

Materials Analysis Technology Inc.

2023 Sustainability
Report

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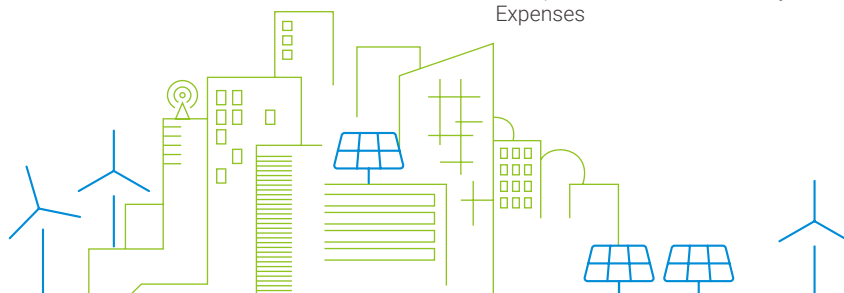
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About the Report

This is the Sustainability Report published by Materials Analysis Technology Inc. (hereinafter referred to as "MA-tek"). It is currently available in both Chinese and English versions, and is updated annually to demonstrate the Company's goals and actions in corporate social responsibility and sustainable development, in the hope that various sectors may have a deeper understanding of the sustainable development actions taken by the Company.

Basis of Compilation and Scope

This report is prepared with reference to the Global Reporting Initiative (GRI) Universal Standards 2021 and relevant topic standards. It also considers the "Procedures for the Preparation and Submission of Sustainability Reports by OTC Companies" issued by the Taipei Exchange, the Task Force on Climate-Related Financial Disclosures (TCFD) framework by the Financial Stability Board (FSB), and the Sustainability Accounting Standards Board (SASB) - Professional & Commercial Services reporting principles.

MA-tek has a global business layout, but given the fact that its revenue is mainly from the Taiwan region, the scope of disclosure in this report mainly focuses on the Taiwan region, covering the Sidao Laboratory, Zhanye Laboratory, Zhubei Laboratory, Jinshan Laboratory and Nanke Laboratory. The scope is not consistent with the scope of the Company's consolidated financial report as the Company's subsidiaries are not included. For a list of the subsidiaries, please refer to the 2023 annual report. The financial data in this report is consistent with the disclosure scope of the consolidated financial report of MA-tek, and all financial figures in the report are in New Taiwan dollars. This report discloses MA-tek's ESG performance and achievements in 2023 (from January 1, 2023, to December 31, 2023), and the reporting period is consistent with that of the annual report.



2023 annual report

Report Compilation Standards and External Assurance

Internal audit

This report is prepared with reference to the Global Reporting Initiative (GRI) Universal Standards 2021 and relevant topic standards. It also considers the "Procedures for the Preparation and Submission of Sustainability Reports by OTC Companies" issued by the Taipei Exchange, the Task Force on Climate-Related Financial Disclosures (TCFD) framework by the Financial Stability Board (FSB), and the Sustainability Accounting Standards Board (SASB) - Professional & Commercial Services reporting principles.

External assurance

Ernst&Young (EY) Taiwan is entrusted to conduct a sustainability report assurance for this report based on the assurance standard 3000 "Assurance cases on the audit or review of non-historical cases". Please refer to Appendix 4 of this report for the CPA's limited assurance statement.

Reporting cycle

The Hong Kong Sustainability Report is published on an annual basis in principle. This year's (2023) report will be published in June 2024.

Feedback - Contact Information

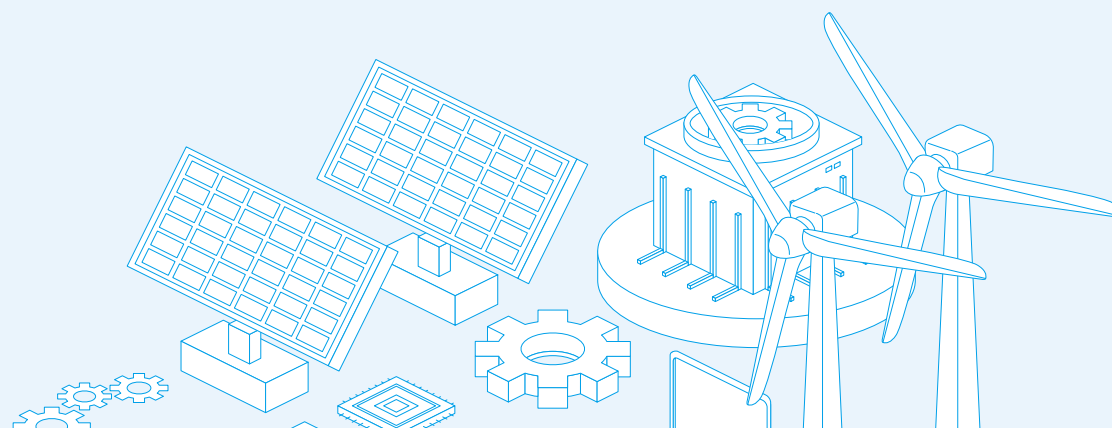
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Message from the Chairman

MA-tek has achieved significant growth through its global presence and localized development, particularly by enhancing automotive research and capturing diverse business opportunities.

Recent geopolitical developments have profoundly impacted the global semiconductor industry. In particular, Japan has seen significant changes driven by global supply chain restructuring and geopolitical tensions, leading the Japanese government to actively expand and strengthen its semiconductor industry chain. Recognizing the demand for semiconductor testing from Japanese clients, MA-tek established its Nagoya Laboratory in 2019. This lab has consistently outperformed the Company's average growth in recent years, currently contributing about 8% of the Company's total revenue, with its share continuing to rise. Additionally, the Kumamoto Laboratory, which opened in September 2023, has received certification from several major semiconductor companies and has begun receiving orders, promising a substantial future revenue contribution. Thanks to continued demand in Taiwan and contributions from the Japanese laboratories, MA-tek's total annual revenue for 2023 reached a record high of NTD 4.809 billion, marking a 21% year-on-year increase. In March, MA-tek was honored by being ranked among the high-growth companies in the Asia-Pacific region by the Financial Times. Only 15 Taiwanese companies made the list, and MA-tek's inclusion is a testament to its leading-edge technological analysis instruments and professional expertise, distinguishing it as one of the few Taiwanese companies to achieve this recognition.

The burgeoning automotive electronics market, driven by the trend towards smarter technology, presents immense opportunities for the semiconductor industry. Automotive products must meet various standards such as ISO 26262, IATF 16949, and AEC-Q100. MA-tek's analysis and verification services offer reliable analysis and comprehensive system design recommendations, earning high praise from clients. Battery analysis, driven by the rise of electric vehicles, has emerged as a new business area. As the power source of electric vehicles, battery quality is crucial to overall vehicle performance. Battery analysis, which falls under material analysis, requires highly specialized technical experience and stringent analytical environments. For example, lithium battery analysis must be conducted in low-temperature nitrogen environments to prevent material oxidation. MA-tek is equipped with nitrogen chambers and low-temperature FIB (Focused Ion Beam) microscopes to provide comprehensive automotive verification services to clients.

MA-tek always looks globally and expands internationally, with R&D at its core, providing high-value services to clients. Amidst the tide of current trends, MA-tek remains true to its founding mission, aiming to expand alongside industry developments. We are committed to being a pivotal partner in technological R&D, serving as a vital unit in high-tech parks, a key functional entity, and a medical center for high-tech products. We shall grow together with our clients, so as to realize our vision of "wherever there is a science park, there is MA-tek".

A Leading International Precision Analytical Instruments Center That Provides High-Quality Services and Intellectual Property Protection

MA-tek is one of the top brands in the field of testing and analysis, boasting the largest product testing laboratories in the Greater China region. MA-tek's clients are spread across the globe, including Taiwan, China, the United States, Japan, Singapore, and Malaysia. We take pride in providing precise, efficient, and high-quality analysis services to our clients. Under strict quality management policies, MA-tek has passed multiple certification standards, including ISO 9001 Quality Management, IECQ 17025 Laboratory Management, ISO 27001 Information Security, TUV NORD Automotive Electronics Verification, ANSI/ESD S20.20 Electrostatic Protection, and ISO/IEC 15408 CC EAL6 Information Security Site Certification, among other international quality certifications.

MA-tek places a strong emphasis on intellectual property, underpinned by solid R&D technology. In 2021, we achieved the A-level certification of the TIPS Management System from the Industrial Development Bureau of the Ministry of Economic Affairs. Furthermore, in 2022, we passed the Intellectual Property Disclosure and Counseling Review Plan, formulating an intellectual property strategy that integrates the Company's operational goals with R&D resources. This strategy establishes a model that uses intellectual property rights to create company value, protecting operational freedom, maintaining innovative energy, and enhancing MA-tek's corporate image and competitive edge. This also promotes revenue growth for the Company. Additionally, by regularly publishing an annual intellectual property report, we ensure that external stakeholders are well-informed about our latest R&D directions and intellectual property achievements. On top of that, to enhance the quality and efficiency of customer service, MA-tek invested over NTD 3 million in 2023 to develop EC and CRM systems, which improve efficiency and customer experience, ensure the effective operation and continuous updating of customer information, and foster the development and maintenance of customer relationships.

MA-tek's spirit of "focusing on core business, deepening technology, and global expansion" has led to significant recognition. We won the 7th Taiwan Mittelstand Award, which honors companies with outstanding performance in niche markets and important roles in the international industry supply chain. MA-tek's successful experience serves as a model for others worldwide. Additionally, MA-tek received the 17th "2023 Asia-Pacific Outstanding Enterprise Award," reflecting the recognition from academia, entrepreneurs, non-profit organizations, and various experts. This award highlights MA-tek as a business leader and enterprise that seizes opportunities in regional economic recovery, excels in business development, and remains committed to fulfilling social responsibilities.

Prioritizing Talent Development, Integrating Industry, Government, and Academia Resources to Promote Cutting-Edge Technology Development

MA-tek recognizes that high-tech industry talent is highly mobile, making talent retention and continuous enhancement of employee skills crucial for long-term development. To solidify our foundation and enhance competitiveness, MA-tek remains focused on talent development, offering systematic training programs and skill allowances to encourage employees to improve their core competencies. To foster communication among employees, MA-tek has continued to host monthly newcomer seminars in 2023. These seminars provide opportunities for senior managers to interact directly with new employees, listen to their feedback, and work together to make MA-tek a better company. MA-tek is also committed to creating a happy and safe workplace environment for its employees, offering a diverse range of employee benefits. Starting in 2023, in addition to the annual travel allowance of NTD 25,000 per employee, MA-tek has introduced one-day group tours and private movie screenings to promote emotional connections among colleagues and provide well-deserved relaxation for hard-working employees. Furthermore, MA-tek regularly monitors the work environment and provides comprehensive safety equipment for high-risk tasks to minimize risk factors and ensure workplace safety.

Beyond internal talent cultivation, MA-tek has been actively promoting Taiwan's technological and academic development. By fostering industry-academia collaboration, we aim to enhance Taiwan's research environment and cultivate top-tier academic talent. In 2021, MA-tek launched an industry-academia collaboration program in partnership with the Ministry of Science and Technology's "Core Facility for Basic Research". This program involves collaborations with eight universities: National Taiwan University, National Taiwan Normal University, National Tsing Hua University, National Yang Ming Chiao Tung University, National Central University, National Chung Hsing University, National Cheng Kung University, and National Sun Yat-sen University. For the program, MA-tek will invest NTD 20 million every year, utilizing advanced analytical testing technologies and equipment to support research projects. In 2023, the program approved 16 projects in its 3rd iteration, supporting academic research and development in advanced process packaging materials, green energy efficiency, and other innovative fields.

