Industry Associations and Collective Influence

To deepen industry collaboration and expand sustainability impact, ATP follows the principle of “Participation–Contribution–Co-creation,” actively joining associations and professional groups. Through working groups, policy dialogues, and resource integration, ATP strengthens expertise and influence in technology, trade, and ICT, while integrating external insights and best practices into materiality management and business decisions.

Currently, ATP is a member of:

- Taiwan Electrical and Electronic Manufacturers’ Association (Kaohsiung Nanzih Processing Zone)
- Importers and Exporters Association of Taipei (IEAT)
- Industrial Computer and Automation Association (ICAA)
- Taipei Computer Association (TCA)

Participation allows ATP to track policy trends and market dynamics, while advancing net-zero transition, energy efficiency, cybersecurity resilience, responsible sourcing, and industry–academia collaboration.

Going forward, ATP will strengthen external sustainability collaboration and evaluate joining the Business Council for Sustainable Development (BCSD) Taiwan to further engage in climate governance and circular economy. Management mechanisms and performance indicators (e.g., annual advocacy events, cross-industry projects, professional forums, and training) will be established, with progress reviewed and disclosed regularly.





## 2.4 Sustainability Governance Framework

### 2.4.1 ESG Steering Committee

Formed by Board-appointed members, the Committee oversees management in reviewing and refining ATP's sustainability vision and strategy.

It delegates authority to the ESG Committee composed of senior executives to implement sustainability initiatives, foster a sustainability-oriented culture, and drive organizational transformation and long-term value creation



## 2.4.2 ESG Committee

The ESG Committee is composed of representatives from departments such as the Business Operations Office (BOO), Human Resources Division (HR), Accounting & Finance Division (F&A), Manufacturing Division (MFG), and Corporate Marketing (Corp. MKT). It coordinates corporate sustainability initiatives through dedicated task forces. Regular monthly and quarterly meetings are convened to discuss key issues and monitor progress. Main responsibilities:

- Identify material topics and propose action plans.
- Facilitate cross-department communication and resource integration.
- Plan and allocate budgets for sustainability-related projects to ensure effective utilization of resources.
- Monitor the execution and performance of sustainability action plans across environmental, social, and governance (ESG) dimensions, and continuously optimize strategies to enhance the company's overall sustainability competitiveness.

**\*Note:**

SCM: Supply Chain Management Division

QA: Quality Assurance Division

MFG: Manufacturing Division

HR: Human Resources Division

F&A: Finance & Accounting Division

Corp. MKT: Corporate Marketing

BOO: Business Operations Office

R&D: R&D Engineering Division

MKT: Marketing Division

IT: Information Technology Division



## 2.5 Stakeholder Communication and Response

ATP places sustainable development at the core of its operations and, in accordance with the GRI Standards 2021 principles of transparency and inclusiveness, has established a structured and institutionalized stakeholder management framework. Through systematic identification and two-way engagement mechanisms, ATP ensures that external expectations remain aligned with its business operations and long-term sustainability goals.

Each year, the Company consolidates and analyzes feedback from employees, customers, shareholders/investors, and suppliers. These insights serve as the foundation for identifying and prioritizing material topics and for continuously updating sustainability action plans, thereby enhancing the quality of disclosures and the effectiveness of decision-making.

ATP employs surveys, regular meetings, and topic-specific interviews to understand stakeholders' concerns. By integrating cross-departmental resources and decision-making processes, ATP formulates concrete response actions and improvement measures that strengthen trust and organizational resilience. Communication outcomes and progress updates are regularly reported to senior management within the sustainability governance structure.

This section outlines ATP's stakeholder identification procedures, communication channels, and response mechanisms, which support the Company's core sustainability priorities of Innovation and Quality, Employee Relations and Social Engagement, and Sustainable Supply Chain. Regular reviews enable continuous enhancement of communication effectiveness and maturity in materiality management.

### 2.5.1 Stakeholder Analysis and Communication Summary

Stakeholder	Key Concerns	Communication Channels	Responses and Actions	Related Sustainability Strategy
Employees	Welfare, career development, workplace safety, job satisfaction	Staff meetings, training, internal surveys, suggestion box	Establish HR development systems, promote safety and health policies, conduct regular satisfaction surveys and improvement mechanisms	Employee Relations & Social Engagement
Suppliers	Fair trade, supply chain responsibility, environmental and human rights compliance	Annual evaluations, supplier commitments, regular audits and interviews	Implement sustainable supplier management, introduce RBA principles, conduct reviews and capacity building	Supply Chain Management, Corporate Responsibility
Customers	Product quality, customer service, information security and privacy	Customer satisfaction surveys, technical support, annual visits, contracts and privacy statements	Enhance quality control processes, strengthen cybersecurity, implement personal data protection policies and audits	Innovation and Quality, Customer Privacy Management
Shareholders/ Investors	Business performance, corporate governance, sustainability risk control	Shareholders' meetings, sustainability reports	Establish governance frameworks, increase transparency and disclosure frequency, continuously track sustainability KPIs	Sustainability Strategy, Corporate Responsibility

## 2.6 Material Topic Identification Process

In accordance with GRI Standards 2021, ATP has built a data-driven materiality identification mechanism. Overseen by the ESG Committee and executed by cross-functional teams, results are reported to senior management and the Board as the foundation for strategy and disclosure.

- 1. Issue Identification** – Compile potential issues from GRI standards, SDGs, industry trends, peer benchmarking, internal documents, and stakeholder feedback.
- 2. Analysis and Prioritization** – Conduct a dual-materiality assessment by defining weighting criteria and category thresholds. Plot the results in a materiality matrix to complete prioritization.
  - 2.1 Impact Materiality – Assessment of positive and negative impacts on stakeholders and the environment.
  - 2.2 Financial Materiality – Assessment of effects on operational performance and long-term strategic development.
- 3. Confirmation** – Cross-departmental review and senior management approval finalize annual material topics and boundaries, along with management approaches, KPIs, and action plans.
- 4. Review and Update** – Reassess annually or upon regulatory changes, business shifts, or major events to ensure alignment with risk management and sustainability objectives.

This process sharpens resource focus and disclosure transparency, strengthening resilience while addressing stakeholder expectations.

### 2.6.1 Process Steps

Step	Title	Description
1	Identify Potential Issues	Reference GRI, SDGs, industry trends, peer practices, and internal sources to compile issue lists.
2	Analyze and Prioritize	Evaluate by “importance to stakeholders” and “impact on business operations” via dual-axis assessment.
3	Confirm Material Topics	Reviewed by senior management and ESG Committee for final approval.
4	Review and Update	Annually review and adjust in response to market conditions or risk trends.



## 2.6.2 Selected Material Topics and Stakeholders

Category	Material Topic	Related Stakeholders	Main Sections
Corporate Governance	Sustainability Strategy	Shareholders, Management	2.1, 2.2, 2.4, 2.8
Innovation & Product Responsibility	Innovation and Quality	Customers, MKT, QA, Suppliers	1.2, 1.4, 2.2, 3.6
Responsible Business Practice	Corporate Responsibility & Integrity	Shareholders, Employees, Suppliers	2.4, 3.3, 3.4, 2.5
Social Engagement	Employee Relations & Engagement	Employees, Academia, Community	5.1 ~ 5.8
Environmental Sustainability	Carbon Management & Resource Use	ATP Headquarter (Taipei), ATP Manufacturing Center (Kaohsiung)	4.1 ~ 4.2
Responsible Supply Chain	Supplier Sustainability Management	SCM, QA, Suppliers, Customers	3.6, 2.8
Information & Privacy Protection	Customer Privacy Management	Customers, IT, Legal	3.5, 2.8
Talent Development	Talent Attraction & Development	Employees, HR	5.3, 5.5, 2.8



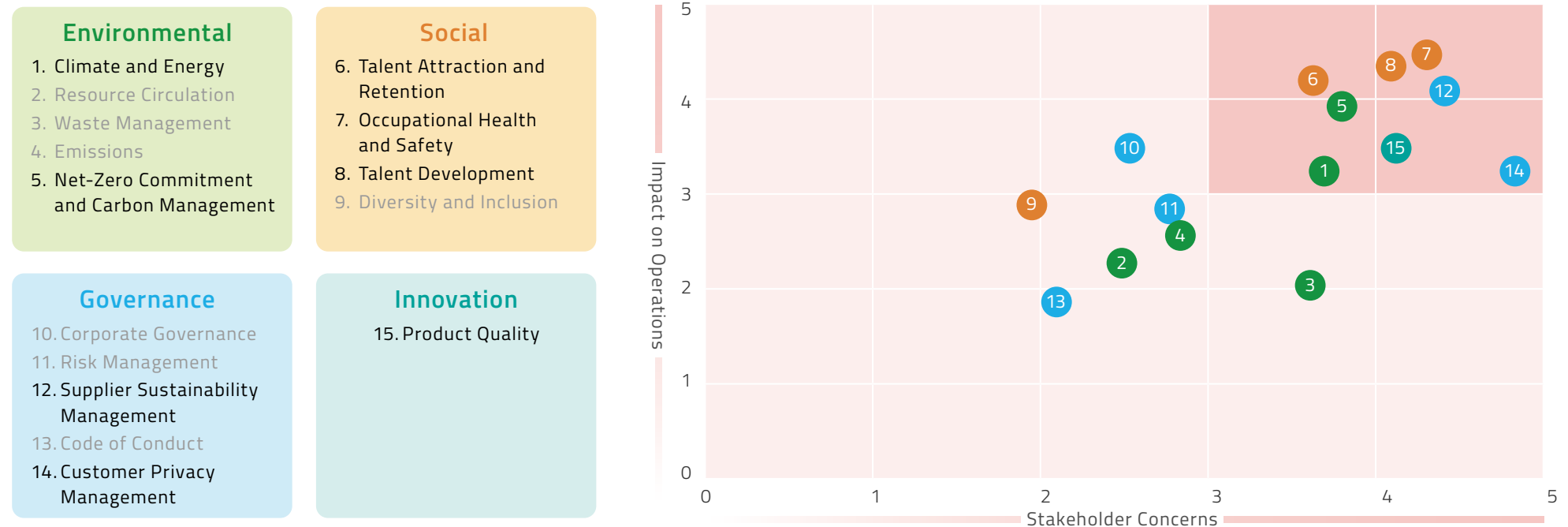
## 2.7 Materiality Analysis and Explanation

### 2.7.1 Overview

To address stakeholder concerns and uphold sustainability commitments, ATP follows GRI Standards 2021 and the principle of double materiality (impact/financial). A structured process collects internal and external input; values issues by positive/negative impacts on operations and the economy, environment, and society; and, identifies key material topics.

This year's process included issue identification, stakeholder concerns, and operational impact assessment, combined with senior management input and sustainability trends. The final list includes: net-zero and carbon management (including energy and emissions), talent development, occupational safety and health, talent attraction and retention, supplier sustainability, customer privacy management, and product quality.

These topics form the core of this report's disclosures and translate into management approaches, annual targets, and KPIs, with boundaries defined (internal/external), responsible units assigned, and tracking mechanisms in place to ensure alignment with strategy and long-term value creation.



## 2.7.2 Summary of Material Topics, Chapters, and Management Mechanisms

Sustainability Aspect	Related Chapters	Management Mechanism Summary
Sustainability Strategy	2.1 ~ 2.2	Strategies set by the Board and Sustainability Committee, with KPIs monitored regularly.
Innovation & Quality	1.2 ~ 1.4	Business units drive high-performance product R&D and reliability testing, integrated with market feedback.
Corporate Responsibility	2.5 ~ 2.8	Through stakeholder communication and materiality analysis, social and environmental responsibility initiatives are planned and disclosed.
Employee Relations & Engagement	5.1 ~ 5.8	HR and Occupational Health and Safety and Facility Office (OHS) lead compensation, training, human rights, and CSR participation programs.
Environmental Sustainability	4.1 ~ 4.2	MFG and OHS manages carbon, energy, and environmental data, advancing net-zero targets.
Supply Chain Management	3.6	SCM manages supplier screening, risk assessment, and audits to ensure responsible supply chain partnerships.
Customer Privacy Management	3.5	IT oversees data protection policies, system security, encryption, and access controls.
Corporate Governance	3.1 ~ 3.4	BOO and HR enhance board functions, integrity, risk management, and internal control.

## 2.8 Material Topic Management and Risk Identification

### 2.8.1 Overview

ATP focuses on six core topics: sustainability strategy, innovation and quality, corporate responsibility, employee relations and engagement, environmental sustainability, and supplier management. Through cross-functional collaboration and governance frameworks, action plans are implemented covering mid- and long-term targets, quality and innovation, ethical governance and cybersecurity, talent development and engagement, carbon management and green manufacturing, and responsible supply chain practices. KPIs and audit mechanisms are established to ensure continuous improvement and effective execution.

### 2.8.2 Material Topics and Management Mechanisms

Material Topic	Positive Actual/Potential Impacts	Negative Actual/Potential Impacts	Specific Actions	Management Mechanism
<b>Sustainability Strategy</b>	Promotes green enterprise development and sustainable business models; enhances corporate competitiveness; and aligns with international sustainability standards	Failure to proactively respond to international trends and implement comprehensive sustainability strategies may result in unmet customer expectations, reduced collaboration opportunities, and weakened market competitiveness	<ul style="list-style-type: none"> <li>Establish corporate sustainability goals and KPIs</li> <li>Strengthen internal and supply-chain ESG management</li> <li>Collaborate with customers to promote sustainability strategies that meet their expectations</li> </ul>	<ul style="list-style-type: none"> <li>The ESG Committee conducts annual reviews of sustainability strategy effectiveness</li> <li>The Board of Directors and management supervise sustainability performance</li> <li>Provide regular customer sustainability disclosures and participates in annual Carbon Disclosure Project (CDP) assessments</li> </ul>
<b>Innovation &amp; Quality</b>	Enhances product reliability and competitiveness through technological and product innovation Improve brand reputation and customer satisfaction	Insufficient product quality or lack of innovation may fail to meet customer needs, resulting in reduced customer satisfaction and potential operational and reputational risks	<ul style="list-style-type: none"> <li>Conduct regular customer satisfaction surveys</li> <li>Implement technology innovation and product-upgrade programs</li> <li>Participate in industry alliances to stay current with emerging technologies</li> </ul>	<ul style="list-style-type: none"> <li>Product and R&amp;D meetings to ensure innovation direction</li> <li>Continuous product improvement based on market feedback</li> </ul>

Material Topic	Positive Actual/Potential Impacts	Negative Actual/Potential Impacts	Specific Actions	Management Mechanism
Corporate Responsibility	Building a positive corporate culture enhances employee engagement and organizational competitiveness, strengthening long-term sustainable management.	Poor corporate governance or weak CSR performance may negatively impact corporate reputation and investor confidence.	<ul style="list-style-type: none"> <li>Regularly report key sustainability topics to the Board of Directors.</li> <li>Implement RBA Responsible Business Alliance standards to ensure suppliers and the company comply with CSR requirements.</li> </ul>	<ul style="list-style-type: none"> <li>Corporate governance mechanisms supervise governance performance.</li> <li>Establish communication channels to enhance internal and external trust.</li> <li>Conduct regular internal RBA audits to ensure compliance.</li> </ul>
Employee Relations & Engagement	Providing a diverse and friendly workplace fosters employee well-being, enhances satisfaction, and encourages community involvement—strengthening corporate image.	Inadequate working conditions or limited development opportunities may lead to high turnover, talent loss, reduced competitiveness, and damage to brand image. Lack of social participation may also weaken societal recognition.	<ul style="list-style-type: none"> <li>Build a friendly workplace environment.</li> <li>Promote diversity, equity, and inclusion (DEI) policies.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct annual employee satisfaction and welfare surveys.</li> <li>Continuously promote employee volunteering and social participation programs.</li> </ul>
Environmental Sustainability	Improving energy efficiency and reducing resource consumption lower operational risks and enhance brand value.	Failure to comply with environmental regulations or ineffective carbon reduction efforts may increase operational risks and compliance concerns.	<ul style="list-style-type: none"> <li>Increase the use of renewable energy.</li> <li>Implement carbon reduction and emission-control measures.</li> <li>Improve carbon intensity by 1% annually.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct annual energy and carbon inventory audits.</li> <li>Develop mid- and long-term carbon reduction roadmaps.</li> <li>Review annual carbon-reduction target achievement.</li> </ul>
Supply Chain Management	Establishing a responsible supply chain partner network enhances overall operational competitiveness.	Poor supplier management may affect product quality and damage corporate reputation.	<ul style="list-style-type: none"> <li>Ensure suppliers comply with ESG requirements.</li> <li>Strengthen supplier evaluation and monitoring mechanisms.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct regular supplier audits and assessments.</li> <li>Establish sustainable procurement policies.</li> </ul>



# 3 Corporate Governance

- 3.1 Operational Performance
- 3.2 Strengthening Board Functions
- 3.3 Business Integrity
- 3.4 Operational Sustainability
- 3.5 Customer Privacy Management
- 3.6 Supplier Sustainability Management
- 3.7 Value Chain Management



## 3.1 Operational Performance

### Global Operations – Revenue Distribution

Region	Share of Revenue
Americas	64.6%
Europe	18.9%
Japan	10.9%
Mainland China	3.0%
Asia-Pacific (excluding China, Japan, Taiwan)	1.8%
Taiwan	0.8%

**\*Note:**

Figures are presented in New Taiwan Dollars (NTD). Due to rounding, totals may not equal the sum of individual items.

### 3.1.1 Operational Performance

In fiscal year 2024, ATP recorded net operating revenue of NT\$3.471 billion, representing a 2.23% increase compared to 2023.

Driven by the rise of AI and edge applications, ATP achieved steady expansion through a high-reliability product portfolio and localized services, while simultaneously strengthening compliance and corporate governance, thereby realizing “low-carbon growth driven by quality and efficiency.”

#### Global Operations – Revenue Distribution

ATP's customers include system integrators, distributors, resellers, and end-users across the world. With a comprehensive global footprint, the revenue distribution of ATP's global operations is as follows:

US 64.6%, EU 18.9%, JP. 10.9%, CN 3.0%, Asia-Pacific 1.8%, TW 0.8%  
\* Period: FY2024



**ATP EUROPE**  
Munich, Germany



**ATP CHINA**  
Shanghai, China



**ATP JAPAN**  
Tokyo, Japan

**ATP USA**  
San Jose, CA, USA



**ATP KAOHSIUNG  
MANUFACTURING CENTER**  
Kaohsiung, Taiwan



**ATP HEADQUARTER**  
Taipei, Taiwan



### 3.1.2 Alignment with Government Policies

To strengthen manufacturing efficiency and accelerate smart manufacturing transformation, ATP continues to adopt automation and intelligent equipment.

By optimizing processes, we increase capacity and yield, reduce human error and resource consumption, and demonstrate a dual commitment to both smart manufacturing and sustainable management, thereby enhancing operational resilience.

In accordance with Article 10-1 of the Statute for Industrial Innovation, ATP applies for corporate income tax credits on qualified smart machinery investments.

The tax benefits are reinvested into high-efficiency, energy-saving, and automation systems, creating a positive cycle of “investment – benefit – reinvestment” that supports process upgrades and resource efficiency.

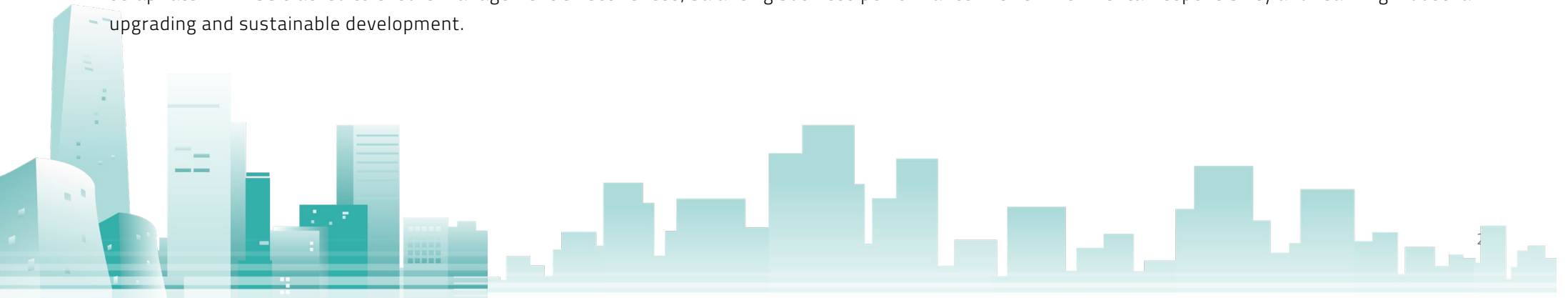
#### ■ Application Overview

Item	Year	Granting Authority	Tax Credit Amount (NTD)
Smart Machinery Investment Credit	2023	Industrial Development Bureau, MOEA	739,622*
Smart Machinery Investment Credit	2024	Industrial Development Bureau, MOEA	220,743*

**\*Note:**

Amounts are subject to approval by the competent authority; final figures will be based on approved values.

Looking ahead, ATP will deepen R&D and process innovation through data-driven smart manufacturing, continuously advancing toward “high efficiency, low energy consumption, and low carbon footprint.” Key performance indicators—such as equipment utilization rate, unit energy consumption, and process scrap rate—will be tracked to ensure management effectiveness, balancing business performance with environmental responsibility and realizing industrial upgrading and sustainable development.



## 3.2 Strengthening Board Functions

### 3.2.1 Board Composition and Operations

ATP's Board of Directors consists of five members (four men and one woman), bringing diverse backgrounds and expertise aligned with corporate development and governance needs.

The Chairman oversees board operations, fulfilling supervisory responsibilities including risk management and executive compensation decisions. Board members actively participate in major operational decisions and regularly receive training in corporate governance, industry developments, and sustainability topics to continuously enhance governance effectiveness.

Through its professional and diverse composition and sound governance framework, ATP strengthens board functions, ensuring operational transparency and robust strategies that drive sustainable corporate development.