Additionally, in 2023, MA-tek was invited to exhibit at the new "SEMICONDUCTOR - Pavilion of the Future" section of the National Science and Technology Museum in collaboration with Applied Materials Taiwan. The exhibit showcased analysis images and structural models of advanced semiconductor components. MA-tek contributed an exclusive 3D display model of FinFET (Fin Field-Effect Transistor) technology, clearly illustrating the structure of this advanced transistor, allowing visitors to understand the progress in semiconductor technology up close. MA-tek also publishes the "Technology New Pathways | Collaboration Column," inviting professors to write about the latest and most advanced technological research developments. These professors also visit MA-tek to provide in-depth analysis to clients and employees, helping them grasp next-generation key industry technologies early. This initiative continuously enhances our employees' core competencies through new technological knowledge.

Lastly, MA-tek is committed to giving back to society while driving the development of national advanced industries. Through our corporate power, we aim to exert a positive influence, gradually realizing sustainable operations in talent, society, environment, and economy. MA-tek strives to communicate the concept of sustainability to every corner of society, creating a nation that prospers together.

Hsieh, Yong-Fen,
Chairperson



Sustainability Column **E** Environmental Sustainability

Supporting Green R&D Technology and Advancing International Green Energy Progress

In response to the impact of extreme climate changes on the environment, many countries have recently adopted global energy transition strategies such as "energy saving," "energy creation," "energy storage," and "smart system integration." Green energy materials have clearly become a key development trend for achieving net-zero emissions in the future. MA-tek leverages its core technology in materials analysis and testing to provide high-level analytical services required for the renewable energy industry. By assisting in the development of new green materials, MA-tek accelerates the development or validation process of green products, advancing the international progress of green energy.



Ensure access to affordable, reliable, sustainable and modern energy for all

With the continuous growth in electricity consumption and frequent discussions on power shortages, energy-saving and storage devices are poised for rapid development alongside renewable energy infrastructure. MA-tek offers comprehensive testing application solutions for sustainable energy industries such as LED and solar cells. By fostering a co-prosperous development with suppliers and customer ecosystems, MA-tek strengthens the sustainable value chain of enterprises. As global environmental awareness rises, the prohibition on the sale of new fuel vehicles marks a shift in the automotive industry from fuel-powered to electric vehicles (EVs). In EVs, the high-voltage and high-frequency characteristics of electronic components are crucial for vehicle performance and efficiency. New-generation compound semiconductor materials, such as silicon carbide (SiC) and gallium nitride (GaN), exhibit better conductive and insulative properties compared to traditional silicon semiconductors. These materials can withstand higher voltages and currents and operate at high frequencies, making them the mainstream choice for EV applications.



Take urgent action to combat climate change and its impacts.

In this wave of industrial and technological transformation, MA-tek offers a comprehensive one-stop service for compound semiconductor power devices. Our services include verification planning, reliability testing, power device electrical parameter testing, and failure analysis. This enables clients to efficiently ensure the reliability and quality of power devices, facilitating quick product launches and shortening the timeline for entering the EV supply chain. Additionally, MA-tek provides consultative services to help clients fully understand the intricacies of automotive-grade verification, ensuring smooth integration into the automotive supply chain. Through these efforts, MA-tek contributes to the development of energy-efficient and innovative green products.



MA-tek's Comprehensive Vehicle Verification Services

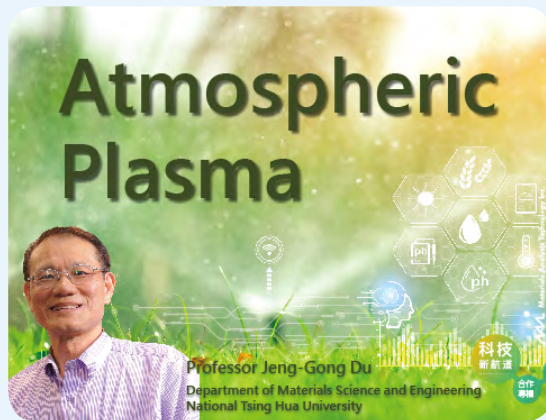
On its website, MA-tek publishes the "New Technological Pathways – Collaboration Column," which extends industry-academia collaboration beyond technological innovation by sharing progress in green materials research conducted with eight major universities with the broader public. This effort aims to raise public awareness about climate change and, more importantly, to educate people on how material technologies can address climate-related challenges.

★ New Technological Pathways – Collaboration Column



Emerging Memory Materials – Analysis of Antiferroelectric Hafnium Zirconium Oxide

The rise of emerging technologies such as artificial intelligence, 5G communications, and smart vehicles has led to a significant demand for real-time data analysis. Ferroelectric memory, a capacitor-based device utilizing spontaneous polarization, offers reliable non-volatility, fast read/write speeds, high durability, and ultra-low power consumption. It also boasts advantages in process complexity and cost, making it a promising storage solution in the post-Moore's Law era. MA-tek collaborated with Professor Lee Min-Hung Lee to provide comprehensive analysis services necessary for their research on ferroelectric random-access memory processes, significantly enhancing Taiwan's core technological strengths in advanced semiconductors.



Atmospheric Plasma Technology Services

Atmospheric plasma (also known as ambient pressure plasma) uses the surrounding air to generate plasma and holds great potential for reducing environmental crises. Its ability to operate under ambient conditions with low temperature and low pressure makes it highly applicable to the biotech industry, including medical cleaning, semiconductor panel processes, and agricultural applications. MA-tek is working with Professor Du Cheng-Gong on the second industry-academia project, providing comprehensive analysis services needed for advanced technology and materials research.



Applications of Silicon Photonics in Quantum Computing

Silicon photonics is an innovative technology that applies optical communication to semiconductor integrated circuits. As silicon photonics technology evolves, its application areas continue to expand. Beyond data centers, silicon photonic chips can be used in optical radar, fiber optic gyroscopes, biomedical testing, AI systems, and other products or equipment requiring complex optical paths. Quantum computing, a hot topic in recent years, is also an important future development area for silicon photonics. MA-tek invited Professor Li Pei-Wen to the collaboration column to introduce the key applications and technical challenges of silicon photonics in quantum computing.



Exploring the World of Planar Surfaces - An Introduction to Two-Dimensional Materials

Two-dimensional (2D) materials have demonstrated exceptional performance across various fields, highlighting ongoing research progress in related process technologies aimed at enhancing uniformity over large areas and overcoming process bottlenecks. Due to their broad properties and diverse application potential, 2D materials have become a prominent research focus in contemporary materials science and engineering. In this collaboration column, MA-tek invited Professor Li Wen-Hsi to delve into the fascinating world of 2D materials, further solidifying their position as a captivating subject within the realms of materials science and engineering.

Promoting the Development of Advanced Technologies and Cultivating High-Tech Talent in Material Analysis

In 2023, MA-tek provided internships for college students, nurturing future high-tech talent. Leveraging its analytical testing technologies and precision testing equipment, MA-tek supported 16 projects across six universities, investing nearly NT\$20 million. This funding bolstered academic research and innovation in high-precision technologies such as quantum computing and optoelectronic materials. Additionally, MA-tek offers various public channels to share knowledge and applications in the field of material analysis, thereby enhancing societal understanding and awareness of material analysis technologies.



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

In 2023, MA-tek regularly invited professors to share their research findings and developments in reliability analysis, failure analysis, material analysis, and other precision analysis technologies on the "Technical Articles" section of the Company's website. Additionally, through the podcast "MA-tek: Delving into the World of Technology," professors involved in industry-academia collaboration projects were invited to discuss their research outcomes and discoveries. This initiative allowed various stakeholders and interested members of the public to learn about and understand the world of material analysis, thereby broadening the reach of this knowledge.

In 2023, MA-tek was invited to participate in the new "Semiconductor Future Pavilion" exhibition at the National Science and Technology Museum, in collaboration with Applied Materials Taiwan. The exhibition showcased advanced semiconductor device images and structural models. Visitors could explore and understand the development of semiconductors through four thematic spaces: "Exhibition Hall," "Materials Room," "Manufacturing Zone," and "Future Laboratory," each providing insights based on fundamental scientific principles and various narrative perspectives. MA-tek presented an exclusive 3D model of a FinFET (Fin Field-Effect Transistor), clearly demonstrating the structure of cutting-edge transistor components. This exhibit allowed visitors to gain a close-up view of advancements in semiconductor technology, making it one of the most notable highlights of the exhibition.



Technical Articles Section



MA-tek | Delving into the World of Technology



Chairperson Hsieh, Yong-Fen Hsieh was invited to take a photo with the distinguished guests at the opening press conference.



Visitors can understand the application knowledge of semiconductors through guided tours, explanations, and practical experiences.

The Importance of Intellectual Property for Sustainable Operations and Maintaining Key Competitiveness

To strengthen its industry leadership and protect its hard-earned advanced technological achievements, MA-tek has implemented Taiwan's intellectual property (IP) management and disclosure systems. This systematic and ongoing investment in research, development, and intellectual property accumulation serves as a foundation for robust technological innovation and market competitiveness. Protecting intellectual property helps establish and maintain a competitive edge, create value, and ensure ongoing innovation and growth, thereby laying a solid foundation for MA-tek's sustainable development. The benefits of IP protection for MA-tek include:

- ① Safeguarding innovative outcomes encourages talent to innovate and ensures that MA-tek's innovations are not infringed upon or misappropriated
- ② Protecting unique products or technologies helps MA-tek establish a competitive edge in a fiercely competitive market
- ③ IP reports showcase the company's research and development capabilities, enhancing or maintaining the corporate image and brand value, which lays the foundation for sustainable operations
- ④ Effective patent protection serves as an important reference for investors or government subsidies, enhancing the company's financing capability, market valuation, and attractiveness
- ⑤ IP protection allows companies to engage more actively in cooperation and knowledge exchange. This will in turn foster industry collaboration and innovation, accelerate technological progress, and create more value throughout the value chain.



Intellectual Property Management and Innovation

By implementing an intellectual property management system, MA-tek integrates its operational goals with research and development (R&D) resources to develop IP strategies. Using standardized R&D processes, including patent searches, incentive systems, and training, the R&D team is guided to convert innovative analysis technologies into the Company's patented intellectual assets. Going forward, MA-tek will continue to enhance its IP innovation, protection, and management, providing the industry with excellent examples of business models and product design protection. This approach increases the company's value and market position and promotes MA-tek's sustainability philosophy.



Industry-Academia Public Welfare

MA-tek has long partnered with top domestic universities to conduct preliminary research and projects on innovative components, materials, and ideas. Through industry-academia collaboration, MA-tek fulfills its commitment to sustainable development and social inclusion, becoming "a partner of precision analytical instruments for universities" and a "partner for social prosperity." This collaboration not only improves the quality of academic research in analysis and testing but also continuously nurtures talent for the future development of advanced technologies.