### 3.2.2 Enhancing Board Effectiveness

ATP firmly believes the Board plays a critical guiding and supervisory role in corporate sustainability transformation.

The Board reviews strategic directions and ensures operational and sustainability goals are integrated and aligned, responding to global sustainability trends and enhancing governance transparency and foresight.

#### 1. Board Roles and Operations

- Regularly review governance systems and operating results, providing decisions and oversight on sustainability issues covering environmental policies, labor and human rights, information security, and supply chain responsibility.
- Establish a cross-departmental ESG Committee authorized by the Board and composed of senior executives . The Committee meets quarterly to consolidate departmental performance and report to the Board, ensuring alignment between decision-making and execution.
- These are the Board's main sustainability responsibilities:
  - Review and approve ATP's mid- to long-term sustainability goals and strategic directions.
  - Evaluate the impacts of material sustainability risks and opportunities on operations and supply chains.
  - Monitor performance in environmental protection, employee rights, occupational safety, and business ethics.
  - Support internal resource allocation and system development to drive continuous improvement in sustainability performance.

Through these governance mechanisms, ATP deeply integrates sustainability with business strategy. It demonstrates its responsible response to stakeholder expectations and lays the foundation for long-term value creation.

## 2. Continuous Enhancement of Board Expertise and Effectiveness

- **Knowledge Development:** Management periodically provides insights on sustainability and governance trends (including international policies, industry developments, and emerging opportunities). Formal and informal exchanges strengthen the Board's collective expertise and forward-looking vision.
- **Performance and Improvement:** An annual board self-assessment is conducted in combination with independent external governance evaluations to review transparency, decision-making efficiency, and shareholder rights protection. Internal control and risk management systems are regularly reviewed and updated, supported by internal audits, external audits, and compliance reviews, ensuring lawful and transparent operations.





## 3.3 Business Integrity

### 3.3.1 Overview

Integrity is at the core of ATP's corporate culture and the foundation of sustainable management. The Company is committed to building a transparent, fair, and accountable governance environment, ensuring that all business practices comply with ethical standards and relevant regulations. This commitment also extends to supply chain management, strengthening long-term, trustworthy business relationships.

#### 1. Ethical Policies and Code of Conduct

ATP's established Business Integrity Policy and Employee Code of Conduct covers anti-corruption and prohibition of improper benefits, conflict of interest disclosure, workplace respect, confidentiality obligations, and fair trade. All new employees are required to sign an integrity pledge and complete compliance and ethics training upon onboarding.

The Company provides consultation and reporting channels that ensure anonymity and confidentiality. These include clear policies of "non-retaliation" and defined investigation procedures. Violations are investigated, addressed, and remedied in accordance with established processes, with results consolidated and reported internally on a regular basis.

#### 2. Implementation of Responsible Business Alliance (RBA) Standards

In response to global supply chain sustainability requirements, ATP adopted the RBA Code of Conduct in 2021, which covers labor, health and safety, environment, ethics, and management systems. The ESG Committee is responsible for identifying system gaps and driving improvements.

On the supply chain side, ATP has established a Supplier Self-Assessment Questionnaire (SAQ) and on-site audit mechanisms. High-risk suppliers receive education and guidance to gradually strengthen sustainability capabilities. By the end of 2024, 80% of key suppliers have undergone the RBA survey and the second phase of follow-up and continuous improvement is ongoing.

ATP will continue to deepen its compliance and responsibility culture as it works with customers and partners to build a transparent, traceable, and resilient sustainable supply chain ecosystem.



## 3.4 Operational Sustainability

### 3.4.1 Overview

In response to a rapidly changing global environment, ATP integrates risk management with sustainability strategies to build a resilient and competitive operational framework. This ensures supply stability, regulatory compliance, and long-term value creation.

#### 1. Operational Risk Identification and Control

ATP has established a rolling risk assessment mechanism covering areas such as climate change, energy prices, supply chain disruptions, geopolitics, information security, regulatory changes, and human resources.

Each risk is assigned to responsible units with corresponding contingency plans, which are consolidated by the ESG Committee for review and reporting.

These findings guide adjustments to resource allocation and response strategies.

Moving forward, ATP will integrate risk models with financial forecasting to strengthen financial resilience and reduce unexpected losses.



#### 2. Advancement of Sustainability Strategies and Goals and objectives

Guided by the belief that “responsibility is competitiveness,” ATP has developed a trackable sustainability action roadmap with reference to GRI Standards and the UN SDGs, driven by three core pillars:

- **Climate Action and Environmental Protection:** Implement energy-saving projects and process efficiency improvements, measure and reduce greenhouse gas emissions, explore green energy and low-carbon technology pathways, and gradually advance toward carbon neutrality.
- **Employee Well-Being and Workforce Sustainability:** Create a safe and healthy workplace, as well as promote talent development, two-way communication, and diversity and inclusion, while encouraging employees to participate in sustainability initiatives and embed such values into corporate culture.
- **Social Engagement and Stakeholder Participation:** Strengthen interaction with local communities, promote public welfare and volunteer services, and establish long-term, transparent, and trust-based communication mechanisms with suppliers, customers, and employees.

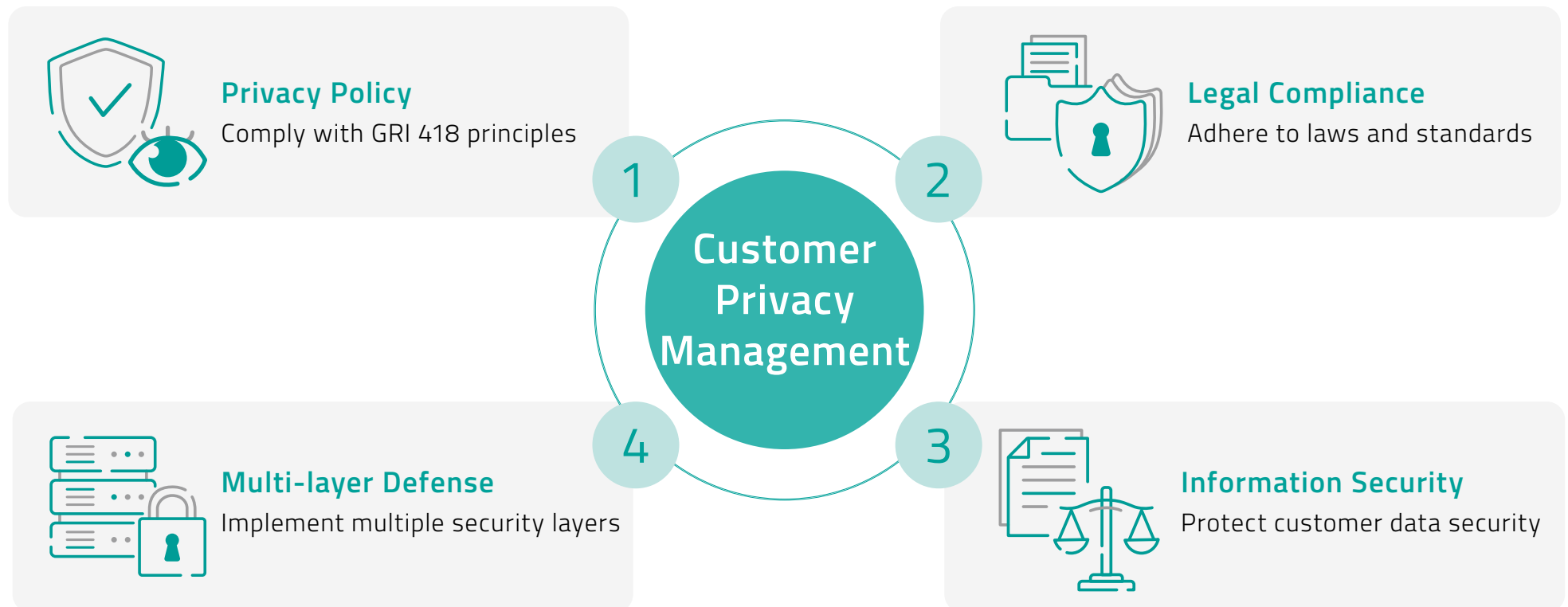
As a trusted partner in sustainable development ATP will continue to optimize internal management systems and cross-departmental collaboration, enhance data transparency and operational resilience, and fulfill corporate responsibility across the global supply chain.

## 3.5 Customer Privacy Management

### 3.5.1 Customer Privacy Protection Policy and Governance

ATP places the highest importance on protecting customer data and sensitive information. In compliance with GRI 418 disclosure principles, the Company has established policies, procedures, and audit mechanisms. Data protection operations are jointly supervised by the Information.

Technology and Compliance units, with regular reports submitted to senior management on implementation results and improvement plans. These measures ensure alignment with regulatory requirements and industry best practices.



**\*Note:**

GRI 418: Customer Privacy 2016

## 3.5.2 Information Security and Privacy Management Measures

### 1. Data Classification and Grading System

- Classify data by sensitivity and business relevance into: public, internal, confidential, and highly confidential; define corresponding access rights, retention periods, and protection levels.

### 2. Access Control and Identity Authentication

- Apply the principle of least privilege and role-based access control (RBAC) to prevent unauthorized use.
- Implement multifactor authentication (MFA) across all critical systems.
- Conduct quarterly user access audits, with immediate revocation/adjustment of accounts upon personnel changes.

### 3. Encryption and Transmission Security

- Use HTTPS/TLS encryption during data transmission; encrypt or mask sensitive data at rest according to risk level.

### 4. Data Backup and Offsite Storage

- Perform automatic daily backups of critical data, with encrypted copies stored offsite.
- Conduct regular restoration tests, verifying disaster recovery (DR) usability at least every six months.

### 5. Security Management and System Maintenance

- Designate personnel to maintain critical systems and apply security patches and updates in a timely manner.

- Establish routine vulnerability scanning and patching procedures; perform scans and remediation at least quarterly.
- Follow synchronized update policies for operating systems and applications to minimize cybersecurity blind spots.

### 6. Network Security Protection

- Deploy next-generation firewalls (NGFW) and intrusion prevention systems (IPS) within the corporate network.
- Implement network segmentation for systems and internal networks containing sensitive data to reduce lateral movement risks.

### 7. Employee Information Security Training

- Complete training on information security and personal data protection for all new employees; annual refresher courses include phishing and social engineering simulations.
- Distribute quarterly security bulletins and case studies to raise awareness and enhance response capabilities.

### 8. Incident Reporting, Response, and Drills

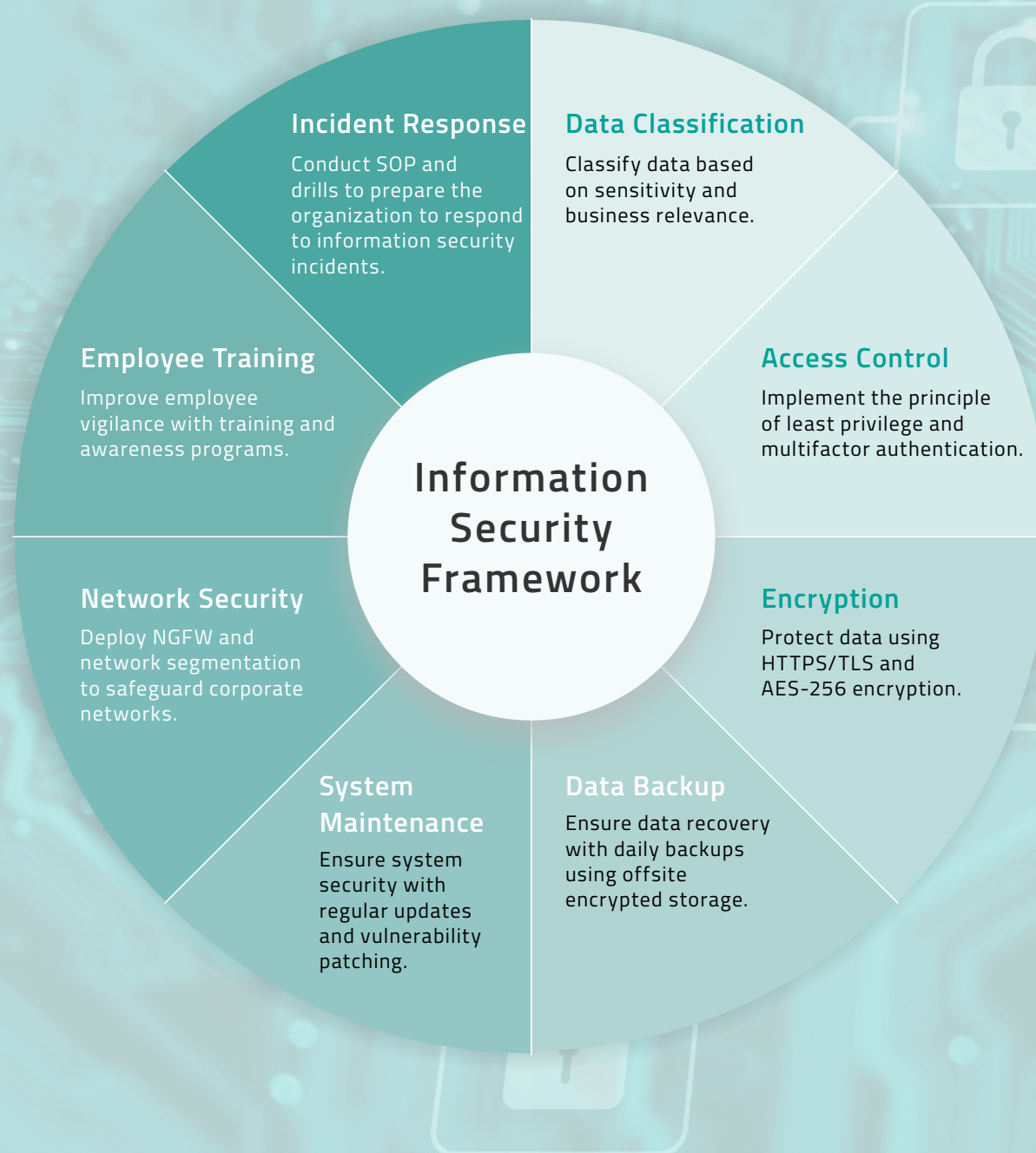
- Handle information security incidents according to standard operating procedures (SOP), with IT and Compliance jointly coordinating tracking and reporting.
- Conduct semi-annual incident response (IR) simulations, followed by reviews and corrective actions.

#### \*Additional Practices:

Conduct Privacy Impact Assessments (PIA) before implementing new systems or collecting new categories of personal data.









## 3.6 Supplier Sustainability Management

ATP is primarily positioned as an own-brand manufacturing (OBM) company and maintains a leading position in industrial-grade, high-performance, high-quality, and high-endurance NAND flash and DRAM modules, while also offering customized product design, application-aligned firmware development services and manufacturing capabilities. Leveraging rigorous R&D and manufacturing management, cross-regional operations, and a resilient supply chain, ATP provides memory and storage solutions trusted across industries to meet high standards for technical expertise, manufacturing quality, operational scope, and delivery reliability, and continues to strengthen sustainability value through responsible supply chain practices and product lifecycle management.

### 3.6.1 Supply Chain Management Strategy

Guided by the corporate value “WE BUILD WITH YOU,” ATP regards suppliers as long-term partners in co-creation. Through collaboration, transparency, and shared growth, ATP builds a resilient, sustainable, and innovative supply chain ecosystem. The supply chain is not only an extension of operations but also a key channel for fulfilling corporate social responsibility and sustainability commitments. This philosophy is embodied in the following strategies:

#### 1. Partnership over Transaction

- **Strategic Alliances:** Treat suppliers as partners rather than mere transactional vendors, building long-term cooperative models.
- **Joint Development and Innovation:** Collaborate with suppliers on new product development and process improvements, sharing technology and market insights.
- **Early Supplier Involvement (ESI):** Engage key suppliers during design and planning stages to enhance expertise, flexibility, and quality.

#### 2. Transparency & Trust

- **Information Sharing:** Establish mechanisms to share demand forecasts, production schedules, and quality data with suppliers.
- **Integrity in Management:** Foster trust and long-term relationships by selecting and managing suppliers based on fairness and openness.



### 3. Mutual Development & Empowerment

- **Supplier Development:** Support suppliers in improving quality management, cost control, and sustainability performance through dialogue, technical support, and collaboration.
- **Performance Evaluation and Feedback:** Conduct regular supplier evaluations and provide constructive feedback for mutual growth.

### 4. Shared Risk & Agility

- **Flexibility:** Develop resilient supply chain mechanisms with suppliers, such as multi-sourcing strategies and shared buffer inventories.
- **Joint Crisis Response:** Share responsibility and work together to resolve disruptions or unexpected events in the supply chain.

### 5. Sustainability & Responsibility

- **Sustainable Partnerships:** Prioritize suppliers committed to the Responsible Business Alliance (RBA) Code of Conduct and environmental requirements, jointly advancing sustainable practices in business ethics, labor rights, and workplace conditions.
- **Localization:** Given the diverse and small-batch nature of industrial products, ATP prioritizes local suppliers to meet global customer demands with flexible production strategies.

By embedding “WE BUILD WITH YOU” into supply chain management, ATP demonstrates that this is not just a guiding principle but a concrete action. Beyond “cost” and “delivery,” ATP adopts a long-term perspective to co-create value, share risks, and build the future with its suppliers. This approach enhances the competitiveness and resilience of the supply chain while attracting new suppliers who share ATP’s commitment to sustainability, progressively embedding sustainability elements into the supply chain management system.



## 3.6.2 Supplier Onboarding Procedures and Requirements

As a global leader in memory manufacturing, ATP pays close attention to every stage of the production process to ensure the delivery of high-quality and highly durable memory products.

Beyond manufacturing excellence, ATP upholds the highest standards of social responsibility toward employees, the environment, the enterprise, and the sustainability of the global supply chain.

In supply chain management, ATP has obtained certifications for ISO 9001, ISO 14001, ISO 45001 and ISO 28000 and is also recognized as a Sony Green Partner. The requirements of these systems are embedded into ATP's supplier management procedures.

New supplier onboarding (excluding general administrative procurement) must undergo review through the New Supplier Evaluation and Supplier Management Procedures, which integrate the requirements of the above ISO standards.

This process ensures that selected suppliers have the capability to deliver products or services with quality, safety, compliance, and sustainability, while practicing responsible business operations.

The objective is to reduce risks, protect corporate interests, align with international expectations and regulatory trends, and ensure a stable and sustainable supply chain.

The supplier onboarding procedures are as follows:

**\*Note:**

ISO 9001: Quality management systems

ISO 14001: Environmental management systems

ISO 45001: Occupational health and safety management systems

ISO 28001: Security management systems for the supply chain

ISO: International Organization for Standardization

### Supplier Onboarding Procedures and Requirements

#### Supplier Identification and Evaluation

1. Confirm the need for new suppliers and define evaluation criteria.
2. Identify suitable partners considering quality, delivery, price, compliance, and service.

#### Establishment of Supplier Basic Information

Suppliers must commit to the following and provide related documentation:

1. Supplier Basic Information Form
2. Supplier Audit Checklist
3. Responsible Business Alliance (RBA) Code of Conduct Commitment (Version 8.0, 2025)
4. Non-Disclosure Agreement (NDA)
5. Declaration of Prohibited Hazardous Substances
6. Declaration of Non-use of Conflict Minerals
7. Supplier Contract (signed if deemed necessary after evaluation)

#### Document Review /On-site Audit

1. Conduct reviews and audits in accordance with the New Supplier Evaluation and Supplier Management Procedures.
2. Verify the validity and completeness of submitted documents, including:
  - (1) ISO 9001 certification
  - (2) Required signed documents and commitments in the basic information package

### 3.6.3 Annual Supplier Classification and Control

To improve supplier management efficiency, optimize resource allocation, and enhance precision in quality control, ATP adopts a supplier classification and tiered management system. Based on the supplier's role and its degree of impact on products, differentiated management strategies are applied. This approach ensures more efficient allocation of company resources, strengthens risk management capabilities, establishes clear management strategies, and supports strategic cooperation and development.

#### ■ Supplier Management Model

Classification	Description	Tier	Management Model and Focus
Category I (Manufacturing-related)	Directly related to products (e.g., OEM manufacturers)	Key Supplier (Strategic)	<ul style="list-style-type: none"> <li>Source of critical components or technologies, significantly impacting product quality, delivery, or core competitiveness; regarded as long-term partners.</li> <li>Regular performance evaluations are conducted.</li> </ul>
		Key Supplier (General)	<ul style="list-style-type: none"> <li>General components or non-critical materials with substitutability; considered general cooperation partners.</li> <li>Selection and management based on actual cooperation needs.</li> </ul>
Category I (Non-manufacturing-related)	Directly related to products (e.g., agents, distributors)	Key Supplier (Strategic)	<ul style="list-style-type: none"> <li>Possess exclusive brand agency rights, regional sales advantages, or technical support capabilities that provide strategic value for market expansion.</li> <li>Regular performance evaluations are conducted.</li> </ul>
		Key Supplier (General)	<ul style="list-style-type: none"> <li>General agency or distribution business with substitutable or short-term cooperation nature.</li> <li>Selection and management based on actual cooperation needs.</li> </ul>
Category II Suppliers	Indirectly related to products (e.g., outsourcing vendors)	Non-key Supplier	Focus on cost control, delivery stability, and cooperation flexibility.
Category III Suppliers	Not related to products (e.g., facility engineering, office supplies)	Non-key Supplier	Focus on cost control, contract compliance, and service quality.

### 3.6.4 Supplier Evaluation Mechanism and Results

To ensure product quality, operational stability, and sustainability responsibility, ATP evaluates suppliers based on the Quality, Delivery, Cost, Service (QDCS) framework. This ensures suppliers can consistently furnish products and services that meet quality and delivery requirements.

#### Supplier Evaluation System

- Regular Evaluation: Conducted annually or semi-annually to consolidate performance across all indicators.
- Tiered Management: Suppliers are graded into A, B, C, or D levels, each with corresponding cooperation strategies.
- Continuous Improvement: For underperforming suppliers, corrective action plans are developed and implementation is tracked.
- Incentive Mechanism: Outstanding suppliers are recognized and given more business opportunities that foster long-term partnerships.

#### Evaluation Criteria

##### 1. Q : Quality

- Assess product quality stability, defect rate, responsiveness to issues, and corrective capabilities.

##### 2. D: Delivery

- Assess on-time delivery rate, accuracy of delivery confirmations, and responsiveness to urgent orders.

##### 3. C: Cost

- Assess price reasonableness, cost competitiveness, and cooperation on cost reduction initiatives.

##### 4. S: Service

- Assess technical support, responsiveness, cooperation, and completeness of documentation.

#### Supplier Evaluation Rating Results

Grade	Score Range	Number of Suppliers	Description
A	≥ 80	43	Continued cooperation with potential increase in purchase volume; given priority for ATP's new product development qualification.
B	79~70	×	Continued cooperation with encouragement to improve and provide optimization measures.
C	69~60	×	Required to submit an improvement plan within three months and demonstrate results within six months; otherwise, procurement of certain parts may be reduced or discontinued.
D	≤ 59	×	Placed on observation list; cooperation may be suspended and supplier may be removed from the Approved Vendor List (AVL).



### 3.6.5 2024 Supply Chain Status Review

As of the reporting year, ATP's suppliers were primarily local. A preliminary identification and classification of core and key suppliers (excluding Category III procurement) is summarized as follows:

#### Number of Suppliers

Including raw materials, packaging materials, and production service partners, but excluding Category III (general administrative procurement), the total number of suppliers was 159.

#### Supplier Types

	Total	Classification	Type	Number of Suppliers
Number of Supplier Partners	159	Category I (Manufacturing)	Raw materials (Key) Manufacturers	43
		Category I (Non-manufacturing)	Raw materials (Key) Agents	35
		Category I (Manufacturing)	Raw materials (Non-key)	43
		Category II Suppliers	Contracted manufacturing partners	9
		Category I (Non-manufacturing)	Traders	29

### 3.6.6 Supplier Procurement Policy

ATP's supplier procurement policy is based on the principle of "local procurement." This policy aims to enhance supply chain resilience and flexibility, reduce carbon footprint and transportation costs, promote local economic development, meet sustainability and regulatory requirements, strengthen corporate social responsibility, and improve quality and communication efficiency.

However, since the main components used (DRAM and NAND flash integrated chips[ICs]) are manufactured outside Taiwan and are considered globally critical materials, ATP has also established a global trade supply system to secure backup supply and mitigate shortage risks.

In reviewing the achievement of local procurement goals:

- Taiwan-based suppliers account for 81% of total suppliers.
- Excluding global trade intermediaries necessary for flexible supply considerations, the proportion of local suppliers in Taiwan reaches 89%.

Region	Supplier Classification	Count	Share of Total Suppliers
Taiwan	Raw materials (Key) Manufacturers	33	81%
	Raw materials (Key) Agents	33	
	Raw materials (Non-key)	41	
	Contracted Manufacturing Partners	9	
	Traders	13	
Non-Taiwan	Raw materials (Key) Manufacturers	10	19%
	Raw materials (Key) Agents	2	
	Raw materials (Non-key)	2	
	Contracted Manufacturing Partners	0	
	Traders	16	
Total		159	100%

### 3.6.7 Critical Raw Material Risk Management

ATP's commitment to customers is embodied in the principle of "WE BUILD WITH YOU"—developing tailored solutions by fully controlling production processes to address unique customer needs.

ATP manages a controlled bill of materials (BOM) and product lifecycle planning, while maintaining safety stock to prevent shortages and ensure stable supply of critical and scarce resources. Any process or product changes, or product End-of-Life (EOL) status, are communicated to customers in a timely manner. Through collaborative demand forecasting, ATP effectively plans and manages its supply chain.

To ensure delivery stability and customer product quality, ATP's critical raw material risk management strategies are structured into the following areas:

#### 1. Supply Chain Stability and Diversification

- Sign **long-term agreements (LTA)** with key suppliers.
- Build safety stock models.
- Establish multi-market qualified backup mechanisms. Develop substitute material backup systems.
- Increase material commonality.

#### 2. Quality Control and Validation

- Implement new material validation and complete onboarding procedures.

#### 3. Regulatory and Environmental Compliance

- Supplier evaluations include sustainability and regulatory compliance checks.
- Material selection review system excludes hazardous substances (e.g., RoHS, REACH).

#### 4. Risk Identification and Assessment

- Implement material risk grading systems.
- Regularly review and track market fluctuations, supported by early warning systems.
- Establish a Supply Chain Emergency Response Management system.

#### 5. Supplier Management and Monitoring

- Select suppliers under ISO 9001 standards, subject to full onboarding procedures.
- Introduce second-source suppliers to build redundancy.
- Conduct ongoing audits and evaluations, including supplier classification and corresponding action plans; provide support to help suppliers meet requirements.

### 3.6.8 Supplier Social Responsibility and Hazardous Substance Management

In addition to passing the review and continuous audit requirements under the New Supplier Evaluation and Supplier Management Procedures (established in accordance with ISO standards), ATP suppliers (excluding Category III procurement) are required to commit to building a green supply chain. Suppliers must provide written commitments for the following, with a 100% document collection rate:



#### 1. Commitment to Conflict-Free Minerals

Each year, ATP collaborates with supply partners to conduct due diligence using the most up-to-date templates from the Responsible Minerals Initiative (RMI), including the Conflict Minerals Reporting Template (CMRT), the Extended Minerals Reporting Template (EMRT), and the Active Minerals Reporting Template (AMRT).

These measures ensure the legality of sourcing and promote conflict-free procurement and supply chains.

#### 2. Compliance with Hazardous Substance Free Management (HSF)

When approving materials, suppliers are required to submit a Material Composition Declaration (MCD), along with RoHS compliance certification for individual substances.

This ensures that all materials used in ATP products meet hazardous substance control requirements.

To protect human health and environmental safety, ATP also requires compliance with the EU REACH regulation (Registration, Evaluation, Authorization, and Restriction of Chemicals).

Suppliers must continuously update declarations covering substances of very high concern (SVHCs).

ATP monitors and manages suppliers' compliance on an ongoing basis by obtaining conformity statements, ensuring long-term compliance, reducing environmental pollution, and enhancing product safety in alignment with global sustainability trends.

### 3.6.9 Supplier Commitment - RBA Declaration

In 2021, ATP successfully passed the Responsible Business Alliance (RBA) audit and obtained RBA certification. At the same time, ATP embedded RBA standards into its supplier selection process. One of the mandatory conditions for becoming a qualified ATP supplier is the willingness to jointly commit to the RBA Code of Conduct. Suppliers are required to formally acknowledge and confirm their understanding of the RBA standards in writing. The supplier response rate for this requirement reached 100%.

### 3.6.10 Ethical Code of Conduct for Procurement and Suppliers

In promoting supply chain sustainability and managing risks, ATP has established clear ethical conduct guidelines for both procurement and suppliers, focusing on three key areas to effectively prevent fraud and enhance compliance transparency:

#### 1. Supplier Ethical Commitment

ATP publishes its Supplier Ethical Commitment on the corporate website, expressing its adherence to the highest standards of product quality and business integrity. All suppliers and employees are required to act with honesty, fairness, and integrity, comply with all applicable laws, and avoid any circumstances that could create the perception of improper behavior.

#### 2. Specific Guidelines and Actions

##### ■ Anti-Corruption

ATP has implemented an Anti-Corruption Policy and Code of Business Integrity to establish corporate governance and CSR standards, as well as risk control mechanisms. ATP declares a zero-tolerance principle against bribery. Stakeholders (including suppliers) are strictly prohibited from offering money, kickbacks, gifts, commissions, or benefits (including infringement of trade secrets, trademarks, patents, copyrights, or other intellectual property) to ATP employees. Employees are likewise prohibited from accepting any such consideration.

##### ■ Gatherings and Hospitality Restrictions

The Employee Code of Conduct explicitly regulates gatherings with

business partners and sets limits on entertainment and hospitality, supported by an internal reporting system. This helps prevent conflicts of interest or undue influence in dealings with suppliers.

##### ■ Whistleblowing Platform

ATP encourages all employees, customers, partners, suppliers, shareholders, and stakeholders to promptly report any suspected violations of the Supplier Ethical Policy or other policies. If a supplier becomes aware of or suspects any unlawful or improper behavior related to ATP (including acts by employees or agents), it must immediately notify ATP's Ethics Office. ATP has also established a Whistleblower Protection and Anti-Retaliation Management Procedure to safeguard the legal rights of employees, suppliers, and other internal or external whistleblowers, deterring unlawful or unethical conduct.

#### 3. Confidentiality and Compliance

During cooperation, business secrets, technical data, and pricing information may be shared. ATP requires the signing of mutual Non-Disclosure Agreements (NDAs) to ensure all parties understand their confidentiality obligations and practice responsible management, thereby protecting the rights of both ATP and its partners.

## 3.7 Value Chain Management

### 3.7.1 ATP's Value Chain Management Strategy

ATP upholds the core value of “WE BUILD WITH YOU” Through a vertically integrated value chain, ATP works with customers and partners to deliver high-quality, long-lasting, and reliable storage solutions.

#### ■ Upstream – Supply Chain

The upstream stage covers IC design, wafer manufacturing, NAND flash IC, controller IC, PCB, passive components, cables, and plastics.

At this stage, ATP rigorously implements supply chain management and material compliance mechanisms. This ensures transparent sourcing and stable quality, and lays a solid foundation for downstream manufacturing.

#### ■ Midstream – Product Design and Quality Verification

By integrating design innovation and rigorous quality validation, ATP ensures product stability, durability, and compliance with customer requirements

#### ■ Downstream – Industry Applications

ATP's solutions are widely deployed across diverse industry sectors, including:

- Networking / Telecommunications
- Automotive
- Transportation
- Industrial / Automation
- Aerospace
- Internet of Things (IoT)
- Healthcare
- Retail / Finance

ATP builds long-term partnerships with global clients through localized services, technical support, and continuous communication.

This ensures stable product delivery, enhances customer satisfaction, and fosters collaborative innovation.

Through upstream, midstream, and downstream integration, ATP enhances value chain resilience, reduces operational risks, and strengthens its role as a reliable global partner, while advancing sustainability and competitiveness.

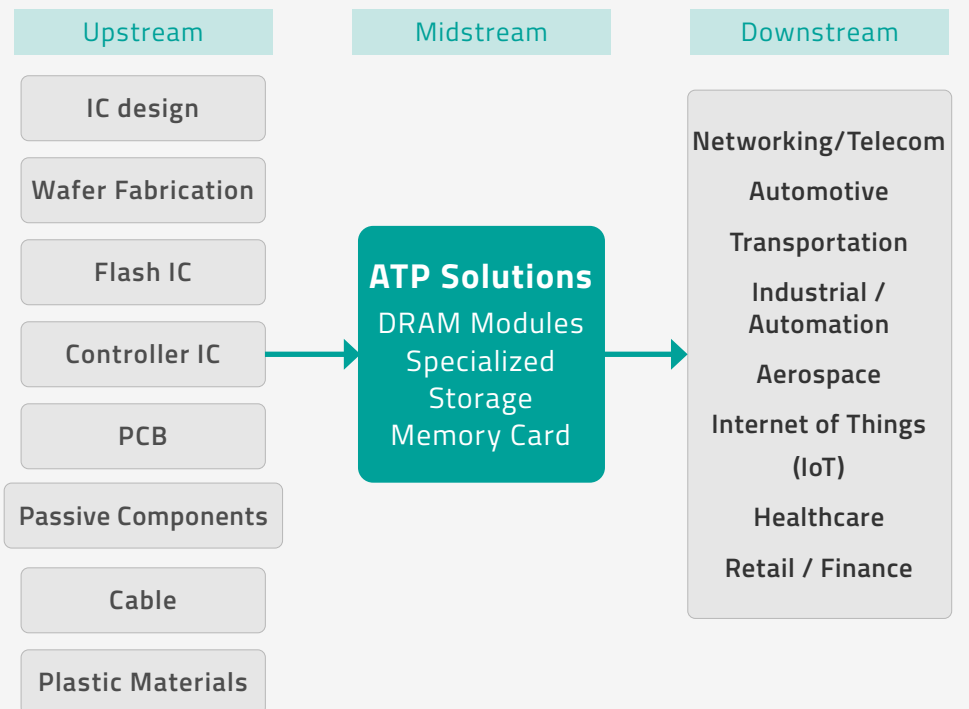
### ■ ATP's product portfolio covers three major categories

**Professional Storage Solutions**  
(e.g., SSDs, managed NAND)

**DRAM Solutions**  
(e.g., DDR5 and industrial DRAM modules)

**Embedded Solutions**  
(e.g., e.MMC, industrial memory cards)

#### ■ Value Chain





# 4 Environmental Sustainability

4.1 Net-Zero Commitment and Carbon Management

4.2 Climate and Energy



## 4.1 Net-Zero Commitment and Carbon Management

### 4.1.1 Corporate Sustainability Goals

ATP has committed to achieving net-zero carbon emissions by 2050. The first step in reducing carbon emissions is conducting greenhouse gas (GHG) inventories, which have been carried out annually since 2020 to provide a foundation for reduction actions.

### 4.1.2 Emission Reduction Measures

ATP places systematic energy management and employee engagement at the core of its actions, implementing the following measures:

- Introduce high-efficiency energy-saving equipment and optimize production processes.

- Replace outdated systems to reduce energy consumption.

- Actively increase the proportion of renewable energy use.

- Enhance awareness of energy conservation and low-carbon practices through training and behavior change programs.

### 4.1.3 Annual Emissions Performance

In 2024, ATP's total GHG emissions amounted to 2,247.9685 tCO<sub>2</sub>e, a reduction of 206.29 tCO<sub>2</sub>e (approximately 8.41%) compared with 2,454.2585 tCO<sub>2</sub>e in 2023. The main difference came from a decrease of 209.29 tCO<sub>2</sub>e in Scope 2 emissions (purchased electricity), which offset minor increases from other sources. ATP will continue to enhance its energy and climate governance strategies, advancing steadily toward the net-zero target.

### 4.1.4 Greenhouse Gas Inventory and Management

#### Methodology and Boundaries

- 2020 is set as the baseline year. Inventories are conducted in accordance with ISO 14064-1 and government guidelines, covering Categories 1 to 4 (direct combustion, indirect energy, etc.)
- A third-party verification was completed for 2020. From 2021 to 2024, annual internal inventories were performed using the same methodology to ensure comparability. Retroactive corrections are applied in cases of emission factors or organizational boundary changes.

#### \*Note:

ISO 14064-1: 2018 Greenhouse gases

Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals

## Annual Results (Total: Categories 1 - 4)

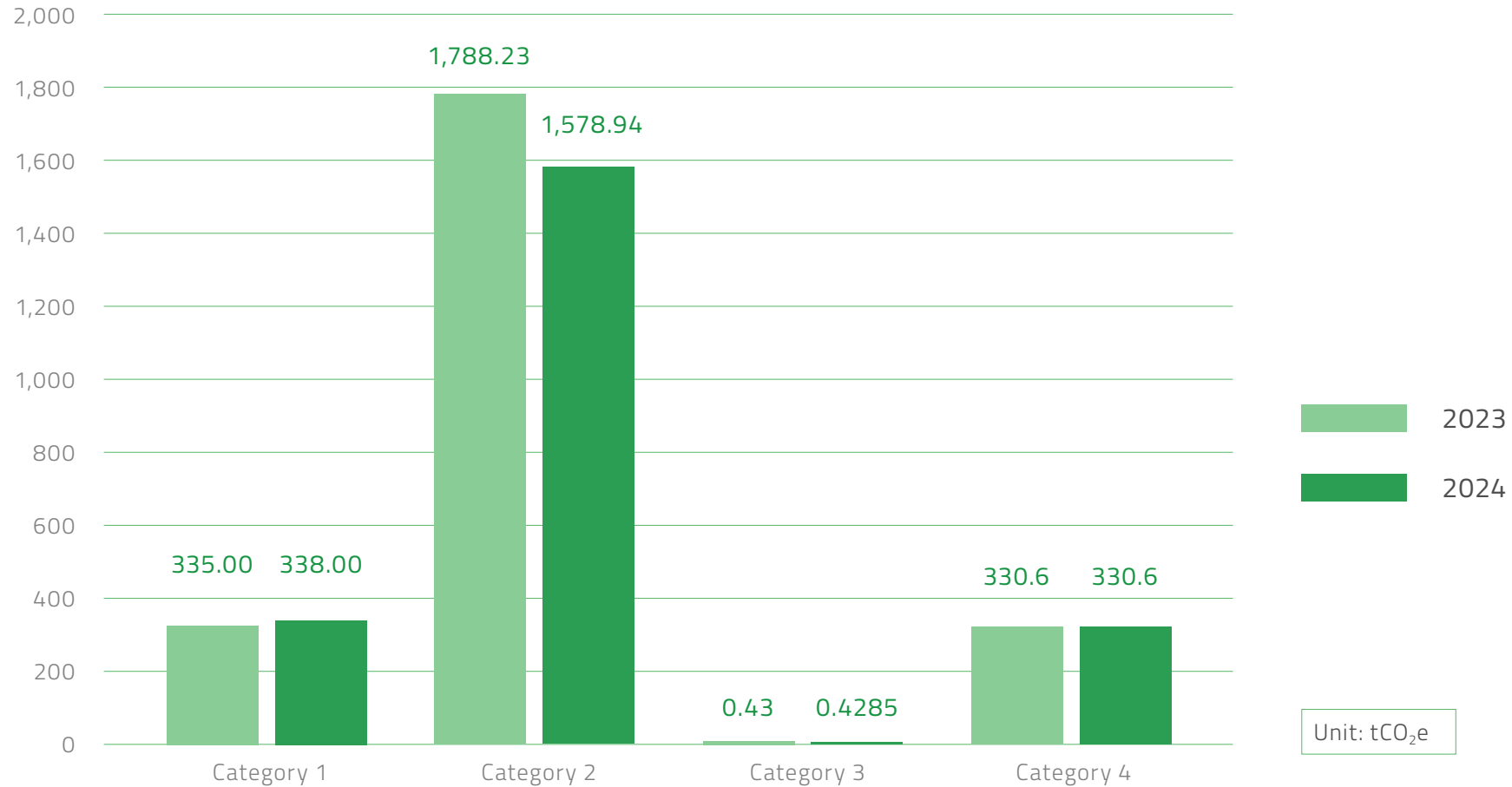
- 2024: 2,247.97 tCO<sub>2</sub>e (2023: 2,454.26 tCO<sub>2</sub>e), representing a year-on-year reduction of 8.4%.
- Category 2 (electricity use) remained the largest source, accounting for 70.2%. In 2024, emissions from this category decreased by 209.29 tCO<sub>2</sub>e compared with 2023, serving as the main driver of the annual reduction.
- Compared with the baseline year 2020 (1,975.65 tCO<sub>2</sub>e), emissions increased by 13.8%, primarily due to changes in production capacity and business volume; ATP continues to manage this through intensity-based controls.

Emission Type	Category	2020	2021	2022	2023	2024	2024 Share	2024 vs. 2023
Direct Emissions	Category 1	116.39	320.50	341.10	335.00	338.00	15.0%	+3.00 (+0.9%)
Indirect Emissions	Category 2	1,530.13	1,630.80	1,760.13	1,788.23	1,578.94	70.2%	-209.29 (-11.7%)
Indirect Emissions	Category 3	0.4345	0.4521	0.4573	0.4285	0.4285	0.0%	0.00
Indirect Emissions	Category 4	328.70	365.80	348.60	330.60	330.60	14.7%	0.00
Indirect Emissions	Category 5	0	0	0	0	0	0.0%	0
Indirect Emissions	Category 6	0	0	0	0	0	0.0%	0
Subtotal (Cat. 1+2)		1,646.52	1,951.30	2,101.23	2,123.23	1,916.94	—	-206.29 (-9.7%)
Total (Cat. 1~6)		1,975.6546	2,317.5521	2,450.2873	2,454.2585	2,247.9685	100%	-206.29 (-8.41%)

**\*Note:**

- Due to rounding, totals may not equal the sum of individual items. Percentages are calculated based on the 2024 total of 2,247.9685 tCO<sub>2</sub>e.
- Unit: tCO<sub>2</sub>e; inventory methodology follows ISO 14064-1, covering Categories 1–6. 2020 is the baseline year (third-party verified), and 2021–2024 inventories were conducted internally using the same methodology.
- Currently, Categories 5 and 6 have no applicable sources and are reported as zero. If applicable in the future, they will be included in inventories and disclosures.

## Annual Emissions Comparison (2023 vs. 2024)



**\*Note:**

- In 2023, the Taiwan Power Company's electricity emission factor was 0.494 kgCO<sub>2</sub>e/kWh.
- In 2024, the Taiwan Power Company's electricity emission factor was 0.474 kgCO<sub>2</sub>e/kWh.

## 4.2 Climate and Energy

### 4.2.1 Energy Management

ATP adheres to the principles of “Efficiency First, Accelerated Green Power, and Data Governance”, aiming to continuously reduce energy consumption and Scope 2 emissions while linking energy-saving projects with operational KPIs.