Collaborative Partnerships

MA-tek maintains close collaborations with its partners to develop effective business models and partnerships. Through its intellectual property (IP) disclosure mechanism, MA-tek continuously showcases its IP capabilities and competitive advantages. This not only fosters the sharing of knowledge and IP but also highlights MA-tek's proactive efforts in promoting sustainable development. For instance, MA-tek's innovative K-kit product series, which includes 22 related patents, exemplifies this approach. The K-kit technology enables high-quality and rapid inspection of nano solutions in liquid environments, making it an ideal tool for accelerating the development of nanomaterials. The K-kit is user-friendly, requires minimal sample quantities, and allows for in-lab testing, which helps partners avoid the high costs of advanced analytical instruments and reduce carbon emissions from long-distance sample transportation. This also minimizes risks and waste from the sample analysis process, improving energy efficiency and reducing environmental impact, while boosting client productivity.



2023 Achievements

In 2023, MA-tek made significant strides in IP education and training, offering a total of 8 sessions with 133 participants. The Company's accomplishments in IP include the approval of 50 invention patents, 71 utility model patents, and 61 copyright and trademark registrations across Taiwan, China, Japan, the United States, and Europe. These achievements underscore MA-tek's commitment to leveraging its strong research and development capabilities to maintain its market leadership and technological competitiveness.

MA-tek will continue to strengthen the management and execution of its intellectual property (IP) strategy, actively promoting the company's sustainable development goals. In response to the rapidly evolving demands for failure analysis and materials analysis in the third-generation semiconductor technology sector, MA-tek will also stay attuned to the expanding applications driven by AI advancements. Although MA-tek does not directly engage in the production and manufacturing of products, the Company remains committed to developing more patented technologies that enhance environmental and social performance across the value chain. These innovations will be shared with partners to ensure reasonable protection and effective utilization of IP. MA-tek aspires to integrate its sustainability principles into the value chain while achieving corporate sustainability objectives. The Company aims to make positive contributions to society by continuing to drive innovation and share these benefits with its partners. Through these efforts, MA-tek seeks to realize long-term, shared goals, ensuring that the Company's sustainable practices have a widespread, beneficial impact.

CH1 Blueprint for Sustainable Leadership



1.1 Planning for Sustainable Operations

MA-tek is committed to integrity, playing a pivotal role as a precision analytical instruments center, an essential unit within high-tech parks, and a "medical center" for high-tech products. Through various sustainability initiatives, MA-tek is steadily implementing a philosophy of sustainable operations across talent development, social responsibility, environmental protection, and economic growth. The Company strives to create a friendly workplace with comprehensive communication channels, leverage corporate power to give back to society, and adhere to environmental protection responsibilities, aiming to spread the concept of sustainability to every corner through its actions.

Sustainable Development Best Practice Principles

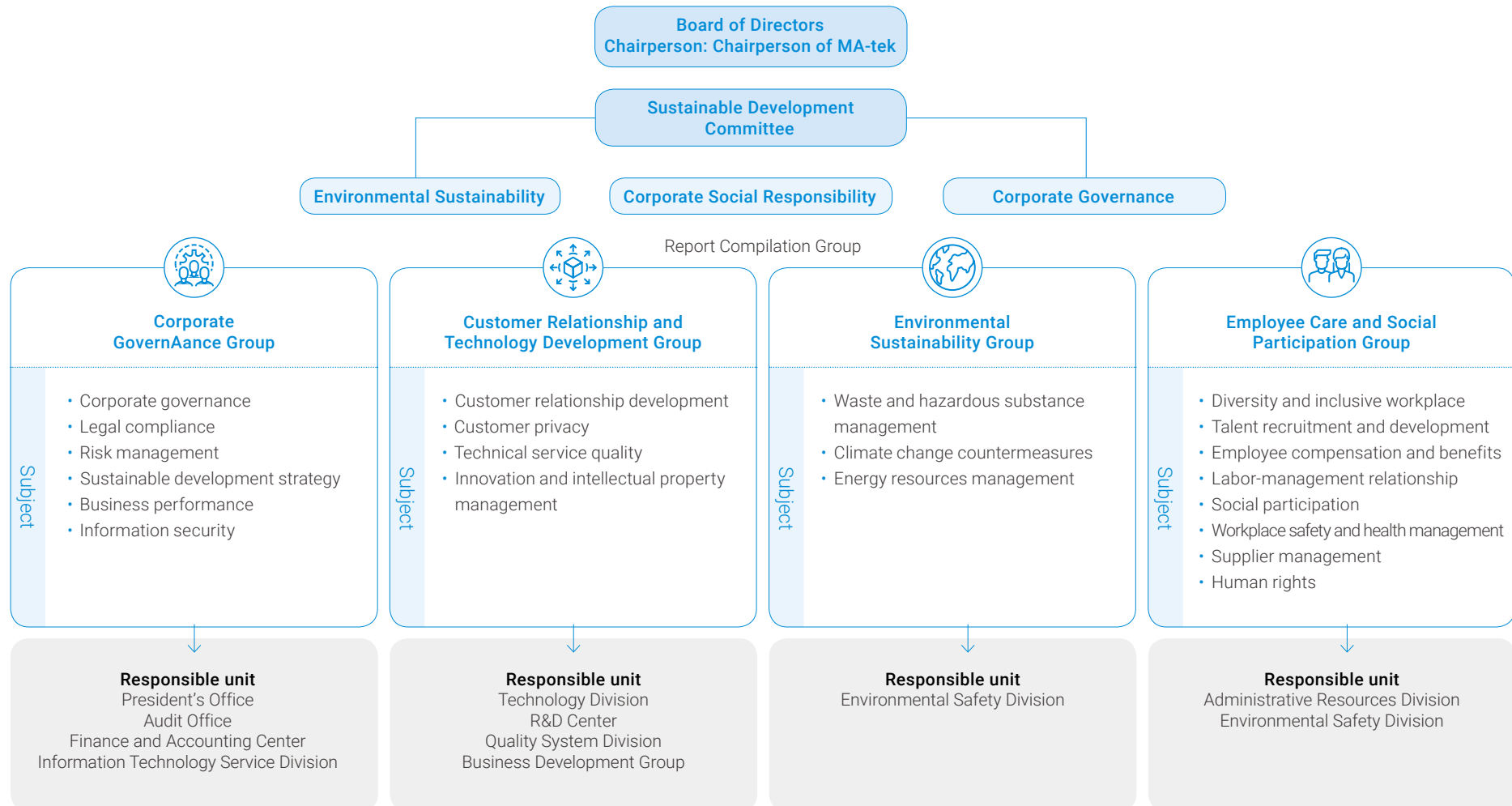
To achieve the goal of mutual prosperity between MA-tek and society, and to promote corporate governance, environmental progress, and social advancement alongside economic growth, MA-tek established its "Sustainable Development Committee" in 2023. This committee oversees corporate social responsibility, defines sustainable development directions and objectives, and proposes and implements relevant management policies and specific plans. Comprised of four independent directors, the committee meets at least twice a year, with proposals and resolutions submitted to the board of directors at least once annually. Key discussions in 2023 included the appointment of the first sustainable development committee convener and meeting chair, ESG trends report, planning report for MA-tek's sustainability report project, and the timetable for greenhouse gas inventory and verification (including subsidiaries). MA-tek is committed to continually implementing the contents of its Sustainable Development Best Practice Principles", managing the economic, environmental, and social risks and impacts of its overall operations, and actively pursuing its sustainable development goals.

Sustainable Development Committee

MA-tek aims to achieve its sustainable development goals through structured management. The Sustainable Development Committee, appointed by the Chairman, oversees various units responsible for different aspects of sustainability operations and planning. The committee is divided into groups focusing on environmental sustainability, corporate social responsibility, and corporate governance. Additionally, each business unit is organized into four functional subgroups: "Corporate Governance Team", "Customer Relations and Technology Development Team", "Environmental Sustainability Team", and "Employee Care and Social Engagement Team". These subgroups manage relevant sustainability issues within their domains. The outcomes of their sustainability initiatives are compiled and summarized by the Report Compilation Team, which presents the findings in the MA-tek Sustainability Report. The report, along with the results of the initiatives, is reviewed by the Board of Directors for confirmation before being disclosed and reported publicly.




















Sustainable Development
Best Practice Principles



• Sustainable Development Strategy and Goals

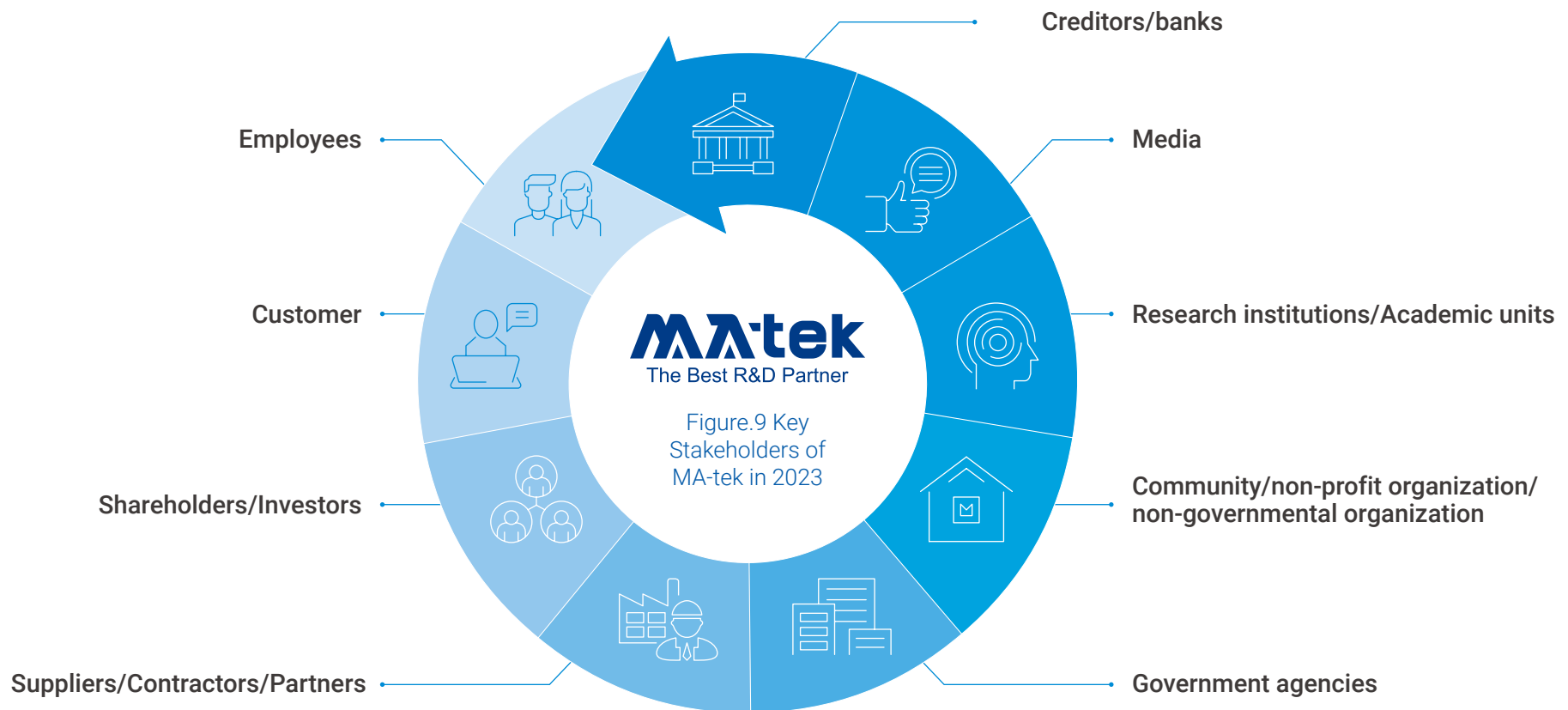
MA-tek has established its "Sustainable Development Best Practice Principles", integrating operational goals with sustainable development. While pursuing profitability, the Company incorporates environmental, social, and corporate governance factors into its management policies and business activities.