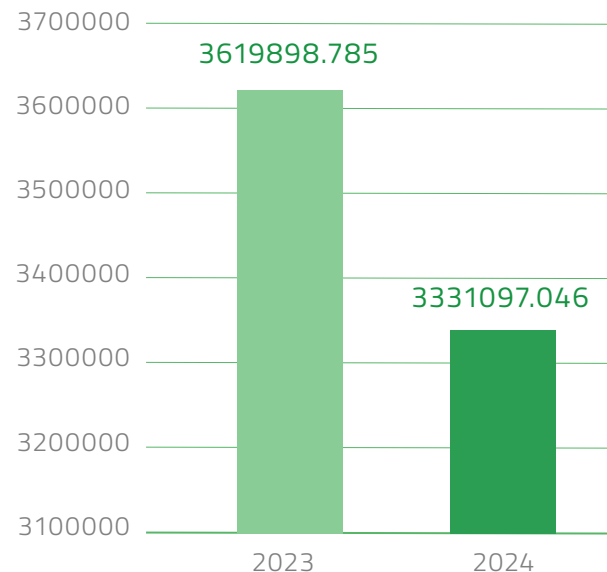
#### 2024 Performance

- Total electricity consumption: 3,331,097 kWh, representing a 7.98% decrease compared with 3,619,899 kWh in 2023.
- This reduction drove a decrease of 209.29 tCO<sub>2</sub>e in Category 2 (electricity use) emissions, which also reflects the change in Taiwan Power Company's emission factor (from 0.494 to 0.474 kgCO<sub>2</sub>e/kWh).

#### Measures Implemented

- Replaced motors and lighting with high-efficiency models; introduced energy-saving air compression systems and operational optimization.
- Strengthened equipment standby management and scheduling to reduce peak and off-peak electricity usage.

#### Electricity Consumption (kWh)



#### 2025 Key Plans

- **High-efficiency heat recovery system:** Recover waste heat from the cooling process for use in hot water and production, reducing electricity or gas demand.



- **On-site solar power generation:** Install photovoltaic systems to increase the share of renewable energy and further reduce Scope 2 emissions.



## 4.2.2 Energy and Water Conservation

### Current Status

- In 2024, water consumption reached 7,598.85 m<sup>3</sup>, an increase of 717.31 m<sup>3</sup> (+10.4%) compared with 6,881.54 m<sup>3</sup> in 2023. The rise was primarily due to higher cooling water usage during production line transformation.

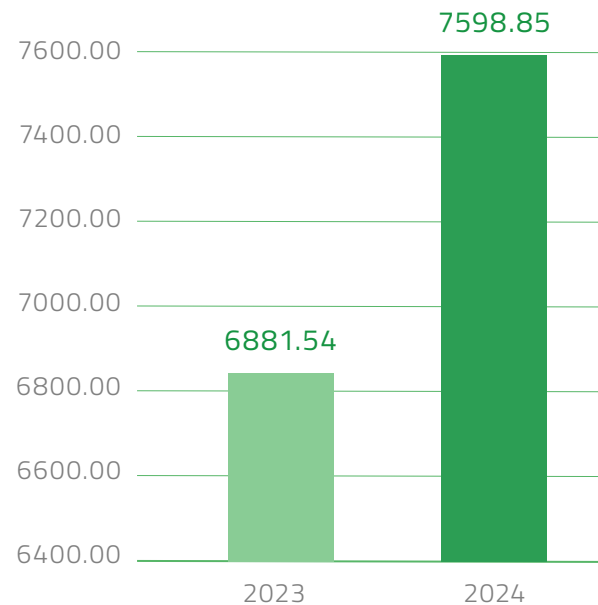
### Strategy

- Adopt the principle of "Monitor Conserve Reuse" to reduce operational pressure on local water resources.
- Establish sub-meter monitoring and anomaly alerts, continuously optimizing cooling and process water efficiency.

### Planned Measures

- Water Conservation:** Optimize make-up water and circulation efficiency in cooling towers, conduct leak inspections and repairs, and introduce low-flow equipment.
- Reuse (2025 Plan):**
  - Rainwater harvesting system:** Collect rainwater for irrigation, cleaning, and cooling (non-potable uses) within the facility
  - Reclaimed water system:** Treat a portion of wastewater for reuse in cooling towers and toilet flushing to reduce reliance on municipal water.

### Water Consumption (m<sup>3</sup>)



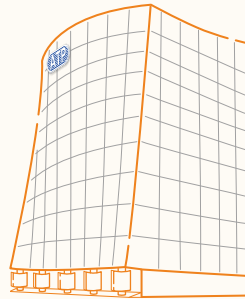


# 5 Employee Relations and Social Engagement

- 5.1 Key Performance Indicators
- 5.2 Workforce Structure
- 5.3 Talent Attraction and Retention
- 5.4 Employee Compensation Policy
- 5.5 Talent Sustainability and Development
- 5.6 Human Rights Protection
- 5.7 Occupational Health and Safety
- 5.8 Social Engagement

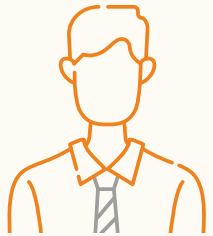


## 5.1 Key Performance Indicators



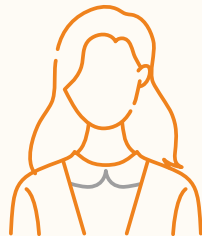
Employees in  
Taiwan

424



Male Employees

195

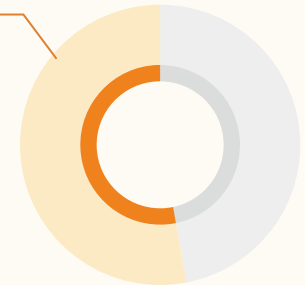


Female Employees

229

Percentage of Female  
Employees

54%



Average Training Hours

12.9 hr

Recordable Employee  
Injury Rate

0.72

Lost Time Injury  
Frequency Rate

0.48

**\*Note:**

As of December 31, 2024 (excluding employees on a leave of absence and dispatched employees).

## 5.2 Workforce Structure

### 5.2.1 Diverse and Inclusive Workforce

For the purpose of sustainability disclosure and statistical analysis, this report classifies employee job levels based on the nature of roles as follows:

Entry level: operators and quality control inspectors

Junior level: assistant engineers, assistant specialists, assistant team leaders, engineers, specialists, team leaders, senior engineers, senior specialists, and senior team leaders

Mid level: associate managers, managers, and senior managers

Senior level: director and above

#### ■ By Gender / Job Level

Item	2024			2023			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Entry-Level	16	119	135	6	124	130	7	135	142
Junior-Level	104	86	190	95	83	178	79	76	155
Mid-Level	61	19	80	49	16	65	41	12	53
Senior-Level	14	4	18	10	4	14	10	4	14
Total	195	228	423	160	227	387	137	227	364

**\*Note:** Data are as of December 31, 2024. Figures include full-time employees only and exclude employees on unpaid leave

## ■ By Gender / Employment Type

Item	2024			2023			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Regular Employees (Note 1)</b>	195	228	423	160	227	387	138	227	365
<b>Dispatched Employees (Note 2)</b>	0	1	1	0	1	1	0	3	3
<b>Total</b>	195	229	424	160	228	388	138	230	368

**\*Note 1:** Regular employees are those with an indefinite-term contract, equivalent to the permanent employees described in GRI 2-7.

**\*Note 2:** Dispatched employees are those with a fixed-term contract (interns).

## ■ By Direct / Indirect Staff

Item	2024			2023			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Direct Staff (Note 1)</b>	16	119	135	6	124	130	7	135	142
<b>Indirect Staff (Note 2)</b>	179	110	289	154	104	258	131	95	226
<b>Total</b>	195	229	424	160	228	388	138	230	368

**\*Note 1:** Direct staff refers to production line operators engaged in manufacturing.

**\*Note 2:** Indirect staff generally refers to office-based employees (all employees other than direct staff).

## ■ By Foreign National/Employees with Disabilities

ATP upholds the principles of Diversity, Equity, and Inclusion (DEI) and actively fosters a workplace that respects different backgrounds, cultures, and perspectives. The company is committed to promoting workforce diversity and inclusive employment by implementing workplace equality policies year by year and continually enhancing internal diversity and inclusiveness. These efforts demonstrate ATP's commitment to corporate social responsibility and its long-term sustainability goals.

© Foreign Employees (2024): A total of 3, including 1 male and 2 females, from the United States and Malaysia.

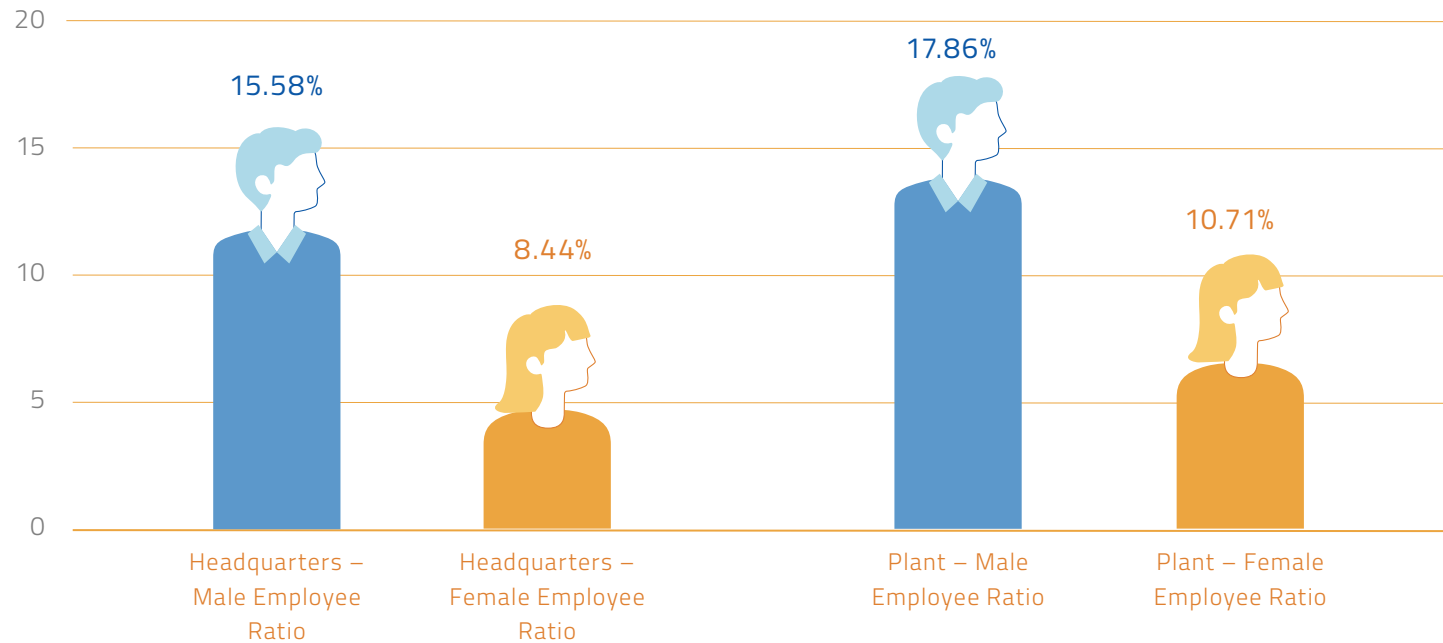
© Employees with Disabilities (2024): A total of 5, including 2 males and 3 females.

Item	2024			2023			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees with Disabilities	2	3	5	2	4	6	2	3	5
Foreign National	1	2	3	1	0	1	1	0	1
Total	3	5	8	3	4	7	3	3	6

**\*Note:**

- Direct staff refers to production line operators engaged in manufacturing.
- Indirect staff generally refers to office-based employees (all employees other than direct staff).

## 5.2.2 New Hire Rate in 2024



\* Average headcount calculation:  $(\text{Number of employees at the beginning of the year} + \text{number of employees at the end of the year}) \div 2$

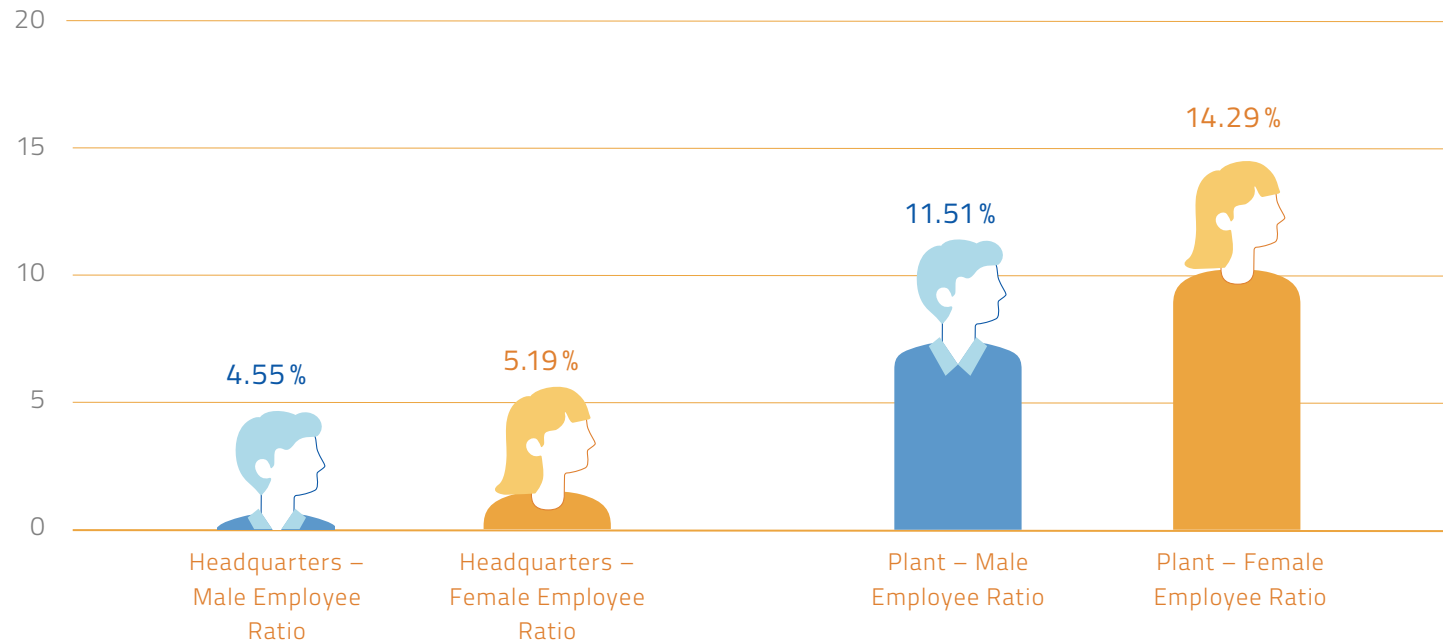
\* New hire rate calculation:  $(\text{Total number of new hires during the year by gender} \div \text{average headcount}) \times 100\%$

\* Definition of locations:

Headquarters include the Taipei and Hsinchu offices; plant operations include the Kaohsiung office and manufacturing facilities.



### 5.2.3 Employee Turnover Rate in 2024



\* Average headcount calculation:  $(\text{Number of employees at the beginning of the year} + \text{number of employees at the end of the year}) \div 2$

\* Turnover rate calculation:  $(\text{Total number of employees who left during the year by gender} \div \text{average headcount}) \times 100\%$

\* Exclusions: Employees on unpaid parental leave are not included in the number of employee departures

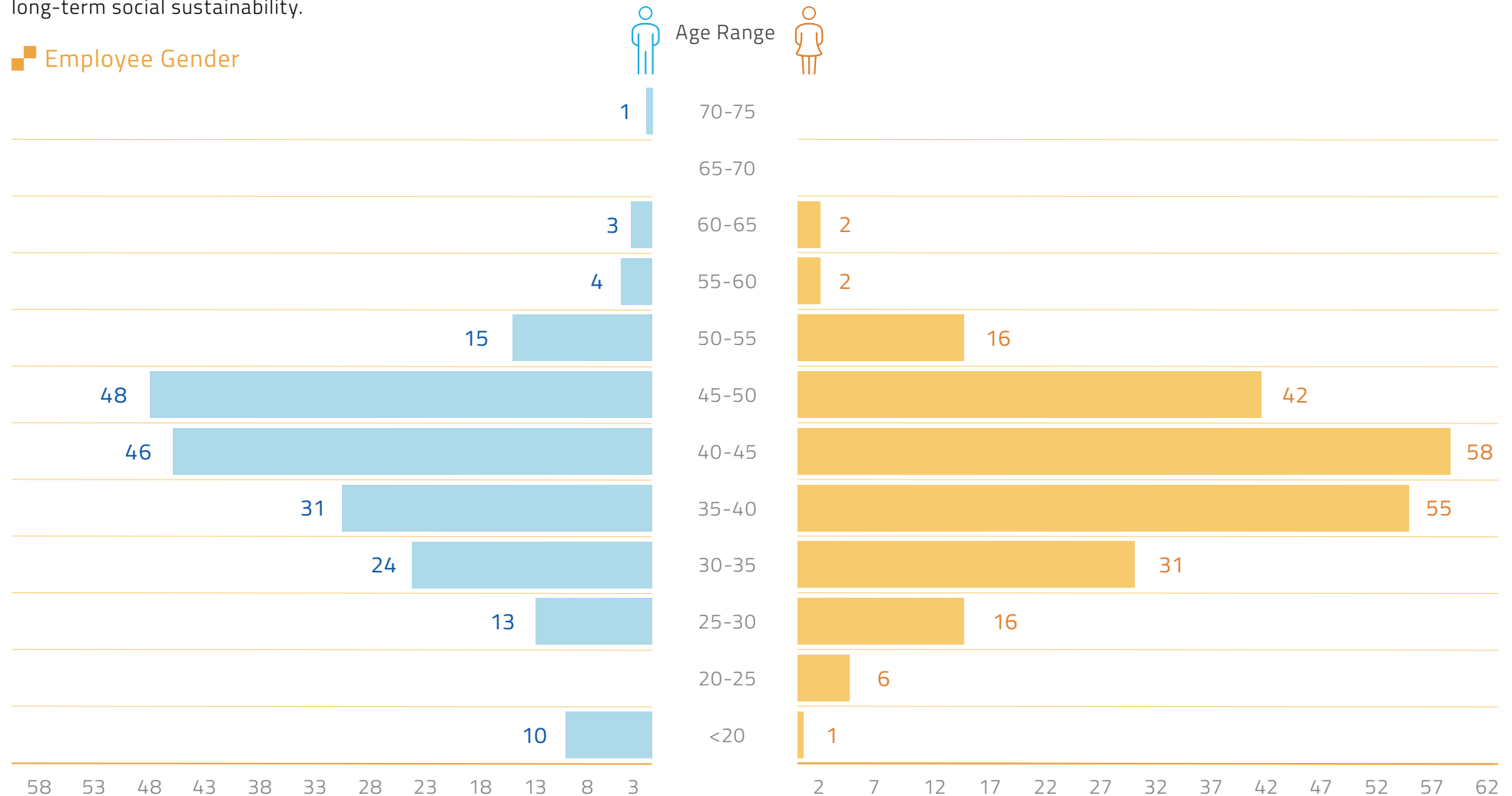
\* Definition of locations:

Headquarters include the Taipei and Hsinchu offices; plant operations include the Kaohsiung office and manufacturing facilities

## 5.2.4 Gender Equality and Employee Care

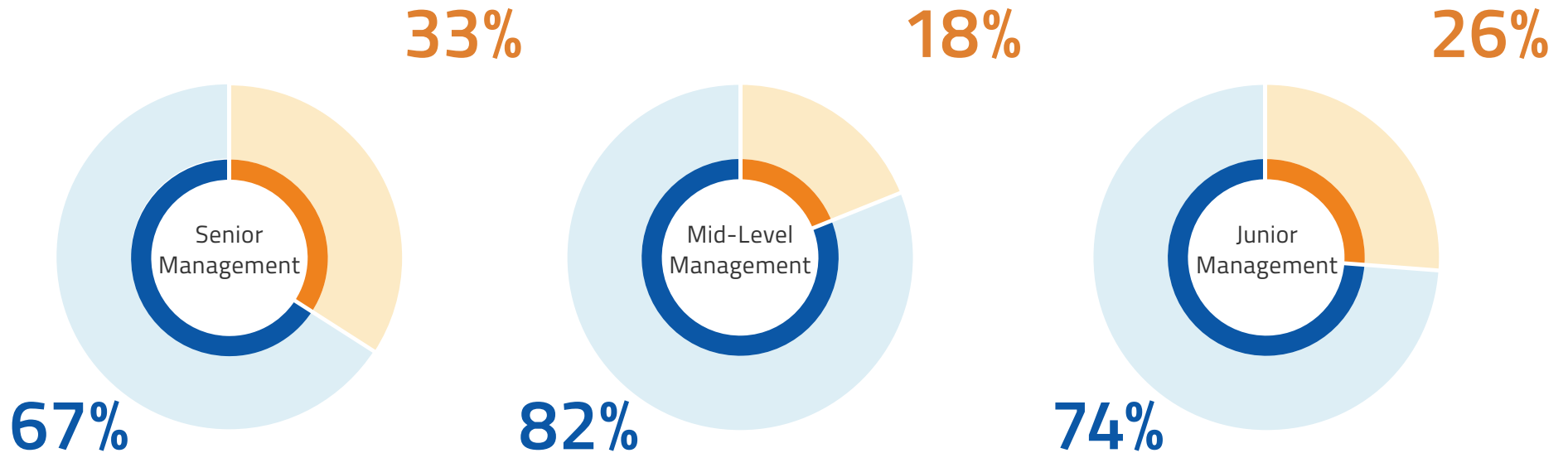
ATP values corporate social responsibility and incorporates workforce diversity into its core sustainability strategy. The company actively promotes gender equality and workplace diversity, supported by a range of family-friendly workplace measures to help employees balance work and family responsibilities. By fostering a supportive environment for employees to build stable families with peace of mind, ATP demonstrates its commitment to employee well-being and long-term social sustainability.

### Employee Gender



\*Note: Statistics as of December 31, 2024 (excluding employees on unpaid leave).

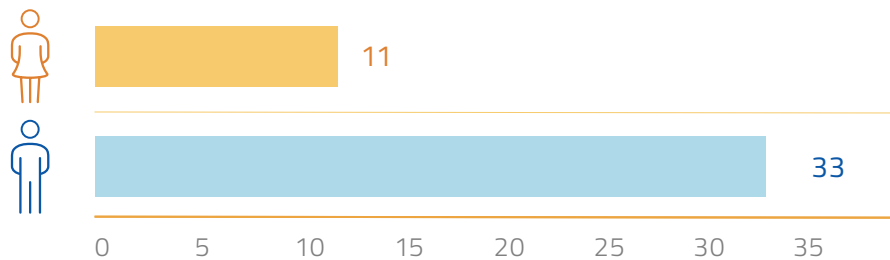
## Gender Distribution of Management



**\*Note:**

- Statistics as of December 31, 2024 (excluding employees on unpaid leave).
- Senior management refers to positions at vice president level and above.
- Middle management refers to director and senior director positions.
- Junior management refers to manager and senior manager positions.

## Headcount of Male/Female Managers



**\*Note:** Statistics as of December 31, 2024 (excluding employees on unpaid leave).

## Parental Leave – Return and Retention Analysis by Gender

In accordance with the Act of Gender Equality in Employment, employees who have worked with the Company for at least six months are entitled to apply for Parental Leave.

### 2024 Return-to-Work Rate 100%

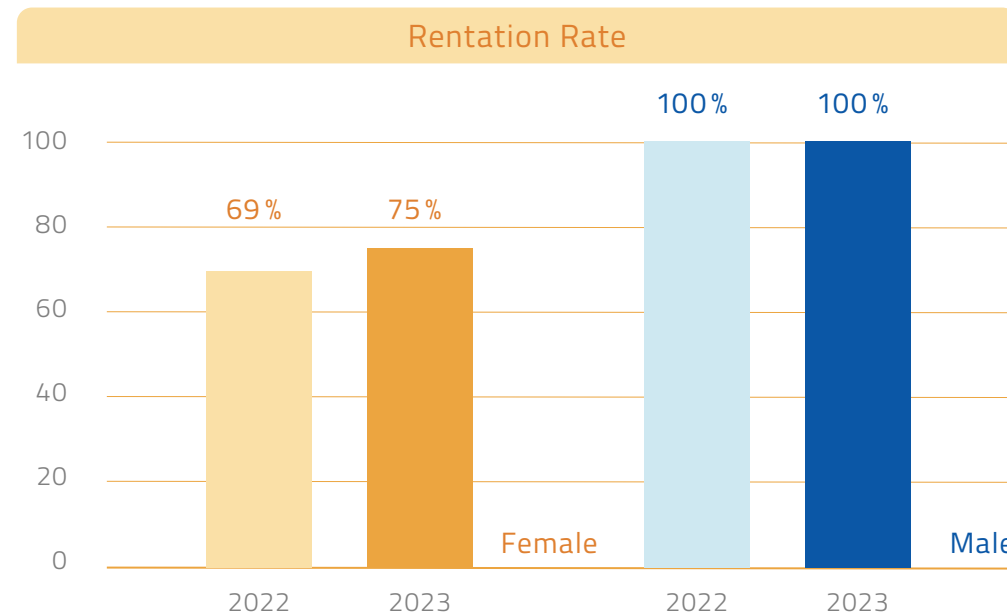
Applicants



1



5



**\*Note:**

As of now, all employees who applied for parental leave without pay in 2024 are still on leave. No employees have returned to work; therefore, the retention rate for 2024 cannot be calculated.

## 5.2.5 Occupational Safety and Health

ATP is committed to providing a safe and healthy working environment, along with the necessary protective equipment and measures to safeguard all employees. Through hazard identification, hierarchy of controls, and continuous training, the company ensures that workplace risks are effectively mitigated.

Employee safety is regarded as ATP's core mission and the foundation of its sustainable development. The company not only strictly complies with regulatory requirements but also proactively invests resources to establish a comprehensive occupational safety and health management system.

Through continuous performance evaluations, internal audits, and management reviews, ATP continually optimizes its existing safety management framework with the goal of reducing occupational injury rates.

Ultimately, ATP most solemn commitment to its workforce is to create a safe, healthy, and reassuring workplace where every employee can return home safely.

Number of high-consequence  
work-related injuries and fatalities **0**

Employee Recordable  
Injury Rate

**0.72**

Employee Lost  
Time Injury Rate

**0.48**

Item	Taipei	Kaohsiung
	Employees (per 200,000 hours worked)	Employees (per 200,000 hours worked)
Fatal Injury Rate	0	0
Serious Injury Rate	0	0
Recordable Employee Injury Rate	0	3
Fatal Occupational Disease Rate	0	0
Recordable Occupational Disease Rate	0	0
Lost Time Injury Frequency Rate	0	2
Total Work Hours	828,552	

\*Note:

- Recordable Injury Rate (RIR):  $(\text{Number of Recordable Injuries} \div \text{Total Working Hours}) \times 200,000$
- Lost-Time Injury Frequency Rate (LTIFR):  $(\text{Number of Lost-Time Injuries} \div \text{Total Working Hours}) \times 200,000$

## 5.3 Talent Attraction and Retention

On the path to sustainable development, talent has always been the most valuable asset of the company.

ATP fully recognizes the importance of attracting and retaining talent and regards it as the cornerstone of sustainable business operations.

The company is dedicated to building a competitive compensation and benefits system, offering packages above market levels, and implementing diverse reward mechanisms to acknowledge and recognize employees' contributions and efforts.

### 5.3.1 Recruitment and Employment

ATP consistently adheres to relevant laws and regulations, implementing lawful employment principles and conducting open and fair recruitment processes based on actual job requirements. During recruitment and employment, no candidate or employee is treated differently on the basis of gender, nationality, race, religion, age, marital status, or disability.

The company is committed to creating a diverse, inclusive, and equitable workplace environment, ensuring every job applicant and employee has equal employment opportunities and room for development.

ATP's Corporate Social Responsibility Management Procedure explicitly states the company's commitments and concrete action plans to ensure fair recruitment and employment.





## Labor Rights



ATP follows internationally recognized standards and commits to uphold and respect the rights of all workers.

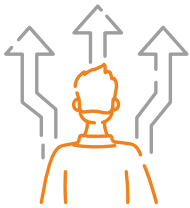
This applies to temporary workers, migrant workers, students, contract workers, direct employees, and any other category of labor.

## Humane Treatment



Harsh or inhumane treatment of employees is prohibited, including any form of sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse. Threats of such treatment are also forbidden. Related disciplinary policies and procedures must be clearly defined and communicated to employees.

## Freedom of Employment



Forced, bonded (including debt bondage), contract-bound, involuntary or exploitative prison labor, slavery, or human trafficking are strictly prohibited. This includes any recruitment, harboring, transportation, transfer, or receipt of workers through threats, force, coercion, abduction, or fraud.

Workers must not be unreasonably restricted from entering or leaving company facilities, nor should their movement within the workplace be unduly constrained.

As part of the recruitment process, workers must be provided with an employment agreement written in their native language before leaving their home country. The agreement must clearly describe employment terms and conditions. Upon arrival in the host country, the agreement must not be substituted or altered unless required by local law and only if equal or better terms are provided.

All work must be voluntary, and workers must have the right to freely resign or terminate their employment relationship.

Employers or agents must not withhold, destroy, conceal, confiscate, or deny access to employees' identity or immigration documents (e.g., government-issued IDs, passports, work permits), except as legally required for the employer to maintain employees' work permits.

Employers or agents must not require workers to pay recruitment fees or related employment expenses. If such fees are found to have been paid, they must be reimbursed to the worker.

### 5.3.2 Industry-Academia Collaboration

ATP recognizes that sustainable corporate development relies not only on the cultivation and growth of internal talent but also on active collaboration with academic institutions to introduce innovative thinking and nurture emerging talent. To this end, ATP has partnered with the Department of Computer Science and Information Engineering at Cheng Shiu University to launch an industry-academia collaboration program. Through direct participation in production lines and quality control processes, students gain invaluable hands-on experience while ATP benefits from youthful energy and technical capabilities.

This initiative demonstrates ATP's proactive efforts under the "Talent Attraction and Retention" pillar of its sustainability strategy.

Unlike short-term internships, this program is carefully designed as a long-term collaboration model that deeply integrates academic theory with industrial practice. ATP provides students with tailored opportunities to engage directly in production and quality control functions, such as the following:



#### Production Line Training

Students experience the full manufacturing process on the production line. They learn to operate and maintain automated equipment. Through hands-on practice, they gain a deeper understanding of how computer science and engineering are applied in industrial manufacturing.



#### Quality Management Training

Students are exposed to rigorous quality inspection procedures. They learn methods of data analysis and quality control. They participate in product testing, data collection and analysis, and assist quality control staff in identifying potential quality issues and recommending improvements.



#### Talent Development with Mentorship

To ensure maximum learning outcomes, ATP assigns experienced senior engineers and quality control professionals as mentors. These mentors provide not only technical guidance but also share workplace experience and professional insights to help students adapt to the workplace and establish the right career mindset.

Through this collaboration, ATP not only provides students with valuable practical experience but also builds a solid foundation for their future careers. Many participants choose to join ATP after graduation and becoming part of the company's technical team.

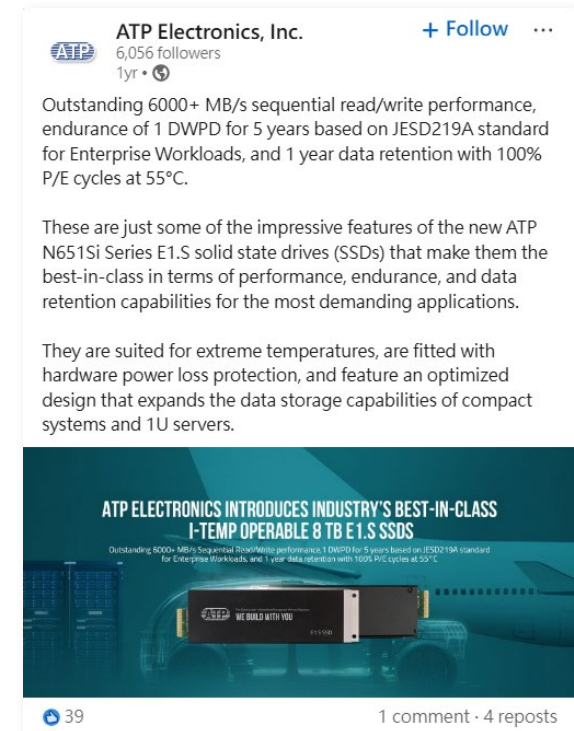
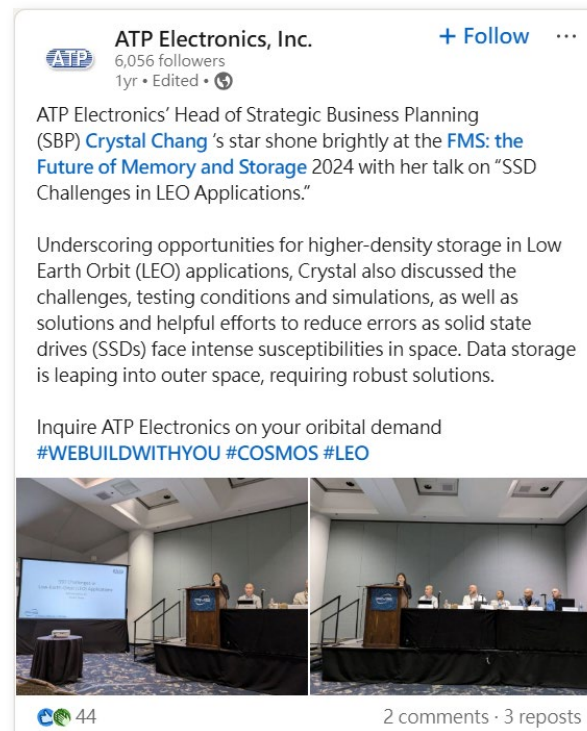
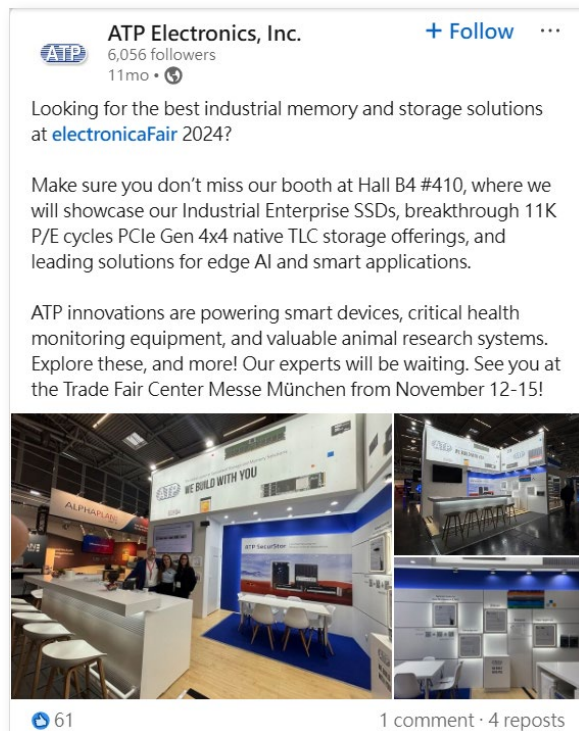
Equipped with strong theoretical knowledge, practical skills, and familiarity with ATP's culture, they are able to integrate quickly and contribute effectively to the company's growth.

ATP firmly believes that collaboration with academia is an important pathway to sustainable corporate development. Through industry-academia projects, ATP not only fulfills its corporate social responsibility by offering opportunities for young talent to learn and grow, but also strengthens its own talent pipeline, achieving a mutually beneficial partnership with academia. Looking ahead, ATP will continue to deepen its cooperation with universities and explore more diverse models of collaboration to cultivate outstanding professionals and contribute to industry advancement.

### 5.3.3 Social Media Engagement

In the digital era, social media has become a vital bridge for enterprises to communicate and connect with the public. ATP actively embraces this trend by leveraging diverse social media platforms to share real-time updates on company activities, disseminate the latest industry information, and engage in interactive communication with broad audiences.

The company is committed to building an open, transparent, and participatory online community. ATP recognizes that social media is not only a channel for information sharing but also a strategic platform for strengthening brand image, fostering community cohesion, and gaining insights into market trends.



Looking ahead, ATP will continue to strengthen its presence on social media platforms and use them not only as channels for information sharing and interaction but also as vibrant communities that foster cohesion and collective identity. The company aspires to build deeper connections with more community members, share ATP's growth and development, and jointly explore future industry trends.

Through the power of social media, ATP believes it can help more people understand the company's values and vision, and grow together with ATP.

### 5.3.4 Enjoying Life at Work: ATP's Commitment to Employee Well-Being

ATP understands that employee happiness is closely linked to work efficiency. A vibrant and physically and mentally healthy team is the cornerstone of sustainable corporate development; therefore, ATP is committed to creating a friendly workplace where colleagues can “enjoy life at work.” ATP accomplishes this through diverse welfare policies that support work-life balance, enhance overall job satisfaction, and foster a sense of belonging.

#### 1. Flexible Working Hours

ATP recognizes that rigid schedules may limit employees' personal arrangements and quality of life, so it has introduced a flexible working hours policy. Within the framework of core working hours, employees are given autonomy to arrange start and end times based on personal or family needs. This not only improves time management efficiency but also reduces stress, enhances quality of life, and empowers employees to approach work with greater engagement and value creation.

#### 2. Comprehensive Group Insurance

ATP provides comprehensive group insurance for every employee from their first day of employment.

Coverage includes: Life insurance, Accident insurance, Hospitalization benefits, Cancer medical protection and Occupational injury insurance

These benefits ensure holistic health protection both inside and outside the workplace and help employees maintain peace of mind while performing their duties.

#### 3. Employee Points Program

The core philosophy of the ATP Employee Points Program is to grant employees greater autonomy, allowing them to flexibly choose the benefits that best suit their personal needs and preferences. The points employees receive are not restricted to a single use but offer diverse redemption options.

Employees can choose to redeem these points for the following items:

- Additional Vacation: Gain more time off than the statutory annual leave, enhancing work-life balance.
- Gifts: Including daily necessities, department store vouchers, etc., to meet different lifestyle needs and preferences.

Through this points-based benefits system, ATP hopes to establish a more flexible and humanized welfare system, allowing every employee to feel the company's appreciation and care, thereby boosting employee satisfaction and belonging, and jointly creating a more vibrant work environment.





#### 4. Employee Allowances & Bonuse

ATP offers a comprehensive range of allowances and bonuses to recognize employees' major life events and long-term service. These include:

- Wedding allowance
- Bereavement assistance for the loss of immediate family members
- Childbirth subsidy to support new parents
- Hospitalization and medical injury allowances
- Birthday gifts or bonuses
- Festival gifts or bonuses, such as those for the Mid-Autumn Festival and Dragon Boat Festival
- Seniority awards to recognize employees who have served the company for a certain number of years
- Additional recognition and appreciation bonuses for employees with notable contributions

This diverse allowance program demonstrates ATP's gratitude toward employees and strengthens their sense of belonging.

#### 5. Company Club Subsidies

ATP actively supports a variety of employee clubs—such as basketball, yoga, table tennis, and other interest groups—by providing annual subsidies for club activities. These clubs offer employees opportunities to strengthen physical fitness, relieve stress, build friendships, and enhance team cohesion through regular interactions.

By encouraging participation in club activities, ATP fosters a vibrant, healthy, and supportive workplace culture that promotes both well-being and teamwork.

#### 6. Employee Referral Bonuses

To strengthen talent acquisition and expand ATP's workforce, the company actively promotes the Internal Referral Bonus Program.

ATP believes that current employees best understand the company culture and the requirements of various job positions. Through their recommendations, ATP is able to identify candidates who possess the right professional competencies and values.

This referral program is open to all ATP employees. When an employee successfully recommends a candidate who meets job requirements and the candidate completes the interview process and passes probation, the referring employee will receive a referral bonus as recognition.

This program not only affirms the recommender's insight and judgment, but also expresses ATP's appreciation for their contribution toward attracting outstanding talent to the company.



## 7. Manager Wellness Allowance

ATP recognizes that supervisors play a critical leadership role and that their physical and mental well-being directly influence team morale and performance. To support this, ATP offers a dedicated Manager Wellness Allowance to encourage regular exercise and healthy lifestyle habits.

This program aims to help supervisors maintain sufficient physical strength and mental clarity amid demanding work schedules, enabling them to lead teams with greater resilience and positivity. By supporting supervisors in developing consistent wellness routines, ATP hopes to foster stronger leadership, enhance overall well-being, and create a healthier and more energetic workplace environment.



## 8. Foreign Language Learning Subsidy

To encourage continuous learning and enhance global competitiveness, ATP provides subsidies for foreign language courses and proficiency exams (such as English and Japanese). These subsidies support employees in improving cross-cultural communication, expanding their professional capabilities, and strengthening their career development.

By enhancing employees' international communication skills, ATP further equips its workforce to contribute effectively to the company's global business expansion.

## 9. Patent Incentive Program

To foster innovation—one of ATP's core drivers of sustainable development—ATP rewards employees who successfully obtain patents, including invention, utility, or design patents. Incentives are granted based on the patent's technical value and its contribution to ATP.

This program recognizes employees' efforts in research and innovation while encouraging broader participation in developing forward-looking technologies. By transforming creative ideas into tangible intellectual property, employees contribute to strengthening ATP's market competitiveness and advancing the company's long-term innovation culture.



### 5.3.5 Robust Retirement Contribution System

ATP strictly complies with the Labor Standards Act and the Labor Pension Act in handling employee retirement applications and providing pension benefits in line with regulatory requirements. To ensure adequacy and compliance, ATP contributes retirement funds to a designated trust account with E.SUN Bank.

Since the implementation of Taiwan's new pension system, ATP has made monthly contributions equivalent to 6% of each employee's salary into their individual pension accounts under the new scheme. Employees who meet the statutory retirement requirements are eligible to claim their pension benefits accordingly.

### 5.3.6 Annual Performance Evaluation



#### 1. Performance Goal Setting

At the beginning of each year, supervisors engage in one-on-one discussions with each indirect employee to jointly set clear, measurable, and challenging annual performance goals. These goals are closely aligned with ATP's strategic direction and departmental objectives while also considering the employee's job responsibilities and personal development potential. Through two-way communication, employees gain a clear understanding and recognition of their objectives, which fosters intrinsic motivation to achieve them. Goal setting at this stage provides employees with a clear direction and serves as the basis for subsequent performance evaluations.

#### 2. Ongoing Observation and Documentation

Throughout the year, both employees and supervisors are responsible for continuously observing and documenting performance. Employees proactively track their progress, record key achievements, project contributions, or challenges encountered. Meanwhile, supervisors monitor performance, noting strengths, areas for improvement, and events relevant to performance objectives. These detailed records serve as objective evidence during year-end reviews, avoiding reliance on subjective impressions and ensuring fairness and accuracy in evaluations.

### 3. Day-to-Day Coaching and Feedback

ATP encourages supervisors to provide ongoing “daily coaching and feedback.” This goes beyond formal annual reviews, encompassing timely interactions throughout the year. Supervisors provide constructive feedback on employees’ project progress, task execution, teamwork, and problem-solving capabilities. Feedback may involve both recognition of strong performance and guidance for improvement. Frequent and open communication enables employees to adjust their work methods promptly, overcome challenges, and continuously develop their skills. This ongoing coaching system effectively promotes learning and growth.

### 4. Year-End Performance Review

At year-end, ATP initiates a formal performance evaluation process. Supervisors conduct a comprehensive and objective review of employees’ annual performance by drawing upon accumulated records, ongoing feedback, and employees’ self-assessments. The evaluation covers not only goal achievement but also development in professional competencies, teamwork, and problem-solving abilities. This phase provides a holistic assessment of employees’ performance throughout the year.

### 5. Performance Rating and Distribution

Following the evaluation, ATP assigns employees performance ratings to distinguish different levels of achievement. These ratings serve as the foundation for salary adjustments, bonus allocation, promotion opportunities, and development planning. Employees with outstanding performance receive tangible rewards and advancement opportunities, reinforcing motivation and retention. Employees needing improvement are supported through development plans, training programs, or coaching mechanisms. This ensures performance outcomes are directly linked with incentives, creating a positive cycle of continuous improvement.