Implementing Corporate Governance		Development of Sustainable Environment	
MA-tek's Sustainable Strategy	 <ul style="list-style-type: none">Establish an effective corporate governance framework and ethical standards by adhering to Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, Integrity Management Guidelines, and Codes of Ethical Conduct; ensure the Board of Directors fulfills its fiduciary duties, promotes sustainable development, and continuously reviews and improves implementation effectiveness.	 <ul style="list-style-type: none">Establish an environmental management system that includes the following components: collecting and evaluating timely and comprehensive information on the impact of operational activities on the natural environment, setting measurable environmental sustainability goals, formulating specific plans or action programs, and regularly reviewing their continuity and relevance.	
	 <ul style="list-style-type: none">Promote sustainable development by considering stakeholders' interests, including proposing a sustainable development mission or vision and integrating it into the Company's operations and development direction; ensure timely and accurate disclosure of sustainability-related information, and establish a dedicated unit responsible for proposing and implementing sustainable development policies, systems, and action plans, with regular reports to the Board of Directors.	 <ul style="list-style-type: none">Regularly assess the potential risks and opportunities posed by climate change to MA-tek now and in the future. The Company has developed relevant strategic plans and officially launched an assessment project in September 2023, with plans to obtain ISO 14064-1:2018 certification for organizational greenhouse gas inventory in 2024. Future policies will focus on energy conservation, carbon reduction, greenhouse gas reduction, water conservation, and waste management, including incorporating carbon credit acquisition into the Company's carbon reduction strategy.	
	 <ul style="list-style-type: none">Value stakeholders' rights by identifying stakeholders and understanding their reasonable expectations and needs through appropriate communication methods. Respond effectively to significant sustainability issues they are concerned about, and establish a fair compensation policy to ensure remuneration planning aligns with organizational strategic goals and stakeholder interests. Comply with environmental regulations and international standards, striving to achieve environmental sustainability goals.	 <ul style="list-style-type: none">Adhere to internationally recognized labor rights, such as freedom of association, collective bargaining rights, care for vulnerable groups, prohibition of child labor, elimination of all forms of forced labor, and elimination of employment and occupation discrimination. Ensure that human resources policies do not discriminate based on gender, race, socioeconomic status, age, marital status, or family status, to achieve equality and fairness in employment, hiring conditions, remuneration, benefits, training, performance appraisal, and promotion opportunities.	
Corresponding SDGs		  	





Safeguarding Social Welfare		Enhancing the Disclosure of Corporate Sustainability Information	
MA-tek's Sustainable Strategy	 <ul style="list-style-type: none"> Create a supportive environment for employees' career development and establish effective career skills training programs. Ensure that business performance or achievements are appropriately reflected in employee compensation policies to secure recruitment, retention, and motivation, achieving the goal of sustainable operations. 	 <ul style="list-style-type: none"> Disclose company information in accordance with relevant laws and regulations as well as the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, ensuring full disclosure of relevant and reliable sustainability information. 	
	 <ul style="list-style-type: none"> Assess and manage various risks that may cause operational disruptions, reducing their impact on customers and society. MA-tek provides transparent and effective consumer complaint procedures for products and services, handling consumer complaints fairly and promptly. We shall also comply with personal data protection laws and respect customers' privacy by protecting their personal information. 	 <ul style="list-style-type: none"> Annually prepare a sustainability report using widely recognized international standards or guidelines to disclose the progress of sustainability initiatives, and obtain third-party assurance to enhance information reliability. The content shall include: <ul style="list-style-type: none"> Implementation of sustainability policies, systems, or related management guidelines and specific action plans. Stakeholders and their issues of concern. Company performance and review in corporate governance, environmental sustainability, social responsibility, and economic development. Future improvement directions and goals. 	
Corresponding SDGs	 		






1.2 Stakeholder Engagement

MA-tek is committed to sustainable business operations and values stakeholder feedback, ensuring proper responses through various engagement channels. The Company has identified its stakeholders following the AA1000 Stakeholder Engagement Standard (AA1000 SES). In 2023, MA-tek went along with the nine key stakeholders identified in 2022, including employees, customers, shareholders/investors, suppliers/contractors/partners, government agencies, community/non-profit organizations/NGOs, research institutions/academic units, media, and creditors/banks. Different engagement methods are employed based on stakeholder categories to understand their needs and expectations, incorporating their concerns into MA-tek's future development strategies.



9 Key Stakeholders in 2023 and Engagement Methods

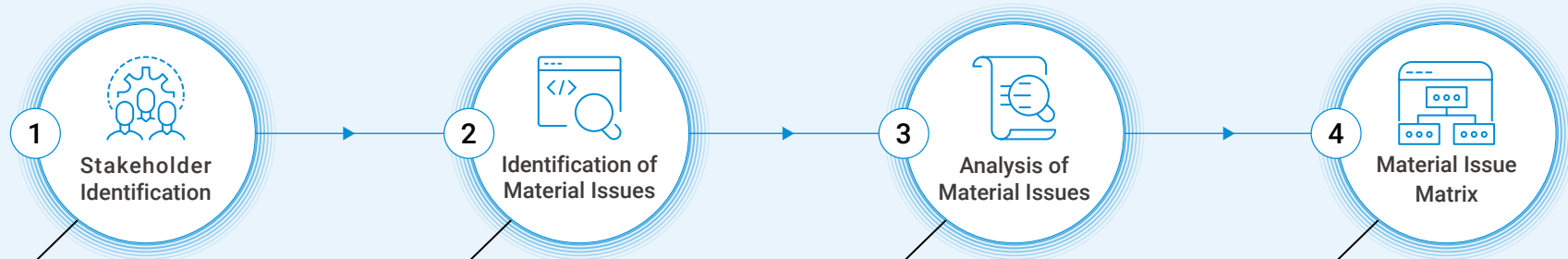
Stakeholders	Issues of concern	Engagement method and frequency	Corresponding chapter
 Employees	<ul style="list-style-type: none"> Economic performance Customer relationship and development Human rights Workplace safety and health management Corporate governance Information security 	<ul style="list-style-type: none"> Announcements (sporadic) New employee meetings (monthly) Labor-management meetings (quarterly) Employee suggestion box (sporadic) Employee satisfaction survey (annual) Monthly/bimonthly supervisor meeting (monthly/bimonthly) Employee forums (annual) Performance evaluations (annual) Training programs (annual) 	2.2 Corporate Governance 2.3 Business Overview 3.3 Customer Relationship Maintenance 3.4 Information Security and Customer Privacy 4.4 Friendly and Caring Workplace 4.5 Environmental Safety and Health
 Customer	<ul style="list-style-type: none"> Technical service quality Customer relationship and development Customer privacy Information security Workplace safety and health management 	<ul style="list-style-type: none"> Consulting services provided by company website (regular) Customer satisfaction survey (annual) Telephone and email correspondence (regular) Forums (sporadic) External audits (sporadic) Technical seminars (sporadic) Customer visits, online meetings (sporadic) 	3.1 Technical Service and Quality 3.3 Customer Relationship Maintenance 3.4 Information Security and Customer Privacy 4.5 Environmental Safety and Health
 Shareholders/investors	<ul style="list-style-type: none"> Innovation and intellectual property management Risk management Technical service quality Information security Human rights 	<ul style="list-style-type: none"> Company spokesperson (sporadic) Stock agency institution and dedicated personnel (sporadic) Investor section on company website (sporadic) General shareholders' meeting (annual) Revenue announcements (monthly) 	Corporate governance 3.1 Technical Service and Quality 3.2 Technological Innovation and Technical Data Management 3.4 Information Security and Customer Privacy 4.4 Friendly and Caring Workplace
 Suppliers/contractors/ partners	<ul style="list-style-type: none"> Customer privacy Information security Climate change countermeasures Energy resources management Corporate governance 	<ul style="list-style-type: none"> Supplier evaluation procedure and management operation platform (sporadic) Telephone and fax (sporadic) Email correspondence (sporadic) 	2.2 Corporate Governance 3.4 Information Security and Customer Privacy 6.1 Climate Change Countermeasures 6.2 Effective Resource Management

Stakeholders	Issues of concern	Engagement method and frequency	Corresponding chapter
 Government agencies	<ul style="list-style-type: none"> • Corporate governance • Supplier management • Customer privacy • Information security • Sustainable development strategy • Legal compliance • Risk management • Labor-management relationship • Workplace safety and health management 	<ul style="list-style-type: none"> • Forums/regulatory briefings (sporadic) • Official correspondences (sporadic) • Market Observation Post System (disclosure per requirement) 	1.1 Planning for Sustainable Operations 2.2 Corporate Governance 2.4 Internal Audit and Regulatory Compliance 2.5 Supply Chain Partners 3.4 Information Security and Customer Privacy 4.4 Friendly and Caring Workplace 4.5 Environmental Safety and Health
 Community/ non-profit organization/ non-governmental organization	<ul style="list-style-type: none"> • Employee compensation and benefits • Information security • Technical service quality • Energy resources management • Human rights 	<ul style="list-style-type: none"> • Contact and cooperation with communities and social groups (sporadic) • Grievance hotline (sporadic) 	3.1 Technical Service and Quality 3.4 Information Security and Customer Privacy 4.2 Generous Compensation and Benefits 4.4 Friendly and Caring Workplace 6.2 Effective Resource Management
 Research institutions/ academic units	<ul style="list-style-type: none"> • Corporate governance • Supplier management • Energy resources management • Waste and hazardous substance management • Workplace safety and health management 	<ul style="list-style-type: none"> • Industry-academia cooperation (annual) • Consulting services provided by company website (regular) • Telephone and email correspondence (regular) • Technical seminars (sporadic) 	2.2 Corporate Governance 2.5 Supply Chain Partners 4.5 Environmental Safety and Health 6.2 Effective Resource Management
 Media	<ul style="list-style-type: none"> • Technical service quality • Corporate governance • Economic performance • Labor-management relationship • Innovation and intellectual property management 	<ul style="list-style-type: none"> • Press releasees (monthly) • Spokesperson interview (sporadic) • Company website • Fan group/WeChat public account 	2.2 Corporate Governance 2.3 Business Overview 3.1 Technical Service and Quality 3.2 Technological Innovation and Technical Data Management 4.4 Friendly and Caring Workplace
 Creditors/banks	<ul style="list-style-type: none"> • Economic performance • Legal compliance • Customer privacy • Sustainable development strategy • Corporate governance 	<ul style="list-style-type: none"> • Bank visits (sporadic) • Regular announcements of financial report/annual report 	1.1 Planning for Sustainable Operations 2.2 Corporate Governance 2.3 Business Overview 2.4 Internal Audit and Regulatory Compliance 3.4 Information Security and Customer Privacy

1.3 Identification of Material Issues

In 2023, MA-tek adopted the material sustainability issues that were identified in and followed the latest guidelines from the Global Reporting Initiative (GRI) issued in 2021 and took cues from both domestic and international sustainability standards, as well as insights from industry peers and clients. We selected 21 sustainability issues closely linked to MA-tek for closer examination as material issues. Subsequently, we adopted the "Double Materiality" principle proposed by the European Union, which considers both the actual and potential impacts, whether positive or negative. To gather insights, we distributed questionnaires and surveys to nine categories of MA-tek stakeholders, including employees, customers, shareholders/investors, suppliers/contractors/partners, government agencies, community/non-profit organizations/non-governmental organizations, research institutions/academic units, media, and creditors/banks. These surveys aimed to evaluate the positive and negative effects of the identified major issues. From there, our senior executives assessed the "level of impact" and "likelihood of occurrence" for each sustainability issue. Based on their rankings, we identified seven topics as MA-tek's material sustainability issues for 2023.