The Service Tenure Awards is a highly honorable recognition system designed to celebrate employees who have been with the company for five years, ten years, or longer. This award represents not only material rewards but also profound symbolic recognition. At the company’s annual year-end banquet, the Chairman personally presents trophies and cash awards to honorees to acknowledge their contributions with the highest regard. This ceremonial recognition demonstrates ATP’s deep appreciation for employees’ dedication and reinforces their sense of belonging and pride.

Through this initiative, ATP conveys the clear message that the company cherishes every partner who grows with it and honors their long-term contributions. This recognition system strengthens employee loyalty, morale, and commitment, while fostering a corporate culture rooted in gratitude and long-term dedication. This ultimately forms a strong human capital foundation for ATP’s sustainable growth.



## 5.4 Employee Compensation Policy

### 5.4.1 Compensation and Related Benefits

ATP places great importance on the salaries and benefits of every employee.

Compensation is determined based on an individual's educational background, professional expertise, skills, tenure, and performance, and never influenced by factors such as gender, age, origin, ethnicity, socioeconomic background, ancestry, religion, disability, sexual orientation, pregnancy, or marital status.

ATP's compensation policy is guided by the following principles:

#### 1. Compliance with laws, fostering harmony

ATP strictly complies with all relevant labor laws and regulations and strives to maintain harmonious labor relations as a foundation for sustainable corporate development.

#### 2. Starting salaries above minimum wage

For new entrants to the workforce without prior experience, ATP offers starting salaries above the statutory minimum wage.

#### 3. Equal protection for short-term and part-time employees

All short-term or part-time employees are entitled to legally mandated insurance and benefits from their first day of employment.

#### 4. Regular salary adjustments to align with market standards

ATP periodically conducts industry salary surveys and reviews salaries annually based on labor market conditions, business performance, and individual performance to ensure competitiveness and fairness.

#### 5. Regular salary adjustments to align with market standards

To enhance overall business performance and motivate employees, ATP provides performance bonuses aligned with corporate and divisional objectives. In addition, year-end bonuses and employee profit sharing are distributed based on annual earnings, recognizing employees' contributions. The allocation of bonuses considers company performance, job responsibilities, individual contributions, and performance results, without discrimination by gender, age, or other factors.

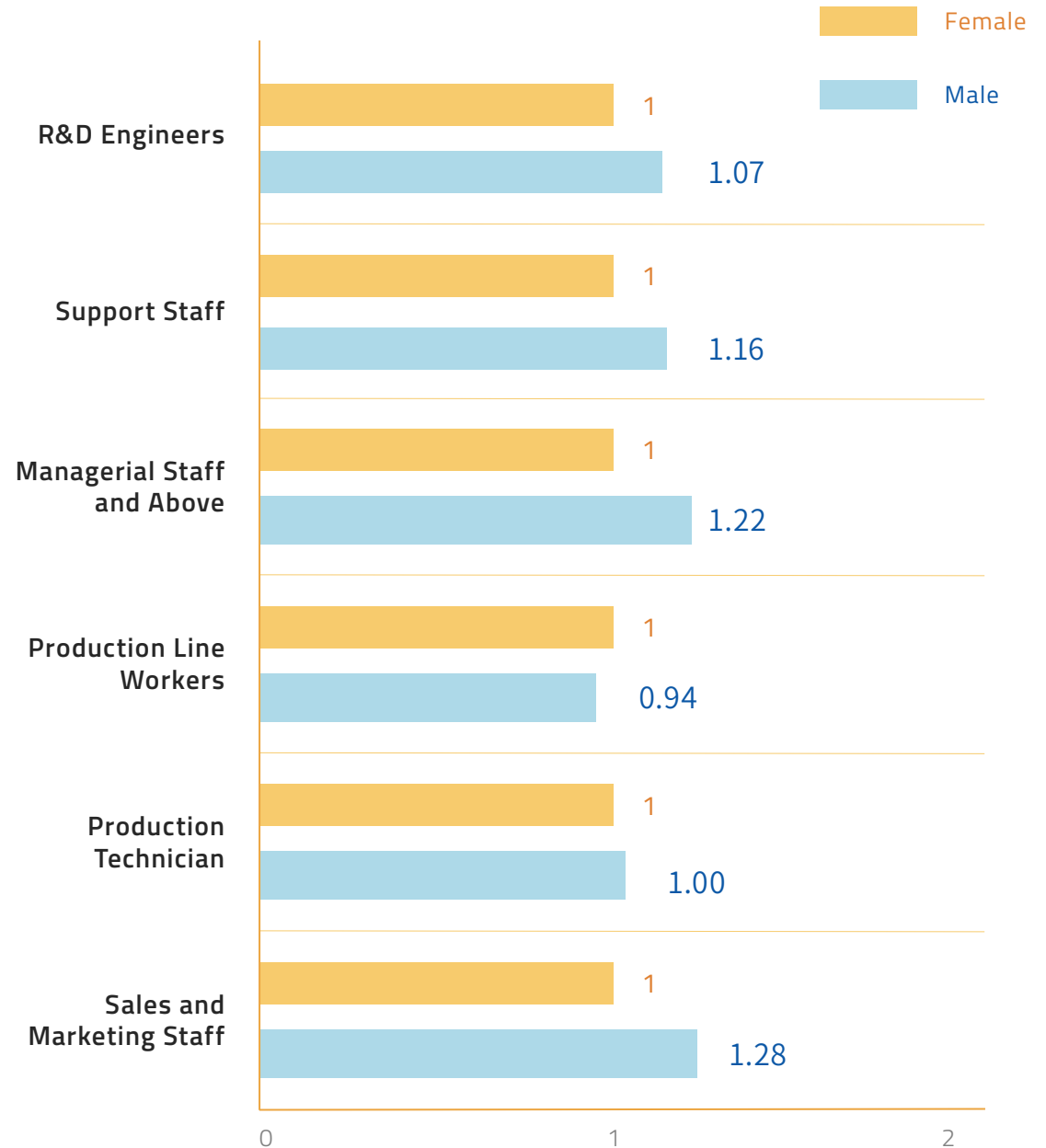


## 5.4.2 Gender Pay Ratio

The gender pay ratio for ATP employees is calculated based on average salaries by gender, as shown in the table below. The analysis is derived from ATP's December 2024 regular base salary data, which excludes task-related allowances that may vary due to worksite assignments.

From the data, it can be observed that a more noticeable pay gap exists in sales and marketing positions. This difference is not caused by gender but rather reflects structural characteristics of the technology industry, where certain sales and marketing roles require specialized technical expertise and are associated with varying regional responsibilities.

ATP remains committed to advancing equal opportunities, developing diverse and inclusive career pathways, and strengthening diversified job assignments. These efforts aim to gradually narrow the gender pay gap while fostering a fair and equitable workplace.

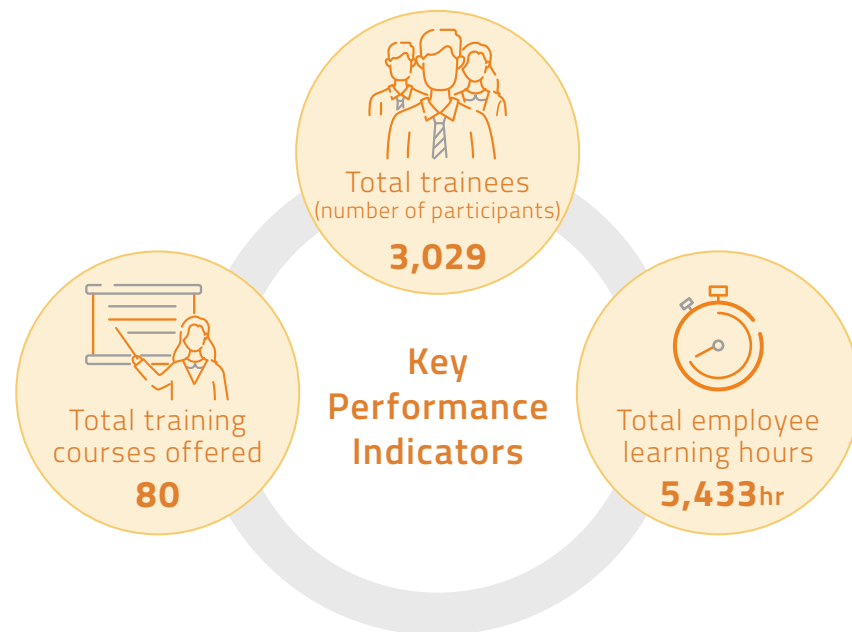


## 5.5 Talent Sustainability and Development

ATP places talent development and continuous learning at the core of its sustainability vision. By implementing a comprehensive training system and providing diverse learning resources, ATP continually strengthens employees' professional knowledge and workplace skills. These efforts not only support employees in enhancing competencies and expanding career opportunities but also reinforce the company's overall competitiveness and capacity for sustainable operations.

### 5.5.1 Key Results

ATP always abides by relevant laws and regulations and implements the principles of legal employment. The company conducts open and fair recruitment procedures based on actual job requirements. In the recruitment and appointment process, there is absolutely no differential treatment based on gender, nationality, race, religious belief, age, marital status, or physical and mental disabilities. The company is committed to creating a diverse, inclusive, equal, and friendly workplace environment, ensuring that every job applicant and employee has fair employment opportunities and development space. ATP clearly stipulates the company's commitment and concrete action plans for implementing fair recruitment and employment in its "Corporate Social Responsibility Management Procedures".





## 5.5.2 Training Program Framework

ATP recognizes that talent development is a key driver of sustainable growth; therefore, the company is committed to providing a diverse and comprehensive range of training programs, including onboarding, internal, and external training.

These programs cover multiple dimensions such as professional skill enhancement, leadership development, sustainability, and legal compliance, with the goal of holistically strengthening employees' knowledge, skills, and perspectives.

ATP's internal training programs are carefully designed by experienced in-house instructors and integrate real business cases to help employees quickly acquire the professional knowledge and skills required for their roles.

The training also promotes cross-departmental knowledge sharing and experience exchange and fosters a collaborative and learning-oriented workplace culture.



2024 Training Program Summary (Excluding External Training)				
Training Program	No. of Employees	Total Sessions	Total Sessions	Total Hours
Total Hours	424	2	118	644.67
General Training		8	1,514	2,023.5
Talent Development		11	680	4,723.83
RBA Training		1	26	52
Sustainability Training		4	39	687
Total		26	2,379	8,131



### 5.5.3 Digital Transformation - Workshop

The ATP AI Workshop is designed to cultivate in-house AI talent through a three-phase approach: foundational learning, in-depth research, and hands-on practice.

This program enables employees, regardless of prior knowledge, to gradually build a solid understanding and application capability in AI. Developed by the internal AI Committee, the curriculum is tailored to the needs of different departments, encourages practical implementation, and promotes cross-functional collaboration to accelerate AI adoption and innovation across the organization.

#### Supervisor

Oversees AI-related initiatives to ensure alignment with company goals, budget, and compliance standards.

#### Enthusiast

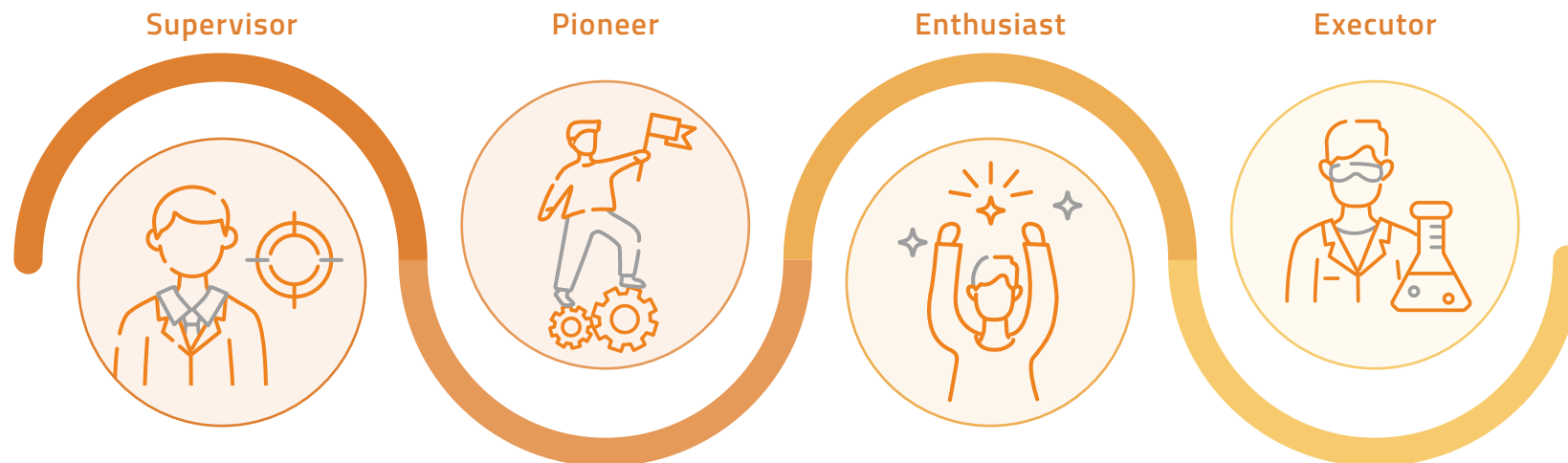
Passionately explores and experiments with AI tools. Enthusiasts engage in study groups to share knowledge, spark curiosity, and drive innovative thinking.

#### Pioneer

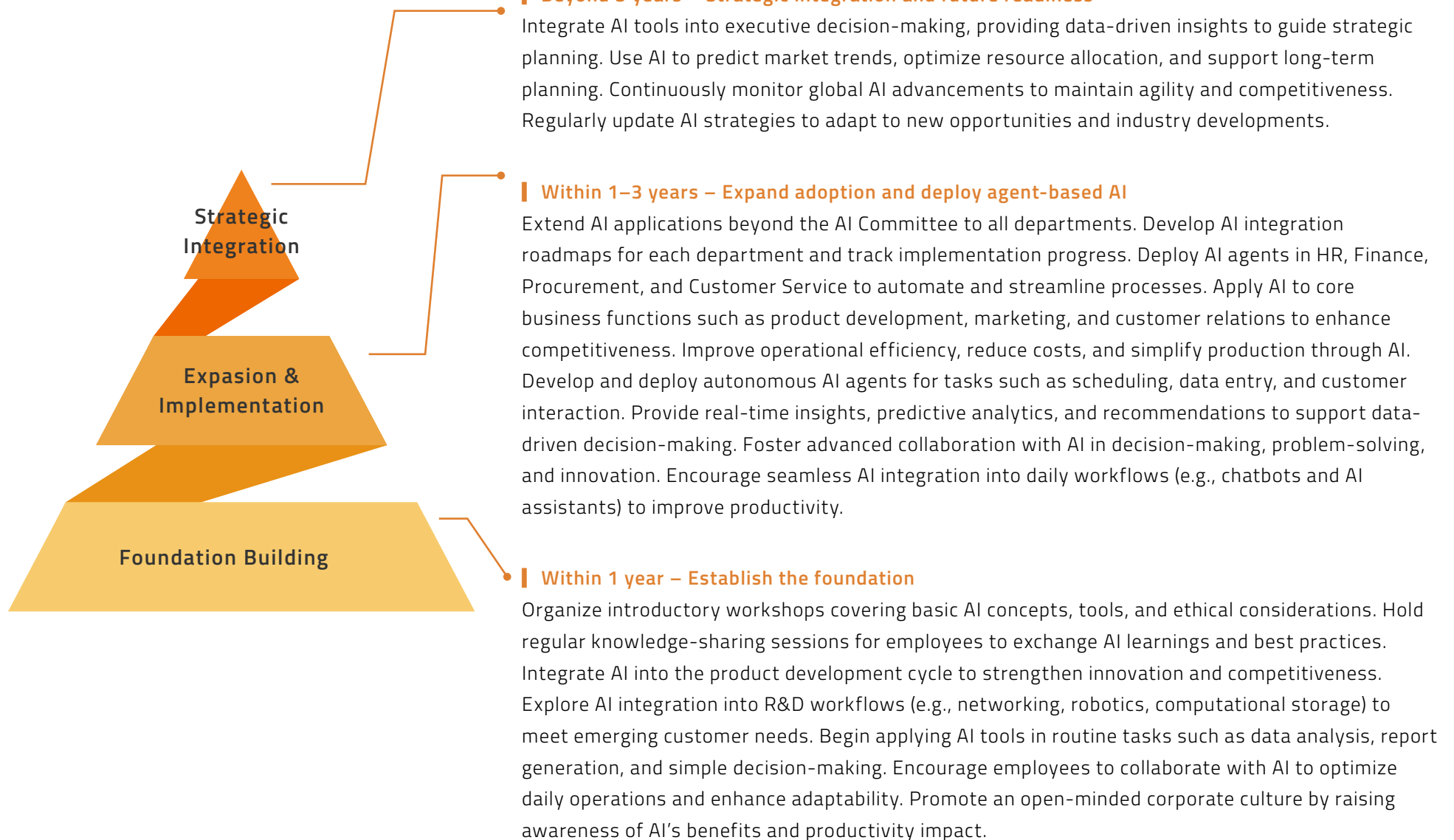
Establishes the foundation for AI implementation, including infrastructure development, model fine-tuning, and the creation of robust internal tools and frameworks.

#### Executor

Acts as a practitioner within departments, testing and deploying AI tools. Executors provide feedback and assess the practicality, efficiency, and effectiveness of AI solutions.

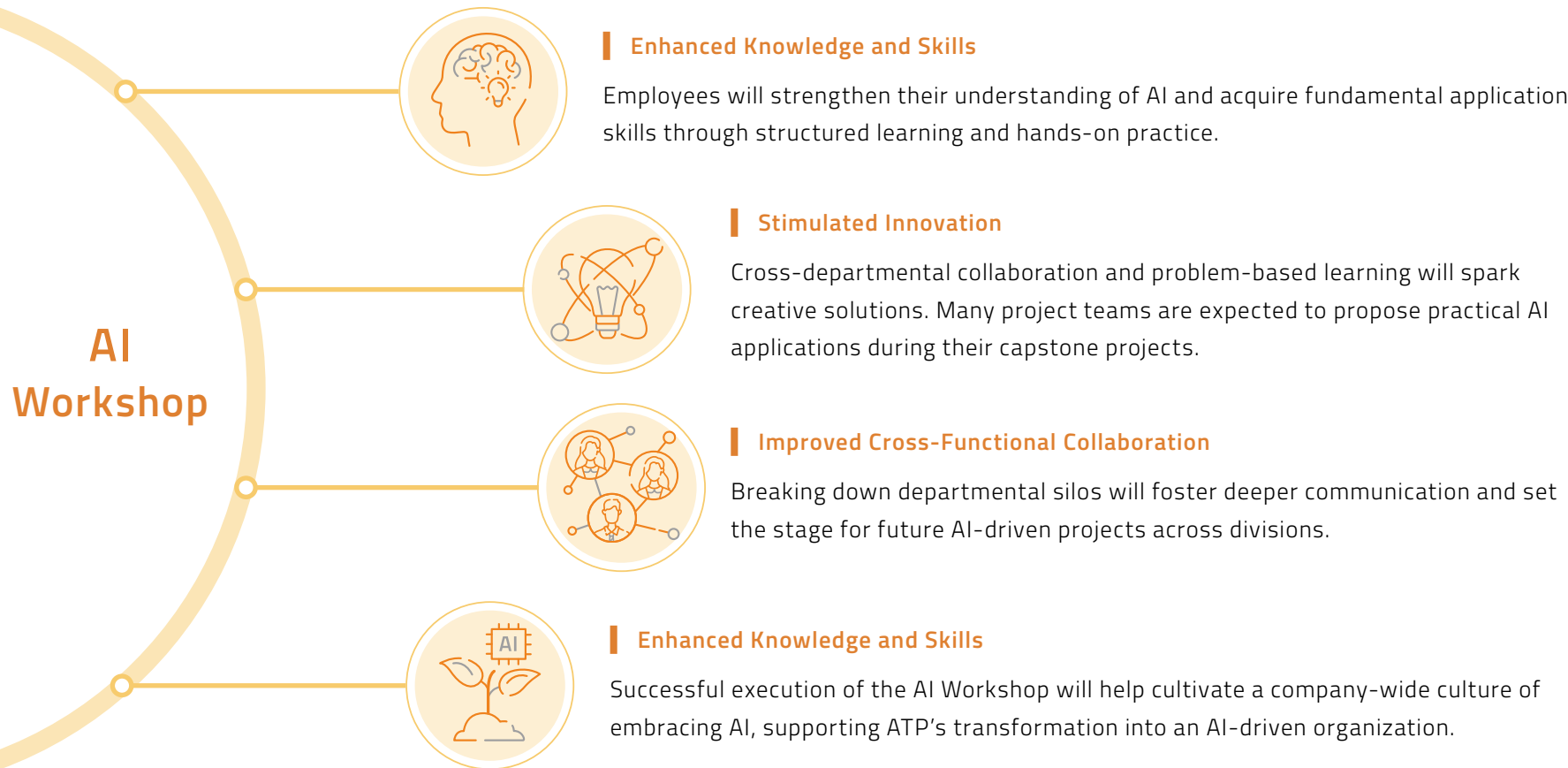


## 1. Strategic Roadmap and Key Actions



## 2. Expected Outcomes and Benefits

The ATP AI Workshop is expected to yield manifold benefits for employees and inject strong momentum into the company's long-term development.



ATP will continue investing resources to nurture in-house AI talent and actively drive AI adoption across all business functions. Through ATP employees' ongoing learning and application, AI will become a key engine of innovation, thereby creating long-term value and supporting sustainable growth.

## 5.6 Human Rights Protection

ATP firmly believes that every employee, partner, and all individuals connected to its business operations are entitled to fundamental human rights and dignity. To this end, ATP strictly adheres to the core labor conventions of the International Labour Organization (ILO), the Responsible Business Alliance (RBA), Code of Conduct, and all relevant laws and regulations in Taiwan and other operating locations. The company is committed to fostering a work environment and business ecosystem that are respectful of human rights, fair and just, and safe and healthy.

### 5.6.1 Human Rights Policy

ATP is committed to upholding and respecting labor rights in accordance with internationally recognized standards. This policy applies to all workers, including temporary, migrant, student, contract, direct employees, and any other categories of workers.

#### 1. Diverse, Inclusive, and Equal Workplace

ATP is committed to ensuring employees are free from harassment and unlawful discrimination. The company does not discriminate in recruitment, wages, promotion, rewards, or training opportunities based on race, color, age, gender, sexual orientation, gender identity or expression, ethnicity or nationality, disability, pregnancy, religion, political affiliation, union membership, veteran status, protected genetic information, or marital status. ATP provides appropriate spaces for religious practices, accommodates reasonable work schedule arrangements for employees who need time for religious observances, and prohibits discriminatory medical or physical examinations for employees or job applicants.

Employees must not be subjected to harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse. Threats of such treatment are also strictly prohibited. Related disciplinary policies and procedures are clearly defined and communicated to employees.

#### 2. Respect for Freedom of Association

ATP's human rights policy places particular emphasis on employees' right to freedom of association. This commitment is reflected not only in supporting employees' participation in internal organizational activities but also in fully respecting their right to join external associations without interference, coercion, or retaliation.

Internally, ATP actively encourages employees to join company-sponsored sports and recreational clubs to foster camaraderie, relieve stress, and promote well-being. Externally, ATP makes a clear commitment not to interfere with employees' rights to participate in legitimate social, political, cultural, or religious associations and gatherings, and ensures employees will not be penalized or disadvantaged for such participation.

ATP recognizes that such social engagement outside of work contributes to personal growth, broadens perspectives, brings diverse experiences back into the workplace, and inspires innovation. Employees will not face discrimination, penalties, or undue pressure for participating in external associations or assemblies. ATP adheres to the spirit of the Universal Declaration of Human Rights and relevant international labor conventions to safeguard employees' fundamental rights inside and outside the workplace.

### 3. Healthy and Safe Working Environment

ATP acknowledges that beyond reducing work-related injuries and illnesses, a safe and healthy workplace enhances product and service quality, production stability, employee loyalty, and morale. The company recognizes that continuous investment in employees and education is key to identifying and addressing health and safety issues in the workplace.

ATP applies appropriate design, engineering and administrative controls, preventive maintenance, and safe operating procedures (including lockout/tagout systems), supported by continuous safety knowledge training to identify, assess, and control workplace hazards (e.g., chemical, electrical and other energy sources, fire, vehicles, and fall hazards).

Where hazards cannot be effectively controlled through these measures, employees are provided with appropriate, well-maintained personal protective equipment (PPE) and training materials. ATP also takes reasonable measures to protect pregnant women and nursing mothers from high-risk working conditions, eliminate or reduce related health and safety risks, and provide suitable facilities for breastfeeding mothers.

To make grievance information accessible, the complaint email address is publicly disclosed on ATP's official website: <https://www.atpinc.com/about/corporate-responsibility>. This disclosure demonstrates ATP's commitment to protecting human rights across its supply chain and partnerships.

All grievances received through this channel, whether from internal employees or external stakeholders, are jointly reviewed and processed by the Human Resources (HR) Division and the Business Operations Office (BOO). HR ensures compliance with ATP policies and relevant regulations while safeguarding complainants' rights and privacy. The BOO assesses the operational impact and assists in formulating effective solutions. This cross-departmental collaboration ensures comprehensive, fair, and efficient case handling.

Additionally, ATP's Kaohsiung branch provides a physical suggestion box as an alternative, non-contact reporting option, particularly suitable for those preferring anonymity or written submissions. The box is regularly checked by designated personnel, and all submissions are consolidated and reported to HR and the BOO to ensure full integration into the grievance process.

### 4. Transparent and Accessible Grievance Mechanism

ATP recognizes that establishing a robust and transparent grievance mechanism is essential to fulfilling its human rights commitments and protecting stakeholder rights. The company is dedicated to creating a safe and trustworthy environment in which both internal employees and external stakeholders (partners, suppliers, and customers) can raise concerns regarding potential human rights violations through secure and confidential channels.

To this end, ATP has established a unified and efficient grievance mechanism as the sole entry point for internal and external cases. Multiple communication options are available to accommodate different stakeholder needs:

**Email Complaints:** A dedicated mailbox ([ethics@tw.atpinc.com](mailto:ethics@tw.atpinc.com)) is available for all stakeholders to submit written grievances. This mailbox is continuously monitored by a dedicated team to ensure timely receipt and documentation of all cases.

## 5.6.2 Preventing Workplace Sexual Harassment

ATP is committed to the principles of respect, equality, and safety, and strives to create a work environment free from any form of harassment. The company adopts a zero-tolerance policy toward workplace sexual harassment and has established comprehensive prevention mechanisms and handling procedures to ensure that every employee can work in a safe, respectful, and professional environment.

To effectively prevent workplace sexual harassment, ATP adopts a multi-pronged approach to raise employees' awareness and sensitivity.

### Orientation Training – Harassment Prevention and Complaint Channels

In new employee orientation, ATP clearly communicates the company's definition of sexual harassment, relevant legal requirements, as well as the available complaint channels and handling procedures. Regular training courses on gender equality and sexual harassment prevention are also held, incorporating case studies and scenario exercises to strengthen employees' ability to recognize inappropriate behavior and foster a proper understanding of gender interactions. Employees are encouraged to actively learn related knowledge and jointly build a respectful workplace atmosphere.

### Complaint and Handling Procedures

Beyond prevention and awareness, ATP has implemented clear and rigorous procedures for complaints and case handling. Multiple reporting channels are available, including direct supervisors, the HR department, or designated hotlines and email addresses, ensuring employees can conveniently and safely file complaints when experiencing or witnessing harassment. ATP is committed to handling all cases with confidentiality, impartiality, and fairness, while ensuring that complainants' rights and interests are fully protected.

#### ATP Workplace Bullying and Harassment Consultation



Complaint Hotline **02-2559-6338 EXT.150**

Designated Email Address **ethics@tw.atpinc.com**



2024  
Sexual Harassment  
Complaints  
**0**



## 5.7 Occupational Health and Safety

### 5.7.1 ISO Certification

In 2018, ATP obtained ISO 45001 certification, the international standard for Occupational Health and Safety (OH&S) Management Systems. This demonstrates the company's strong commitment to establishing a safe and healthy working environment. This certification not only signifies that ATP's occupational health and safety management system meets international standards, but also drives continuous optimization of related processes, proactive prevention of occupational incidents, and reduction of employee health risks.

Building on this foundation, ATP consistently promotes safety awareness, implements comprehensive safety measures, and ensures that every employee can work with peace of mind in a safe environment, which all support the company's long-term goal of sustainable development.

ATP attaches great importance to employee safety and health, continuously strengthening its OHS management system, and promoting a "Zero Occupational Injury" workplace culture.

#### Annual Lost-Time Injury-Free Hours Target

Accumulated 271,901 hours without occupational injury.

#### Performance Tracking and Reporting

Working hours and incidents are recorded monthly and reported at Occupational Safety Committee meetings, ensuring all departments maintain zero-incident performance.

#### Occupational Incidents

No reportable occupational incidents occurred.

#### Strengthened Preventive Measures

Comprehensive risk mitigation through hazard identification and risk assessment, training and education, contractor management, and equipment/facility improvements.

### 5.7.2 Occupational Safety Training

In its Corporate Social Responsibility Management Procedures, ATP explicitly states that the company shall identify, assess, and control workplace safety hazards—such as chemical, electrical and other energy risks, fire, vehicles, and fall hazards—through appropriate design, engineering and administrative controls, protective maintenance, safe operating procedures (including lockout-tagout procedures), and continuous safety knowledge training, so as not to endanger employees. Where such methods cannot effectively control hazards, ATP provides employees with appropriate, well-maintained personal protective equipment (PPE), as well as educational materials on these hazards and related risks.

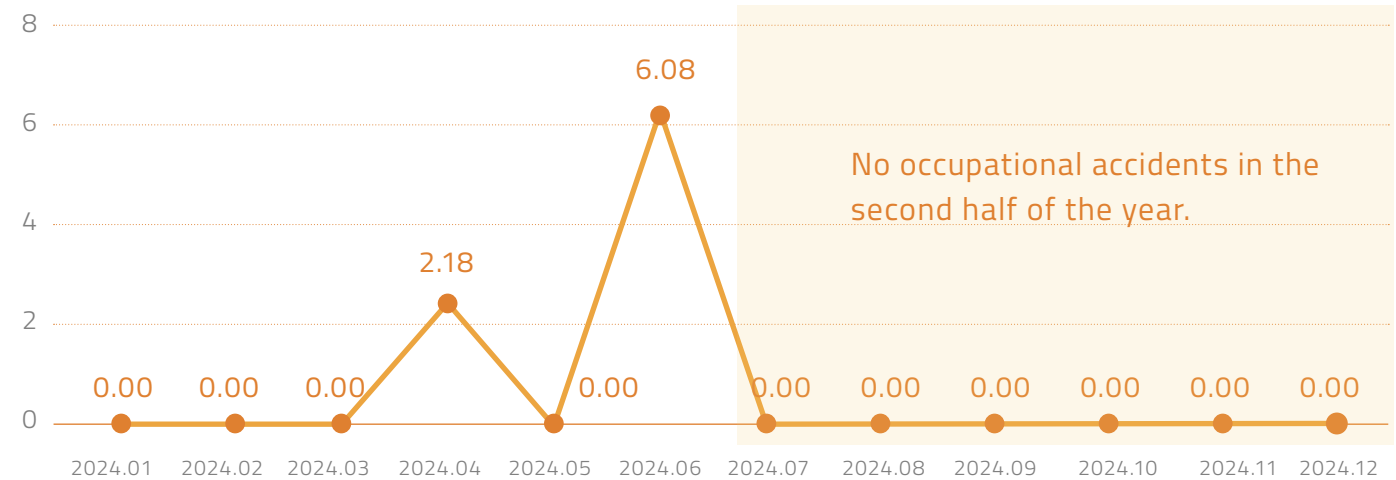
#### 1. Occupational Safety Training

To enhance all employees' occupational safety awareness and professional knowledge, ATP prioritizes occupational health and safety as a top concern and actively promotes safety and health training. For new employees, ATP has designed comprehensive training courses on occupational and environmental safety. These courses cover the company's safety policies, potential hazard identification, emergency response procedures, and the use of personal protective equipment. The goal is to ensure that new employees establish proper safety awareness and response skills before starting their jobs, thereby safeguarding their own safety and that of others.

## Traffic Safety Education and Training

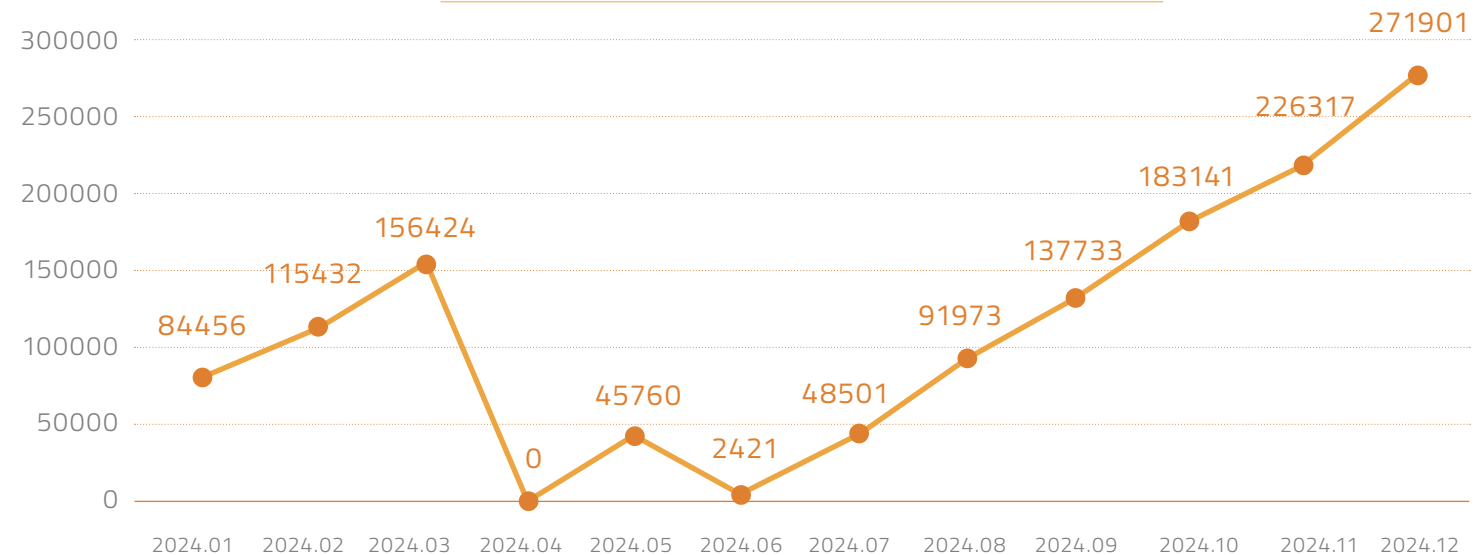
- After the implementation of traffic safety education and related management measures, no traffic accidents occurred in the second half of the year.
- ATP will continue to strengthen traffic safety management and regularly review the effectiveness of training and awareness campaigns, in order to safeguard employee commuting safety and fulfill its corporate social responsibility commitments.

### Frequency Severity Index



\* Formula for the Frequency Severity Index(FSI)=  $\sqrt{\frac{FR \times SR}{1000}}$

### Accumulated lost-time injury-free working hours

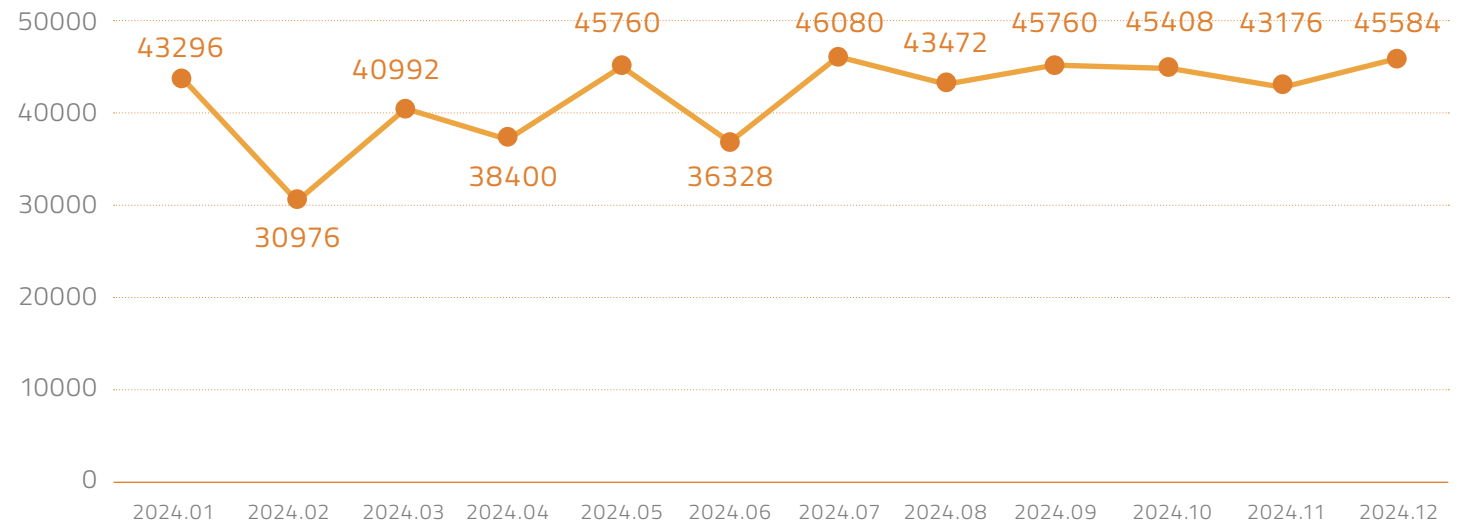


## 2. Occupational Injury Statistics

### Occupational accidents Statistics

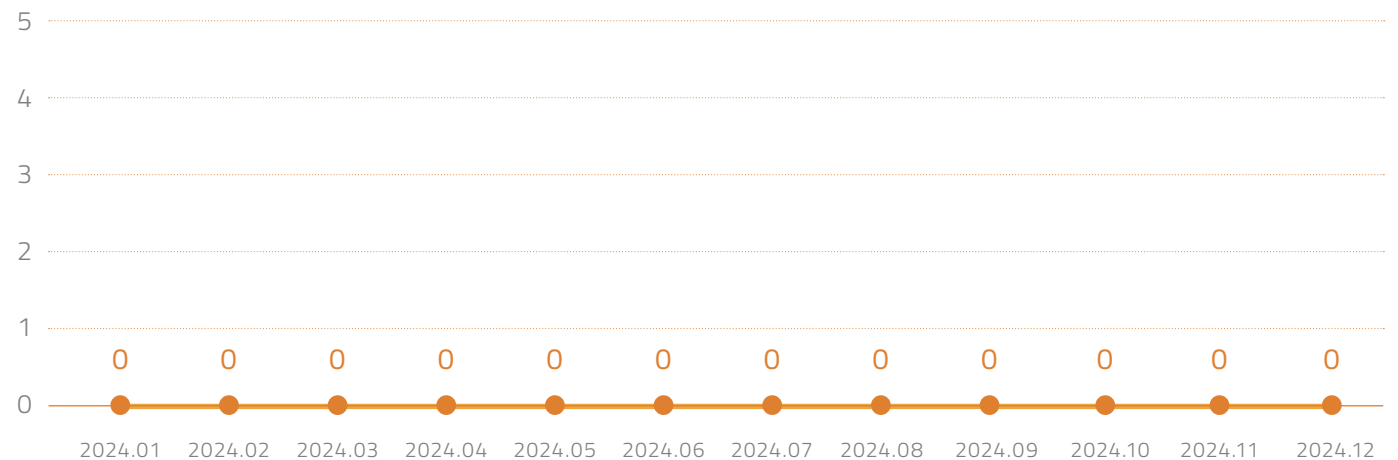
No occupational accidents (excluding commuting accidents) were recorded at the Kaohsiung Branch, demonstrating that the company's internal safety mechanisms are well-established and that workplace risks have been effectively controlled.

### Total Working Hours in the Month

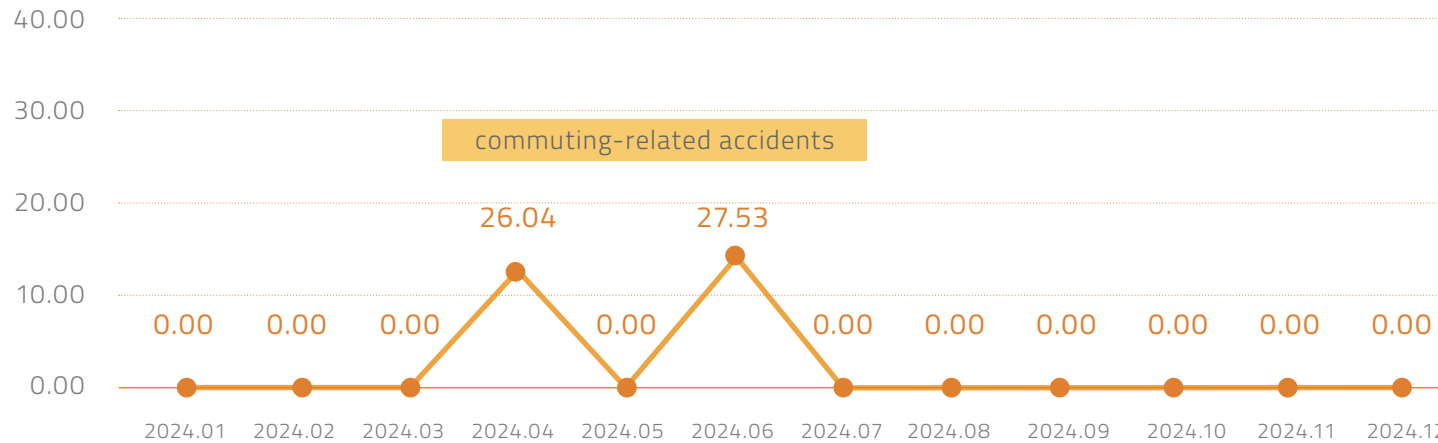


\* Definition of Total Working Hours in the Month= Number of employees at the Kaohsiung Branch in the month × Daily working hours per employee

### Workers of Occupational accidents (Excluding Commuting Accidents)



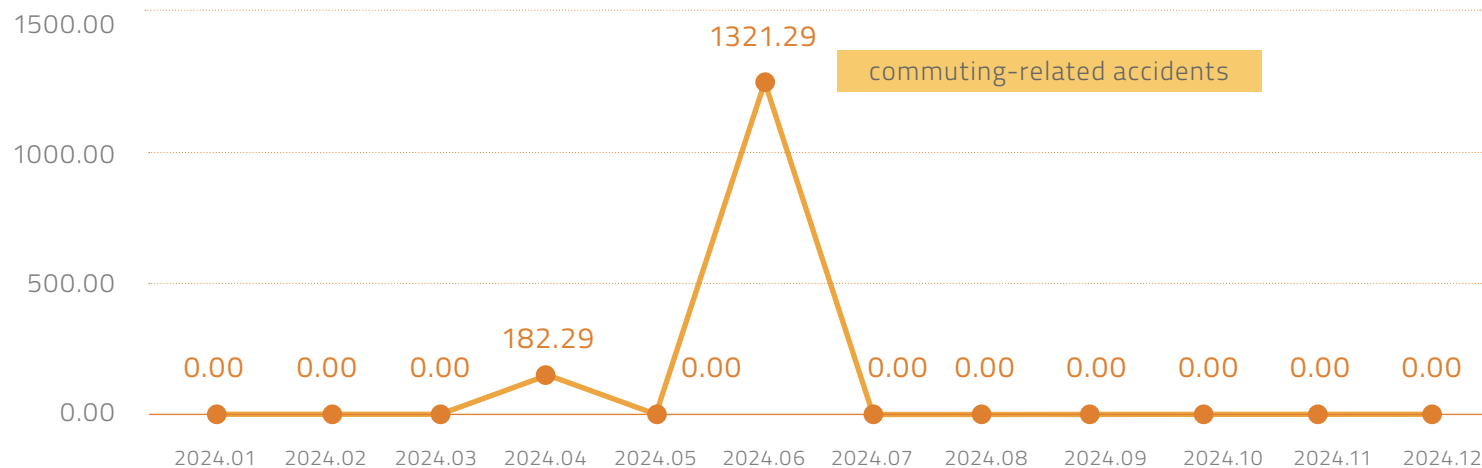
### Frequency Rate



### Traffic Accidents

In April and June, occupational accidents incidents occurred at the Kaohsiung Branch. Both cases were commuting related traffic accidents and were not incidents that occurred in the workplace nor directly related to job duties.