Comprehensive Identification Process for Material Issues



This report refers to the AA1000 Stakeholder Engagement Standard:2015 for stakeholder identification. It follows the principles of dependency, responsibility, proximity, influence, and communication frequency. Additionally, it considers MA-tek's operational status and industry characteristics to identify nine key stakeholders.

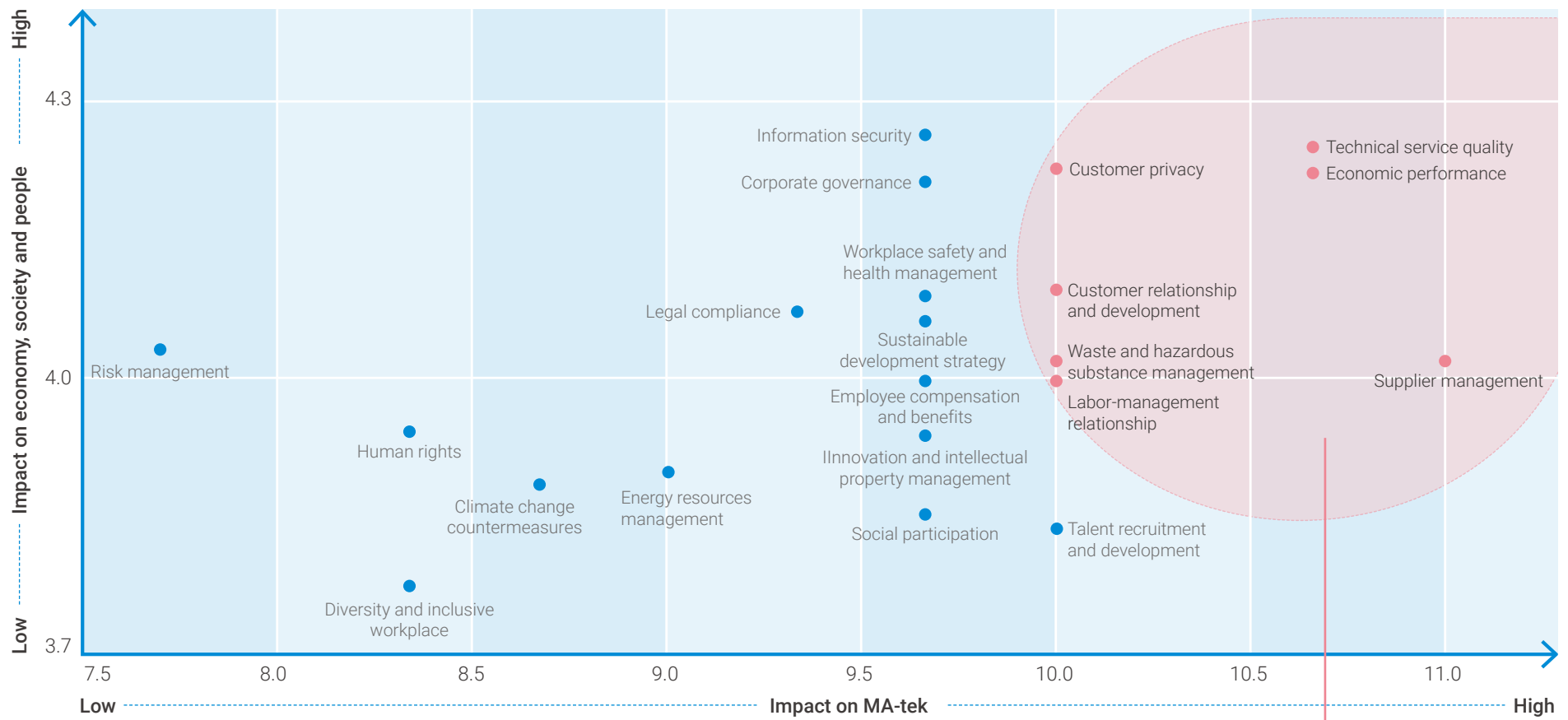
Various communication mechanisms and channels such as the company website, customer satisfaction surveys, employee suggestion boxes, investor sections, and shareholder proxy agencies are utilized to gather sustainability issues of concern to stakeholders. In 2023, a total of 21 sustainability issues were identified as material concerns for the year.

Questionnaire surveys on positive and negative impacts are conducted to understand the effects of material issues on the nine key stakeholders. Our executives evaluated the "operational impact" and "likelihood of occurrence" of material issues and based on survey results, we were able to comprehensively identify material issues for 2023.

A total of 7 material issues were identified in this process, and the results are illustrated in a matrix representation of material issues.

In 2023, MA-tek continued to focus on the 7 material issues from 2022, including supplier management, technical service quality, economic performance, customer privacy, customer relations and development, waste and hazardous substance management, and labor relations. These issues have been identified as the key material issues for MA-tek in the current year. The Company aims to enhance communication with stakeholders, improve information transparency, and enhance its disclosure quality.

Material Issue Matrix



Material Issues

- Supplier management
- Technical service quality
- Economic performance
- Labor-management relationship
- Customer privacy
- Customer relationship and development
- Waste and hazardous substance management

Material Issues	Corresponding GRI Material Issues	MA-tek’s actual/potential and negative/positive impacts on the economy, environment, and people (human rights)	Boundary of Value Chain Impact								
			Within the organization	Outside the organization							
			Operational stage	Procurement stage	Operational stage			Distribution stage	Non-operational activities		
			Employees	Suppliers/contractors/partners	Shareholders/investors	Creditors/banks	Research institutions/academic units	Customer	Media	Community/non-profit organization/non-governmental organization	Government agencies
Supplier management	GRI 3: Material Issues 2021 GRI 204: Procurement Practices 2016 GRI 408: Child Labor 2016	Instability or interruption in the supply chain may impact production, lower operational performance, breach sales service contracts, resulting in customer losses, and have negative socioeconomic impacts.	●	▲	▲	▲	○	○	○	○	○
Technical service quality	GRI 3: Material Issues 2021	In response to advancements in semiconductor processing technology and market demands, the testing and analysis capabilities and equipment requirements of our laboratories are also being enhanced and increased. This ensures that we meet customer and market needs, leading to a positive socioeconomic impact.	●	●	○	○	○	▲	○	○	○
Economic performance	GRI 3: Material Issues 2021 GRI 201: Economic Performance 2016 GRI 203: Indirect Economic Impact 2016 GRI 207: Tax 2019	Ensuring strong financial performance to achieve the goals of sustainable business operations and meet the expectations of stakeholders is crucial. By expanding our business and enhancing our technology, we aim to continuously increase revenue and profitability, thereby creating long-term and stable value for the Company. Additionally, by leveraging profits to give back to society, we make positive contributions to environmental protection, employee care, and social welfare, creating a positive impact.	●	●	▲	▲	○	●	○	○	●

● Actual impact ○ Potential Impact ▲ Business relations

Material Issues	Corresponding GRI Material Issues	MA-tek's actual/potential and negative/positive impacts on the economy, environment, and people (human rights)	Boundary of Value Chain Impact								
			Within the organization	Outside the organization							
			Operational stage	Procurement stage	Operational stage			Distribution stage	Non-operational activities		
			Employees	Suppliers/contractors/partners	Shareholders/investors	Creditors/banks	Research institutions/academic units	Customer	Media	Community/non-profit organization/non-governmental organization	Government agencies
Customer privacy	GRI 3: Material Issues 2021 GRI 418: Customer privacy 2016	MA-tek prioritizes the protection of customer privacy, continuously earning the trust of clients and other business partners. Through robust information security management, we minimize privacy and confidentiality breaches, maintain our competitive edge, and prevent negative impacts on society.	●	○	○	○	○	▲	○	○	○
Customer relationship and development	GRI 3: Material Issues 2021	If we fail to promptly resolve customer product issues, it could affect their global competitive standing and result in financial losses. This would also erode trust and potentially lead to reduced orders or customers seeking services from competitors, negatively impacting the economy.	●	○	○	○	○	▲	○	○	○

● Actual impact ○ Potential Impact ▲ Business relations

Material Issues	Corresponding GRI Material Issues	MA-tek's actual/potential and negative/positive impacts on the economy, environment, and people (human rights)	Boundary of Value Chain Impact								
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			Operational stage	Procurement stage	Operational stage			Distribution stage	Non-operational activities		
			Employees	Suppliers/contractors/partners	Shareholders/investors	Creditors/banks	Research institutions/academic units	Customer	Media	Community/non-profit organization/non-governmental organization	Government agencies
Waste and hazardous substance management	GRI 3: Material Issues 2021 GRI 306: Waste 2020	Effective waste management can reduce waste production and processing costs while preventing potential legal and environmental issues for MA-tek. Proper waste management can enhance the Company's reputation, avoid regulatory violations, and positively impact the Company's image and sustainability efforts.	●	●	○	○	○	○	○	○	●
Labor-management relationship	GRI 3: Material Issues 2021 GRI 401: Labor-management relationship 2016	If labor relations are not properly managed, employees may lose confidence and trust in the Company, potentially leading to increased resignations and talent loss. This could negatively impact the Company's operations, posing risks to business continuity and causing economic setbacks.	●	○	○	○	○	○	○	○	○

● Actual impact ○ Potential Impact ▲ Business relations

• Material Issue Management Policy

Supplier Management

MA-tek's Management Commitment

- To provide customers with high-quality testing services, MA-tek must collaborate with suppliers to secure the necessary resources for operations while avoiding negative impacts on raw material sources.
- Promote the development of advanced industries and give back to society, gradually implementing sustainable social, environmental, and economic practices.
- Actively address risks related to supply chain instability or interruptions to prevent impacts on customer deliveries, reduce operational performance, and avoid breaching customer service contracts, which could result in customer losses.

Corresponding Chapters

1.3 Identification of Material Issues
2.5 Supply Chain Partners

Progression of Goals



Continue evaluating and regularly auditing suppliers.

Short-term

Expand green procurement efforts domestically and internationally.

Mid-to-Long-term

MA-tek's Management Measures



- ✓ Supplier evaluations.
- ✓ Annual supplier audits.
- ✓ To build a sustainable supply chain, ask suppliers to sign MA-tek's Conflict Minerals Statement.