### Severity Rate



\* Definition of Frequency Rate (FR) = The number of lost-time injuries per 1 million total working hours

\* Definition of Severity Rate (SR) = The number of lost working days per 1 million total working hours

\* Formula for Frequency Rate (FR) = (Number of Lost-Time Injuries × 1,000,000) ÷ Total Working Hours in the Month

\* Formula for Severity Rate (SR) = (Lost Working Days × 1,000,000) ÷ Total Working Hours in the Month

### 5.7.3 Safeguarding Employees' Physical and Mental Well-Being

ATP regards the protection of employees' physical and mental health as a core responsibility and commitment. Through diverse policies and measures, the company provides comprehensive support to safeguard employees' overall well-being.

#### 5.7.3.1 Physical Health

ATP provides annual health examinations that exceed regulatory requirements to encourage employees to regularly monitor their health status to identify and prevent potential risks at an early stage. In addition, ATP pays close attention to employees' working environment by striving to create a safe, comfortable, and ergonomically designed office space equipped with compliant office facilities, while also emphasizing indoor air quality and lighting to minimize workplace burdens on employees' physical health.

The company also promotes healthy lifestyle habits by encouraging regular exercise and providing related information and resources, such as fitness clubs and health seminars, to support employees in staying physically fit.

#### 5.7.3.2 Mental Health Counseling Services

ATP places high importance on employees' mental health.

The company has engaged an occupational safety and health consulting service organization accredited by the Occupational Safety and Health Administration (OSHA Taiwan), which regularly assigns professional medical personnel to provide labor health services.

The support of occupational health professionals helps foster a healthy and friendly workplace environment as employees receive not only convenient and professional health services but also assistance in mental health counseling and stress management.

##### Mental Health Counseling Services



Counseling sessions provided by occupational health professionals enable employees to confidentially discuss issues such as work-related stress, interpersonal relationships, and emotional challenges in a safe space. They receive professional guidance and support to effectively relieve stress and enhance psychological resilience. ATP encourages employees to make use of this resource and seek early assistance to safeguard their mental well-being.

##### Health Examination Report Consultation Services



Occupational health professionals also provide personalized consultations based on employees' health examination reports. They explain the results in detail, help employees understand their health status, and offer professional recommendations and follow-up plans for any abnormal indicators. This service supports employees in taking a more proactive role in managing their health, identifying potential health concerns early, and adopting preventive measures.

### 5.7.3.3 Occupational Health

#### On-site Occupational Health Nursing Services



ATP promotes employee health management and occupational disease prevention to ensure a balance between work and well-being, foster a healthy workplace culture, and enhance employees' health knowledge.

#### Health Education Seminars



Weekly on-site occupational health nursing services and bi-monthly consultations with occupational medicine specialists support employees' physical and mental health.

#### Weekly Health Newsletter



Annual workplace environment and hazard assessments for maternal health protection ensure that the workplace safety environment complies with regulatory requirements.

### 5.7.3.4 Prevention Program

#### Plan 1 –Human Factor Hazard Prevention

Human Factor Hazard Questionnaire	Suspected Musculoskeletal Disorders
239 responses	7 cases

#### Plan 2 –Prevention of Diseases Caused by Abnormal Workload

Abnormal Workload Assessment Questionnaire	Recommended Counseling (Low Cardiovascular Risk)	Required Counseling (Moderate Cardiovascular Risk)
239 responses	54 employees	14 employees

#### Plan 3 –Maternal Health Protection

Maternal Health Protection Employees	Pregnant Employees	Employees within One Year Postpartum
6 employees	1 employee	5 employees

## 5.8 Social Engagement

ATP demonstrates its adherence to the principle of “Doing what benefits society” by combining employee participation, charitable contributions, and cross-sector collaboration to continually respond to local needs, promote health and environmental initiatives, and expand the company’s positive impact.

### 5.8.1 ANZCham Charity Bike Ride

The ANZCham Charity Bike Ride is held annually by the Australia New Zealand Chamber of Commerce in Taiwan, with the aim of raising funds for indigenous orphans to provide them with safe housing and educational support systems.

As a company deeply committed to the development of local communities and the well-being of underprivileged groups in Taiwan, ATP encourages employees to participate in this meaningful cycling charity event. By doing so, ATP not only supports the education and growth of indigenous orphans but also raises employees’ awareness of multiculturalism and social responsibility.

Every pedal stroke carries ATP’s blessings and hopes, lighting the way for a brighter future for these children.

- **Objective:** To raise funds for housing and educational resources for indigenous orphans in Taiwan.
- **ATP’s Contribution:**
  - Formed teams to participate in the charity bike event while advocating multiculturalism and social care.
  - Promoted internal awareness and fundraising campaigns to support education and growth opportunities for disadvantaged children and youth.





## 5.8.2 2024 Chung Yi Social Welfare Foundation Charity Fair

ATP has long been committed to the growth and well-being of disadvantaged children and strongly identifies with the mission of the Chung Yi Social Welfare Foundation's "You Are Here for Me" Charity Fair.

To support the foundation's efforts in providing a warm home and developmental resources for orphaned and vulnerable youth, ATP actively participated in this event and made generous donations with the hope of contributing to a brighter future for these children.

ATP believes that with corporate support and community care, these children can grow up in a loving environment, pursue their dreams with courage, and thrive with dignity. This contribution represents not only financial assistance but also ATP's commitment to and fulfillment of its social responsibility.



Donations



Total donations exceeded  
**NT\$ 40,000**

Bazaar  
Proceeds



Bazaar proceeds donated exceeded  
**NT\$ 5,000**

- **Objective:** To provide a stable home and growth resources for orphaned and vulnerable children.
- **ATP's Contribution:** Strengthened the local care network by donating funds and encouraging employees to support the charity fair.



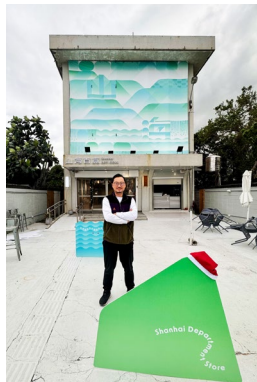
### 5.8.3 Participation in Social Welfare Activities

ATP firmly believes that corporate development and social well-being are inseparable. To more actively fulfill its corporate social responsibility and encourage employees to exert their positive influence, ATP motivates its staff to enthusiastically participate in various public welfare activities. Through concrete actions, employees support disadvantaged groups, promote environmental protection, and contribute to energy conservation and carbon reduction. ATP believes that every effort and act of care can collectively drive social change, contribute to environmental sustainability, and help create a better and more sustainable future.

ATP encourages employees to transform care into action by modeling active participation in and support for multiple charitable initiatives this year. To promote healthy living and caring for the planet through energy conservation and carbon reduction, ATP encouraged colleagues to take part in the Mikan Stationmaster Christmas Run, where running symbolized support for environmental protection while contributing to social good. Similarly, to advocate healthy lifestyles and environmental care, employees were encouraged to join the Shimen Reservoir Cycling Challenge, which combines the joy of cycling with the mission of protecting valuable water resources.

In addition, ATP continued its long-standing support for the Taiwan Blood Services Foundation's blood donation campaigns, rallying employees to "donate blood, give hope," and provide life-saving support to those in need.

Through participation in these diverse public welfare activities, ATP employees not only demonstrated care for society but also integrated sustainability principles into their everyday lives and collectively contributed to the creation of a brighter and more sustainable future.





### 2024 Flight to Hualien

ATP is actively participating in the "2024 Flight to Hualien" incentive program launched by the Hualien County Government. This initiative not only demonstrates our support for the recovery of the local tourism industry but also aligns with our long-standing commitment to environmental sustainability and encouraging employees to care for local communities. Through this program, we encourage our colleagues to visit Hualien's magnificent landscapes and experience its rich culture during their time off. By doing so, they can provide tangible support to Hualien's tourism economy and inject vitality into the region.



Sustainable Tourism

Social Welfare  
and Community  
Engagement  
Outcomes

Eco-Run

### 2024 Christmas Charity Run

The 2024 Christmas Charity Run aimed to promote a healthy lifestyle, reduce carbon emissions, and support social welfare, aligning perfectly with ATP's commitment to environmental sustainability and encouraging active community involvement. By participating in this event, our employees not only strengthened their physical health but also took tangible action to support energy conservation and carbon reduction, contributing to a greater social good and spreading a message of love and hope.



### 2024 Shimen Cycling

The 2024 Shimen Cycling offered our employees a chance to challenge themselves and enjoy a healthy outdoor activity while also embracing an environmental conservation mission. By cycling around the reservoir, our colleagues connected with nature and gained a deeper appreciation for the importance of water resources. This hands-on experience supported the principles of environmental sustainability and aligned with ATP's commitment to environmental protection.



Ride for Community

Passionate Care

### TBSF Blood Donation

ATP actively supports the blood donation drives initiated by the Taiwan Blood Services Foundation (TBSF), encouraging our employees to lend a hand and donate blood. We firmly believe that every blood donation carries hope and care. Through these actions, our colleagues demonstrate their concern for society and contribute to the healthcare system, collectively building a community of mutual assistance and love.



# 6 Certifications

## 6.1 Industry Certifications

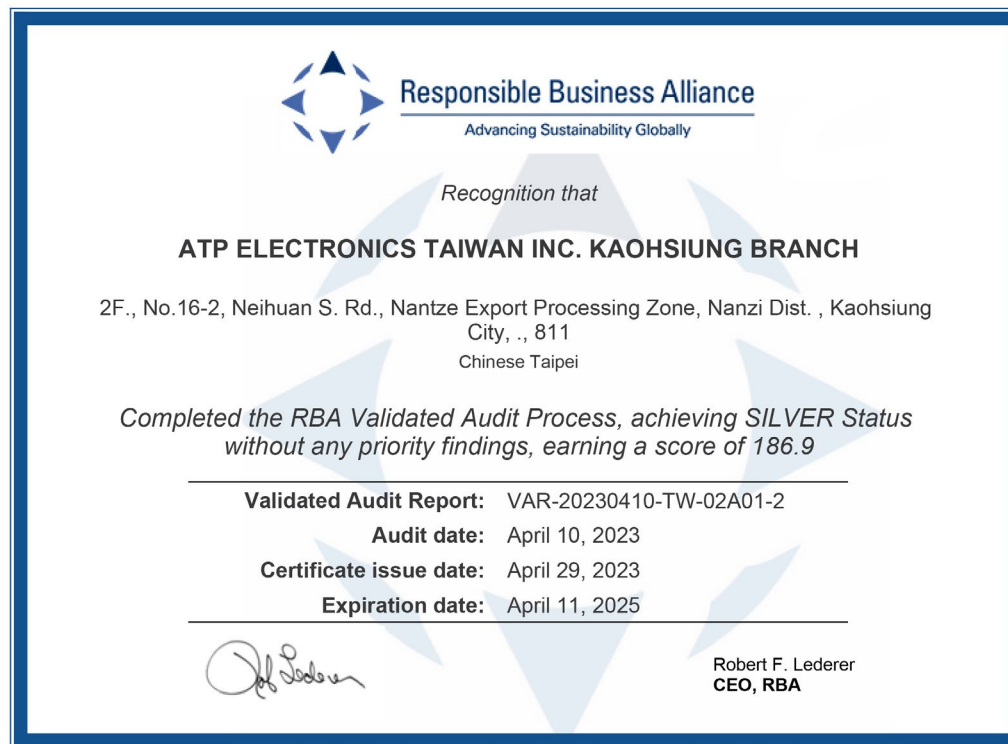


## 6.1 Industry Certifications

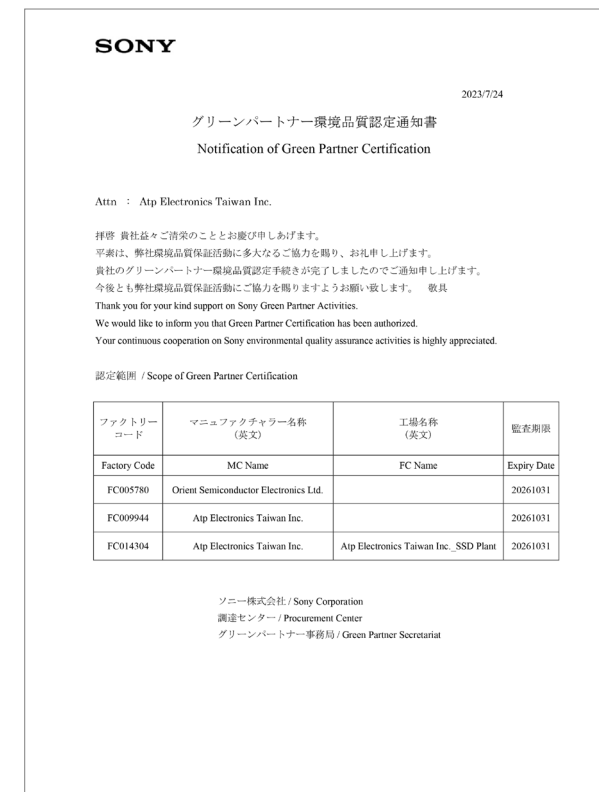
With over 30 years of professional experience in memory module design and manufacturing, ATP delivers high-quality memory and storage solutions for demanding environments across embedded, industrial, and automotive applications. As a global leader in specialized memory manufacturing, ATP is dedicated to providing wide-temperature, high-endurance memory solutions that offer customers greater value, product diversity, and best-in-class cost performance.

As a specialized memory manufacturer, ATP prioritizes every step of its production processes to ensure consistent product quality and long-term reliability. We uphold stringent manufacturing standards for all employees, our environmental responsibilities, and our global supply chain partners, fulfilling our commitment to sustainable enterprise operations.

### ■ Responsible Business Alliance



### ■ Sony Green Partner

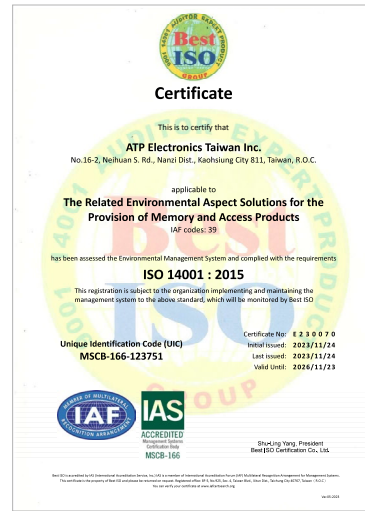


## ISO-Related Certifications

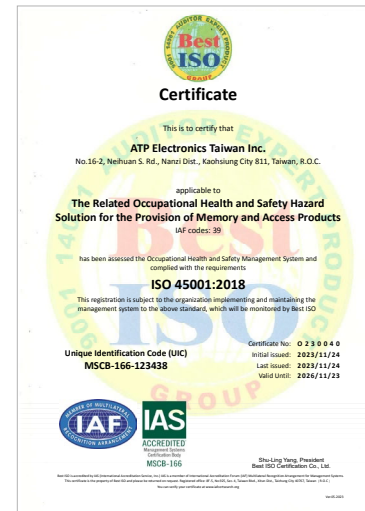
To comply with the highest quality standards and regulatory requirements, ATP has invested significant effort to ensure conformity with the following certifications:



ISO9001:2015



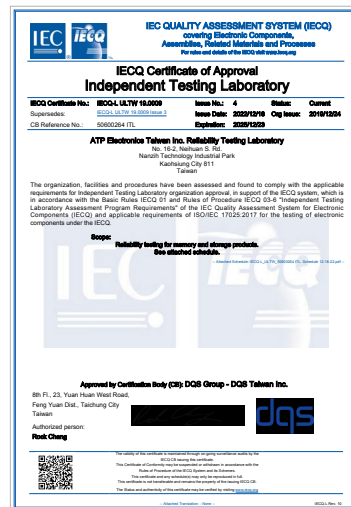
ISO14001:2015



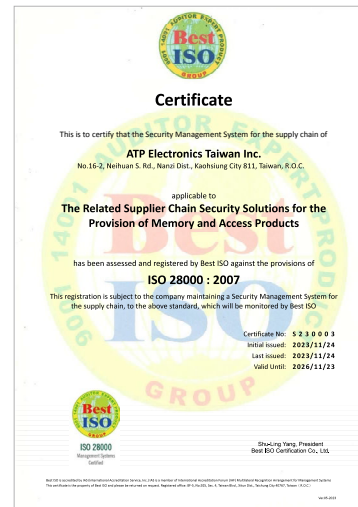
ISO45001:2018



ISO 14064-1:2018



ISO/IEC 17025:2017



ISO 28000:2007



IATF 16949:2016



# 7 Appendix

7.1 GRI Standards

7.2 Global Reporting Initiative Index



## 7.1 GRI Standards

This report has been prepared in accordance with the GRI Standards 2021, fully covering GRI 2 (General Disclosures), GRI 3 (Material Topics Management), and relevant Economic, Environmental, and Social topic standards. The content is centered on Innovation and & Quality, Corporate Responsibility, Employee Relations and & Social Engagement, and Environmental Sustainability, with a cross-departmental consolidation and review mechanism to ensure disclosure quality.

Material topics were identified through double materiality assessments and annual review processes. Greenhouse gas (GHG) inventories were conducted in accordance with ISO 14064 methodology, with disclosures made accordingly.

These disclosures ensure systematic coverage of governance, operations, environment, supply chain, human resources, occupational health & safety, and social engagement, fully aligned with ATP's sustainability vision.

- GRI 1: Foundation 2021
- GRI 2 Series: General Disclosures on ATP's organizational profile, governance framework, board functions, stakeholder engagement, and reporting practices.
- GRI 3 Series: Identification and management of material topics based on double materiality analysis. This standard establishes sustainability strategies, response plans, and actual/potential impacts.
- GRI 201 / 205 / 418: Coverage of financial performance, anti-corruption policies, and customer data protection. These standards underscore integrity and trust.
- GRI 302 / 305: Disclosure of energy efficiency and greenhouse gas management, aligned with ATP's Net-Zero Commitment and the green operations framework under development for the planned Qiaotou New Plant, as well as existing manufacturing operations.
- GRI 401 / 403 / 404 / 405: Indicators covering workforce composition, occupational health and safety performance, talent development, and diversity and inclusion. These standards reflect ATP's employee relations and social responsibility commitments.
- GRI 308 / 414: Focus on managing social and environmental impacts within the supply chain, with supplier sustainability questionnaires, RBA commitments, and responsible sourcing programs reinforcing supply chain sustainability governance.

## 7.2 Global Reporting Initiative Index

**Version used:** GRI 1: Foundation 2021

Index No.	Disclosure Title	Report Section or Explanation	Page	Notes
<b>GRI 2 : General Disclosure 2021</b>				
<b>The organization and its reporting practices</b>				
2-1	Organizational details	Company Overview	P.7	Includes company background, operating locations, and organizational structure
2-2	Entities included in the organization's sustainability reporting	About this Report	P.2	Scope of report and contact details disclosed
2-3	Reporting period, frequency, and contact point	About this Report	P.2	
2-4	Restatements of information	N/A	-	First edition of the report
2-5	External assurance	N/A	-	Not included in the requirements of the Financial Supervisory Commission
<b>Activities and workers</b>				
2-6	Activities, value chain, and other business relationships	Supplier Sustainability Management / Value Chain Management	P.36 P.46	Supplier-related management and value chain management
2-7	Employees	Workforce Structure	P.55	Employee composition
2-8	Workers who are not employees	Workforce Structure	P.55	Employee composition
<b>Governance</b>				
2-9	Governance structure and composition	Organizational Structure / Sustainability Governance Framework	P.8 P.17-P.18	ESG Steering Committee and ESG Committee
2-10	Nomination and selection of the highest governance body	Strengthening Board Functions	P.29	

Index No.	Disclosure Title	Report Section or Explanation	Page	Notes
2-11	Chair of the highest governance body	Strengthening Board Functions	P.29	
2-12	Role of the highest governance body in overseeing the management of impacts	Strengthening Board Functions	P.29	
2-13	Responsibility for managing impacts	Strengthening Board Functions / Sustainability Governance Framework	P.29 P.17-P.18	ESG Steering Committee and ESG Committee
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance Framework	P.17	ESG Steering Committee
2-15	Conflicts of interest	Strengthening Board Functions	P.29	
2-16	Communication of critical concerns	Strengthening Board Functions	P.29	
2-17	Collective knowledge of the highest governance body	Strengthening Board Functions	P.29	
2-18	Evaluation of the performance of the highest governance body	Strengthening Board Functions	P.29	
2-19	Remuneration policies	Employee Compensation Policy	P.73	
2-20	Process to determine remuneration	Employee Compensation Policy	P.73	
2-21	Annual total compensation ratio	Employee Compensation Policy	P.74	
<b>Strategy, policies and practices</b>				
2-22	Statement on sustainable development strategy	Message from Founder, CEO & Chair of the Sustainability Steering Committee	P.3 P.4 P.5	Company vision and sustainability direction
2-23	Policy commitments	Vision	P.12	

Index No.	Disclosure Title	Report Section or Explanation	Page	Notes
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