Management and Optimization Mechanisms



- ✓ Maintain sporadic and unrestricted-job-level meetings with suppliers.
- ✓ Upgrade the electronic approval system and optimize system processing stability.

Performance of Actions

In 2023, the domestic procurement ratio reached

54%

In 2023, the audit pass rate for key suppliers reached

100%

In 2023, the signing rate for the "Conflict Minerals Statement" by suppliers reached

100%

In 2023, the signing rate for the "Supplier Sustainability Responsibility Commitment" reached

56%

Technical Service Quality

MA-tek's Management Commitment

- Establish quality standards, obtain international certifications, and implement service quality management to provide customers with high-standard and stable testing services.

Corresponding Chapters

1.3 Identification of Material Issues
3.1 Technical Service and Quality

Progression of Goals



Continuously strengthen the promotion of various quality systems, and obtain relevant international certifications.

Short-term

Mid-to-Long-term

Enhance the implementation of quality systems across all sites, and ensure the completeness of the implementation of various systems.

MA-tek's Management Measures



- Implement customer project requirements.
- Arrange trainings for customer projects.
- Strictly adhere to quality management operations.



Management and Optimization Mechanisms

- Completed ISO/IEC 17025: 2017 version of external training courses for internal laboratory auditors.
- Introduction of the PIP (Protection of Confidential Information) system at the Kumamoto facility and completion of the VIP customer certification.

Performance of Actions

MA-tek provides 24-hour sample collection and delivery services, with a total of **137,100** cases of expedited services used in 2023, averaging **375** cases per day.

Optimize and improve quality incidents using the 8D (Eight Disciplines) Problem Solving method, with **60** employees participating in workflow improvements in 2023.

Over **60** patent applications and approvals in 2023.

Conducted **2** external technical seminars.

Held **2** technical presentations.

Conducted **6** quality education and training sessions.

Economic Performance

MA-tek's Management Commitment

- Strengthen corporate governance and ethical corporate management, and maintain operational performance.
- Conduct internal audits and risk management.
- Strictly comply with tax regulations
- Regularly disclose tax information in financial statements and annual reports

Corresponding Chapters

1.3 Identification of Material Issues
2.3 Management Overview
2.4 Internal Audit and Regulatory Compliance

Progression of Goals



Increase Company revenue and improve operational performance.

Diversify operational projects and expand the market to more regions.

Short-term

Mid-to-Long-term

MA-tek's Management Measures



- ✓ From a sustainability perspective, strictly control all aspects of corporate governance, comply with regulations, maintain customer relationships, and improve the quality of technical services.



Management and Optimization Mechanisms

- ✓ Optimize existing corporate governance initiatives to continuously enhance MA-tek's reputation in the materials analysis field, thereby indirectly or directly increasing revenue.

Performance of Actions

Annual revenue grew by

21.01%

Conducted 49 audits in 2023, with only 2 instances of internal audit deficiencies.

External auditors verified and disclosed all information accurately.

In 2023, MA-tek published monthly revenue news on the official website, quarterly financial reports, and held investor briefings to communicate the Company's operational status to shareholders and investors.

Customer privacy

MA-tek's Management Commitment

- MA-tek officially implemented the Taiwan Intellectual Property Management System (TIPS) and passed the Class A certification review on December 30, 2021. Protecting information security and customer privacy is MA-tek's firm commitment.

Corresponding Chapters

1.3 Identification of Material Issues
3.4 Information Security and Customer Privacy

Progression of Goals



Upgrade to ISO 27001-2023 certification for the information security management system and complete the verification process.

- Maintain a record of zero data leaks.
- Continue to conduct information security awareness training, regularly perform vulnerability assessments, and enhance employees' awareness of information security to establish a robust corporate security DNA.
- Regularly review and update information security policies and processes to ensure responses to the latest security threats, aiming to protect sensitive information of customers and the Company, thereby enhancing competitiveness.

Short-term

Mid-to-Long-term

MA-tek's Management Measures



- Establish and implement information security policies to prevent the leakage of customer confidential information.
- Conduct information security education and training for employees to promote the concept of protecting customer data.
- Officially introduced the Taiwan Intellectual Property Management System (TIPS), became accredited to Level A verification on December 30, 2021 and passed the most recent validation and certification in 2023. This management system ensures the protection of MA-tek's research and development outcomes, maintaining innovative competitive advantages, and enhancing all employees' awareness of protecting customer confidential information.

Management and Optimization Mechanisms

Installed turnstile gates at the entrance of the office area with an investment of over **NT\$900,000**

Invested over **NT\$600,000** in optimizing internal network equipment.

Set up a dual UPS system in the server room to provide a high-availability power supply mechanism, enhancing the protection of sensitive data for customers and the company, with an investment of over **NT\$20,000**

Sample Disposal Management: Invested over **NT\$1.5 million** in the handling of sample disposal.

Performance of Actions

- There were no incidents of customer privacy violations in 2023.
- Established and implemented information security policies to prevent the leakage of customer confidential information.
- Conducted sporadic employee information security education and training to promote the concept of customer data protection.

Customer relationship and development

MA-tek's Management Commitment

- Conduct education and training for business and service personnel.
- Develop diversified service channels.
- Implement customer satisfaction surveys.
- Provide an efficient customer service platform and troubleshooting mechanism, survey customer satisfaction with services, and explore and develop potential customers and market demands.

Corresponding Chapters

1.3 Identification of Material Issues
3.3 Customer Relationship Maintenance

Progression of Goals



- Continue to achieve business growth while continuously improving technology and equipment to provide precise, effective, and high-quality analysis services, thereby increasing customer satisfaction.
- Officially launch the MA-tek e-commerce platform (EC) to offer diverse service channels.
- Focus on developing new markets and customers, as well as addressing new needs of existing customers to expand business opportunities.
- Aim to expand both domestically and internationally, realizing the vision of "wherever there is a science park, there is MA-tek".
- Enhance the MA-tek e-commerce platform to offer diverse service channels.
- Continue digital transformation to achieve environmental friendliness and corporate sustainable development goals.

Short-term

Mid-to-Long-term

MA-tek's Management Measures



- ✓ Deepen connections with each customer through multiple channels, including LiveChat, UFAST, CRM system, regular (quarterly technical seminars, annual customer satisfaction surveys) and irregular customer meetings/visits.
- ✓ Training for sales personnel.

Management and Optimization Mechanisms

Develop online meeting tools to enhance customer contact timeliness and improve customer relationship satisfaction, with an investment exceeding **NT\$ 1.12 million**.

Develop e-commerce and CRM systems to enhance efficiency and customer experience, ensure effective operation, and continuously update customer information. This effort aims to enhance customer relations development and maintain continuous engagement, with an investment exceeding **NT\$ 3 million**.

Promote various activities to facilitate project assignments and develop new contacts for old customers to expand business opportunities, with an investment exceeding **NT\$ 200,000**.

Performance of Actions

- Over 90% of customers expressed high satisfaction with MA-tek's service attitude, communication process, delivery times, and report quality.

Waste and hazardous substance management

MA-tek's Management Commitment

- Uphold the principle of being a responsible member of the global community by properly disposing of waste to prevent environmental damage, aligning with MA-tek's commitment to environmental friendliness.
- Adhere to environmental protection regulations.
- Track changes in environmental protection laws, and evaluate their impact on the Company.
- Conduct regulatory compliance training and educational advocacy.

Corresponding Chapters

6.2 Effective Resource Management

Progression of Goals



Implement effective waste disposal measures to avoid government fines.

Short-term

Mid-to-Long-term

Follow international trends and introduce the latest waste and hazardous substance management measures for proper handling at MA-tek.

MA-tek's Management Measures



- ✓ Conduct annual evaluations of suppliers. Only those suppliers who pass the evaluation shall be hired for waste disposal, ensuring proper waste handling and reporting.

Management and Optimization Mechanisms



- ✓ Continue internal advocacy (e.g., education on laboratory waste segregation) and require supervisors in each business unit to lead by example in implementing conservation and recycling practices.

Performance of Actions

No violations of environmental protection regulations and no major occupational accidents occurred this year.

Labor-management relationship

MA-tek's Management Commitment

- Build strong labor-management relations.
- Providing employees with compensation and benefits that are superior to industry standards.
- Establishing real-time, two-way communication channels to accurately and promptly convey company policies and relevant information to employees. This includes listening to employees' voices through various media and responding to strengthen communication between labor and management.

Corresponding Chapters

- 1.3 Identification of Material Issues
- 4.2 Excellent Compensation and Benefits
- 4.3 Diverse Recruitment and Talent Development
- 4.4 Friendly and Heart-warming Workplace

Progression of Goals



Reduce the number of employee complaints or negative feedback.

Enhance overall employee satisfaction.

Short-term

Mid-to-Long-term

MA-tek's Management Measures



- ✓ Provide multiple grievance channels, including a sexual harassment prevention hotline and an email inbox for complaints. All complaints are handled confidentially to protect complainants, strictly prohibiting any form of sexual harassment, and ensuring smooth communication channel to enhance labor-management relations.

Management and Optimization Mechanisms



- ✓ Continuously monitor the employee suggestion box to collect feedback and optimize current management policies based on employees' voices.

Performance of Actions

Achieved an employee satisfaction score of **4.43**, higher than the previous year, with sustainability dimensions added to the survey in 2023.

In 2023, **86%** of MA-tek employees were rated as "actively engaged" in the employee engagement survey.

Since the second half of 2022, MA-tek has been offering employee boxing aerobics classes after work to help employees relax and reduce the risk of cardiovascular diseases.

CH2 Steps Towards Sincere Governance



2.1 Company Profile

• About MA-tek

MA-tek Technology Co., Ltd. is a technical service company encompassing electronics, electrical engineering, and materials analysis laboratories.

"
**High-tech Industry
Best R&D Partner**
"



Established in
2002



service locations worldwide
16 locations

Established in 2002, MA-tek has over twenty years of experience, with the founding mission of promoting the application of materials analysis in various fields of R&D, manufacturing, and quality control. Our mission has inspired us to accelerate product development in the industrial sector. We achieved break-even revenue in the second year of establishment, went public in the fifth year, and was officially traded over-the-counter in the seventh year. Currently, MA-tek's clientele primarily comprises semiconductor IC companies spread across the globe, including regions such as Taiwan, China, the USA, Japan, Singapore, and Malaysia. To closely serve its customers, MA-tek has established laboratories and business offices in Taiwan, China, and Japan. The Company aspires to be present in every science park worldwide, with a total of sixteen service locations globally to date.

With the continuous development of emerging technologies such as 5G, high-performance computing, and automotive electronics, and the increasing recognition of the semiconductor industry's importance, various governments (e.g., Taiwan, China, Japan) have introduced incentives to support local semiconductor supply chains. As advanced process technology for semiconductors continues to evolve, and as the world transitions into the 5G era, the demand for related end-product applications is expected to flourish. MA-tek, aware of the strong market demand, responds to the current economic environment by leveraging its advantages in equipment and technology. With quick turnaround times, excellent equipment, competitive pricing, and strict cost control, MA-tek aims to be the "best R&D partner in the high-tech industry." By continually investing in advanced analytical equipment, MA-tek provides robust support to customers, enhancing their competitiveness in the global supply chain. The Company upholds its responsibility and value to serve wherever there is a demand for chip manufacturing.

In the past, acquiring TEM (Transmission Electron Microscope), SEM (Scanning Electron Microscope), FIB (Focused Ion Beam), and SIMS (Secondary Ion Mass Spectrometry) for materials analysis has been extremely costly. Only academic institutions or well-resourced semiconductor factories could afford these instruments, limiting their accessibility to the broader industry. To promote the application of materials analysis and accelerate product development in the industrial sector, MA-tek not only offers operation services for these expensive instruments but also integrates consulting and advisory functions to provide precise and accurate sample preparation services to meet the analytical needs of customers in developing electronic products and new material structures and processes. By transforming traditionally time-consuming and labor-intensive research into standardized commercial services, MA-tek effectively addresses the analytical requirements of the industry. MA-tek is currently one of the most comprehensive materials analysis and electronics laboratories in Taiwan, with equipment models and quantities far surpassing those of major universities and research institutions, positioning it as a global leader. Finally, while driving the development of cutting-edge industries in the country, MA-tek expects to give back to society through its corporate strength, exert positive influence through actions, gradually implement the sustainable management of talents, the society, the environment and the economy, and spread the concept of sustainability to every corner of the society, and create a prosperous country and society.

MA-tek Technology operates on four core principles that define its mission and services within the industry



Precision Analytical Instruments Center for the Industry

- In January 2008, MA-tek established the Silicon Conductor Laboratory in Hsinchu Science Park. This initiative centralized the management of previously dispersed materials analysis instruments, offering technical services while continuously investing in advanced analytical equipment.
- MA-tek has become a prominent center for precision analytical instruments within the international tech industry. Beyond serving leading domestic industrial companies, MA-tek extends its materials analysis services to advanced regions like Europe, the USA, and Japan. Our customer base includes semiconductor manufacturers, automotive companies, academic research institutions, equipment manufacturers, and other research entities.
- MA-tek positions itself as a global professional strategic partner and a complementary laboratory for a variety of industries.



An Essential Functional Unit in the Science Park

- MA-tek serves as a critical R&D service center within the industry, focusing on providing essential analytical services across various stages of the IC supply chain, including design, manufacturing, packaging, and testing.
- In an effort to work closely with customers and enhance service quality, MA-tek has established facilities in several key locations, including Zhubei Taiyuen Hi-Tech Industrial Park, Hsinchu Science Park, Southern Taiwan Science Park, Shanghai Zhangjiang Hi-Tech Park, Xiamen Huli District, and Nagoya Japan, and set up a new fault analysis laboratory in Shenzhen and Shanghai Jinqiao No. 2 Factory in 2022. In 2023, the Company also established new laboratories in Kumamoto and Shuzhou, along with sales office in Arizona in the hopes of providing prompt and high-quality services to clients worldwide.
- With regards to future development of the technology sector, MA-tek endeavors to deliver friendly, standardized, and efficient analytical services of high-quality to customers.



Product Medical Center

- MA-tek's analytical and testing system functions similarly to a medical system, encompassing various stages from routine checks to comprehensive diagnostic services. The services range from non-destructive testing, electrical analysis, physical analysis, to materials analysis.
- Utilizing a diagnostic approach similar to medical consultation, analysis, and repair, MA-tek offers clients medical-grade analysis and testing services, thereby positioning itself as a high-quality medical center within the tech industry.



A Shared R&D Platform and Quality Assurance Laboratory

- A Shared R&D Platform and Quality Assurance Laboratory
- Since its inception in 2002, MA-tek has been approved by the Industrial Development Bureau of the Ministry of Economic Affairs to provide R&D and intellectual property services. The Company has achieved multiple certifications and accreditations, including: ISO-9001 Management Certification, IECQ-17025 Laboratory Certification, ISO-27001 Information Security Certification, ISO-15408 Information Security On-Site Certification and passed on-site audits by international clients. In 2022, MA-tek passed the Taiwan Intellectual Property Management System (TIPS) Level-A certification, becoming one of the first three companies in Taiwan to pass the intellectual property disclosure and advisory system audit.
- MA-tek is one of a few independent laboratories whose microscopic measurement results that can be traced back to the standards verified by the National Institute of Standards and Technology (NIST) in the United States, and can provide accurate analytical data for customers with an internationally certified quality grade.

• MA-tek's Milestones

2002

- Approved to establish Materials Analysis Technology Inc.
- Officially started operations at the Zhubei Taiyuan laboratory (JB Lab), mainly providing materials analysis (MA) and product failure analysis (PFA) services

2004

- Obtained ISO 9000 and ISO/IEC 17025 certifications
- Expanded services to include electrical analysis (EFA) and electrostatic discharge testing (ESD)

2006

- Ranked 157th in the "Deloitte Technology Fast 500 Asia Pacific"
- Ranked 32nd in the "Deloitte Technology Fast 50 Taiwan"
- Established the Hsinchu branch and Hsinchu Zhanye Laboratory (HC Lab) to provide failure analysis services
- Established MA-tek Technology (Shanghai) Co., Ltd.
- Approved to establish a branch in Hsinchu Science Park
- Selected as a benchmark enterprise by the Industrial Development Bureau, Ministry of Economic Affairs

2007

- Established MA-tek Japan Inc. to actively expand the Japanese market
- Opened the Shanghai laboratory (SH Lab) in Zhangjiang, focusing on failure analysis and expanding the mainland Chinese market

2008

- Won the 9th Industrial Excellence Award in the technical service industry category
- Established the reliability laboratory (JS Lab) to provide various dynamic and static environmental tests for IC components
- Set up the SoC Lab in Hsinchu Science Park, coordinating advanced materials analysis services (TEM, SIMS, XPS, DB-FIB) for global high-tech customers

2018

- Passed ANSI/ESD S20.20 Electrostatic Discharge Prevention Certification
- Received the Ernst & Young Entrepreneur Award - Cutting-edge Service Entrepreneur Award
- Chairperson Hsieh, Yong-Fen recognized as a Fellow of the Materials Research Society-Taiwan

2019

- Established MA-tek Xiamen Educational Consulting Co., Ltd.
- Opened the Nagoya Laboratory in Japan

2014

- Invested in setting up MA-biotech Co., Ltd. as a spin-off company and introduced liquid sample analysis (K-kit) analysis services
- Approved to establish a branch in the Southern Taiwan Science Park

2015

- Passed ISO 27001 Information Security Certification

2017

- Jinshan Lab passed Germany's TUV NORD automotive electronics certification
- Established MA-tek Xiamen subsidiary

2009

- Listed on OTC market, stock code: 3587

2011

- Established MA-tek USA

2013

- Recognized as the only independent laboratory in the A+ Enterprise category by Global Views Monthly
- Recognized as one of the Deloitte Asia Pacific Technology Fast 500 (2012)
- MA-tek Shanghai Laboratory passed the Texas Instruments certification for ESD&LU Testing

2020

- Passed the ISO/IEC 15408 CC EAL6 information security on-site certification of the German Federal Institute for Information Security (BSI)
- Listed among the Top 100 Fastest Growing Companies by Commonwealth Magazine (2019)

2021

- Passed the 2021 Taiwan Intellectual Property Management System TIPS A-level verification
- Added materials analysis (MA) services at the Xiamen laboratory
- Added failure analysis (FA) services at the Nagoya laboratory
- Launched a new K-kit dedicated copper mesh product
- Chairperson Hsieh, Yong-Fen selected as the Best Female CEO in Taiwan by Harvard Business Review
- Opened the second laboratories in Zhubei and Tainan Science Park
- MA-tek (Shanghai) Co., Ltd. recognized as a "High-tech Enterprise"
- Chairperson Hsieh, Yong-Fen received the ERSO Award from Pan Wen Yuan Foundation



2022

- Established the Shenzhen Failure Analysis Laboratory and the Shanghai Jinqiao II Plant
- Assisted TY-OHM Electronic Works Co., Ltd. in passing the AEC-Q200 certification for resistor component
- Recognized as an Outstanding E-Invoicing Business by Hsinchu North District National Taxation Bureau in 2022
- Secured two seats among the top three spots in the 2022 International Symposium on the Physical and Failure Analysis of Integrated Circuits (IPFA) International Aesthetics Photography Competition
- MA-tek (Shanghai) Co., Ltd. recognized as a "Pudong New Area Enterprise R&D Institution" and a "Specialized and New Enterprise" in Shanghai
- Added new equipment models "InGaAs," "OBIRCH," and "2D X-ray" at Zhubei Plant No.2
- Passed the 2022 Intellectual Property Disclosure and Disclosure System Guidance Review



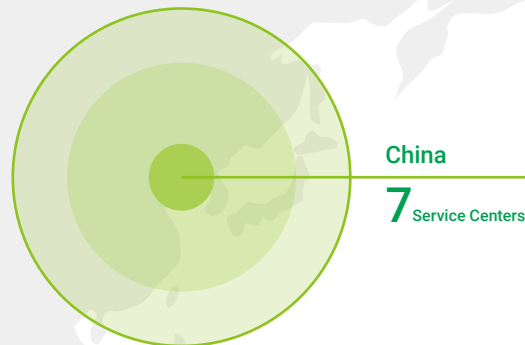
2023



- Established a new laboratory in Kumamoto, Japan
- Won the 7th Taiwan Mittelstand Award
- Won the 17th Asia Pacific Entrepreneurship Awards (APEA) Outstanding Enterprise Award
- Chairperson Hsieh, Yong-Fen received the (APEA) Outstanding Corporate Leadership Award
- Named one of the Top 500 Fastest Growing Companies in Asia Pacific by the Financial Times (2023)
- Received recognition from the Shanghai Enterprise Technology Center in 2023
- Awarded the qualification of Shanghai Specialized New Enterprise (2023)
- Recognized as a Happy Enterprise by 1111 Job Bank (2023)

• MA-tek's Global Presence

MA-tek's customer base spans across various regions worldwide, including Asia, the United States, and Europe, with the proportion of overseas clients rapidly increasing. To better serve these clients, MA-tek has established a total of 16 service locations, including Taiwan, Shanghai, Xiamen, Suzhou, Shenzhen, Nagoya (Japan), and Kumamoto (Japan). These locations enable MA-tek to be close to its customers and provide timely and high-quality services across the globe.



Shanghai Laboratory Zhangjiang Factory I

- Technical service: Comprehensive analysis
- Address: No. 138, Lane 1505, Zu Chongzhi Road, Zhangjiang Hi-Tech Park, Pudong New Area, Shanghai 201203



Shanghai Laboratory Jinqiao Factory I

- Technical service: Reliability verification
- Address: 1F-2F, No. 4, Lane 33, Jinji Road, Jinqiao Industrial Park, Pudong New Area, Shanghai 201206



Shanghai Laboratory Zhangjiang Factory II

- Technical service: Fault analysis/ reliability
- Address: Building 16, No. 1500, Zu Chongzhi Road, Zhangjiang Hi-Tech Park, Pudong New Area, Shanghai 201203



Shanghai Laboratory Jinqiao Factory II

- Technical service: Reliability verification
- Address: No. 100 Building A, HaohaoGuqiao Road, Jinqiao Industrial Park, Pudong New Area, Shanghai 200134



Xiamen Laboratory

- Technical service: Fault analysis
- Address: Area B, Floor 1, Building D, No. 518, Qishan Road North, Huli District, Xiamen



Shenzhen Laboratory

- Technical service: Fault analysis
- Address: Room 101/102/103, Factory 3, Jia'an Science and Technology Park, Longchang No. 2, Xingdong Community, Xin'an Street, Bao'an District, Shenzhen



Suzhou Laboratory

- Technical service: Fault analysis
- Address: 101, Building 2 Zone 5 Chinese Sciences Nanoscience Industrialization Base, No. 128 Fangzhou Road, Suzhou Industrial Park, Suzhou City, Jiangsu Province, China



Registered Location / Jubei Lab I

- Technical service: Fault analysis
- Address: 302082 1F, No. 26-2, Taiyuan Street, Zhubei City



Jubei Lab II

- Technical service: Fault analysis
- Address: 302082 1F, No. 8, Taiyuan 2nd Street, Zhubei City



Head office Silicon Conductor Laboratory

- Technical service: Comprehensive analysis
- Address: 300094 1A3, No. 1, Lixing 1st Road, Hsinchu Science Park



Hsinchu Prosperity Lab

- Technical service: Fault analysis
- Address: 300091 1F, 1, No. 14, Zhanye 2nd Road, Hsinchu



Hsinchu Jinshan Lab

- Technical service: Reliability verification
- Address: 300063 2F, No. 1, Jinshan 7th Street, Hsinchu Science Park



Tainan Lab I

- Technical service: Material analysis
- Address: 744094 1F, No. 9, Nanke 3rd Road, Xinshi District, Tainan



Tainan Lab II

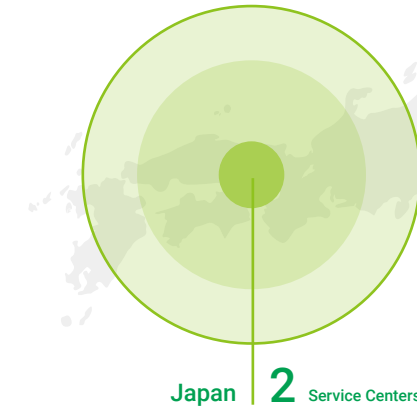
- Technical service: Material analysis
- Address: 744094 1F, No. 23, Nanke 3rd Road, Xinshi District, Tainan

Hsinchu, Taiwan

5 Service Centers

Taiwan Tainan

2 Service Centers



Nagoya Laboratory

- Technical service: Material analysis
- Address: 〒 465-0025 4-130, Nagoya City, Toto ward, Aichi Prefecture

Established in 2023



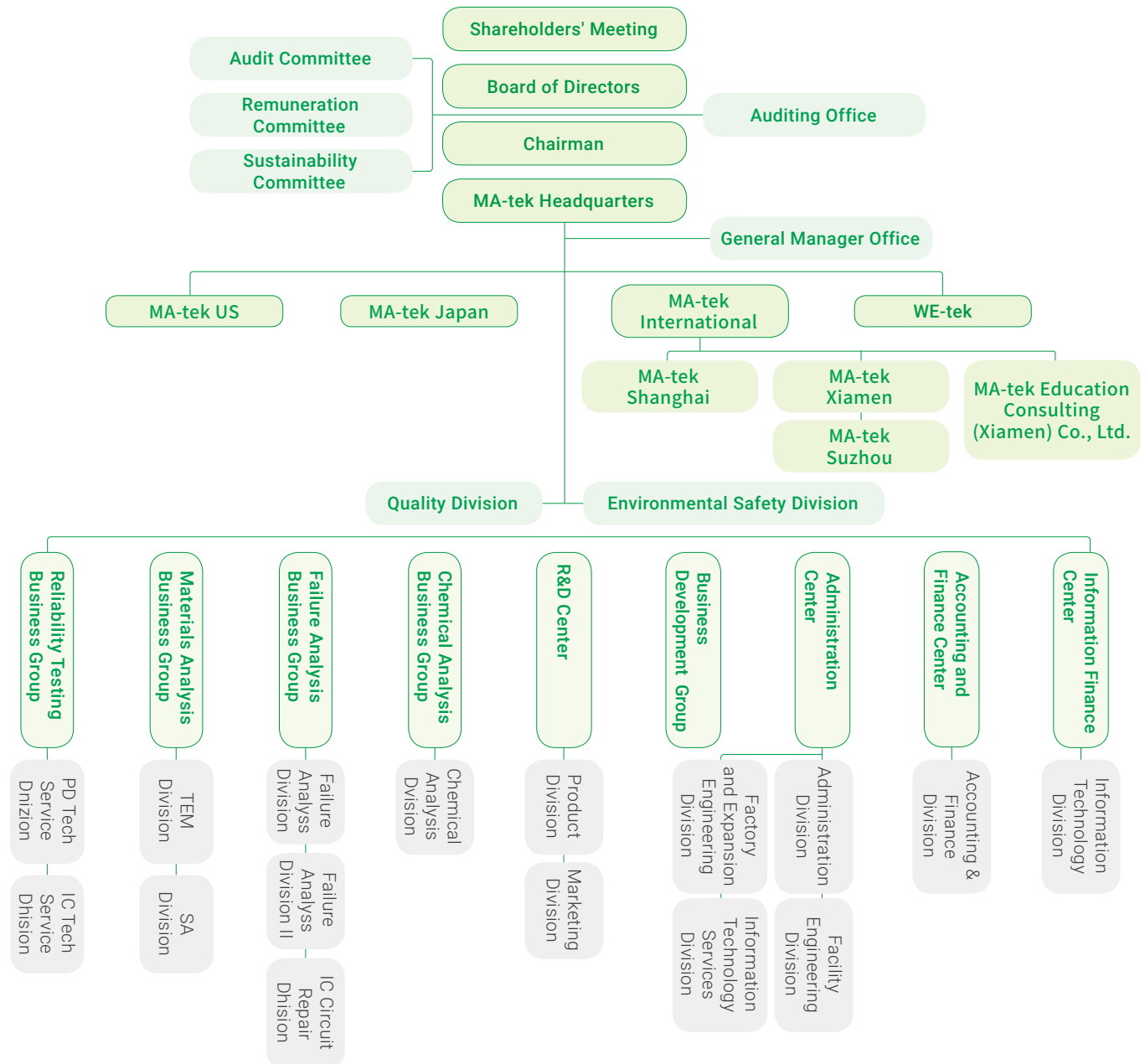
Kumamoto Lab

- Technical service: Material analysis
- Address: 〒 25-17, Oe 6-chome, Chuo-Gu, Kumamoto 862-0971

2.2 Corporate governance

• MA-tek's Organizational Structure

MA-tek consistently adheres to the principles of sustainable development, establishing a comprehensive and rigorous corporate governance structure and system. This ensures effective company operations, protects shareholder rights, strengthens the functions of the board of directors, enhances the effectiveness of various functional committees, respects the rights of stakeholders, and increases information transparency, thus enabling stable and long-term management, embodying the spirit of corporate governance to boost the Company's competitiveness and maximize shareholder value. MA-tek operates with the Board of Directors as the highest governance unit, with the President responsible for formulating and planning operational policies. To fully protect shareholder rights, in addition to the legally mandated functional committees such as the Audit Committee and the Compensation Committee, MA-tek established its Sustainable Development Committee in 2023. These committees enhance company independence, ensure a sound compensation system, and achieve sustainable development goals. The Audit Office is responsible for internal control audits and risk management operations, with organizational oversight to ensure mutual supervision, thereby achieving the goal of sustainable corporate operations.





President's Office

- Company operations and management.
- Establishment of business strategies and directions.
- Evaluation and management of investment ventures.



Audit Office

- Execution and improvement of internal control audits.
- Planning, supervising, and analyzing risk management operations.



Quality System Division

- Formulation of quality policies and systems, execution of laboratory operational quality assurance and product reliability work.
- Handling customer quality-related matters.
- Management, publication, updating, and maintenance of company regulations, standard operating procedures, quality records, and ISO/QS quality (environmental) systems.



Environmental Safety Division

- Implementation of emergency response systems and management controls at various plant locations.
- Execution of public safety, environmental reporting, and testing operations.
- Education and training on environmental regulations and safety management.

Reliability Engineering/Material Analysis/Failure Analysis/Chemical Analysis Business Units

- Execution and management of testing and analysis tasks.
- Preparation of analysis records and determination of analysis results.
- Research and development of new technologies and enhancement of existing technologies.
- Troubleshooting customer issues.

Administration Center

- Establishment and implementation of human resources and management-related systems, planning and execution of training, and establishment and implementation of performance evaluation.
- Planning and control of material requirements.
- Management of fixed assets.
- Maintenance and management of laboratory environment.

R&D Center

- Development of new technologies.
- Development of new products.
- Research and development of new applications for existing technologies.
- Research and development to meet special customer needs.

Finance and Accounting Center

- Budget preparation, execution, and analysis.
- Accounting and tax planning.
- Preparation, compilation, and analysis of financial statements.
- Comprehensive planning and management of funding sources and usage.
- Handling shareholder-related affairs.
- Establishment and review of customer credit limits.

Business Development Business Unit

- Establishment of customer data, management of accounts receivable, and formulation of sales targets.
- Integration of domestic and international customer product needs, trend forecasting, and promotion of sales targets.
- Strategic planning of product mix, price control to achieve profit targets.
- Collection of global market information and feedback, new customer acquisition, and planning.

Information Center

- Construction and integration of the company information management system.
- Procurement and maintenance of personal computer software and hardware.
- Management of the computer room and supplies.
- Planning, management, and maintenance of the company website.
- Execution and supervision of data backup operations for the entire plant.

• Board of Directors and Functional Committees

Board of Directors

The Board of Directors of MA-tek is responsible for the overall operational development of the Company, serving as the highest decision-making and governance body. MA-tek's Board of Directors is composed of 8 directors, including 4 independent directors, with a term of three years. Since the majority of the directors are not company managers or employees, and to increase operational efficiency and facilitate smoother decision-making, the chairperson of MA-tek also serves as the President of the Company. In the future, additional independent director positions will be established to create a better checks and balances mechanism. According to MA-tek's "Board Meeting Regulations", the board must convene at least once per quarter. Independent directors and audit supervisors must attend the board meetings, with the audit supervisor reporting on internal audit matters at each meeting. In 2023, MA-tek held 6 board meetings with an actual attendance rate of about 96%. Regarding sustainable development issues, MA-tek reports annually to the board on the execution results and key points of the Company's sustainability efforts. On May 10, 2022, MA-tek reported the 2021 sustainability execution results and key points to the board and approved an NT\$20 million industry-academia collaboration project with the Ministry of Education.

Board Election

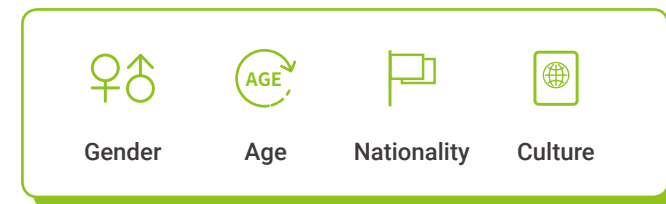
MA-tek has established the "Board Election Procedures" in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies". The procedures stipulate that the board elections shall adopt a candidate nomination system, taking into account the background and capabilities of individual directors and the overall composition of the board. All directors and independent directors undergo a qualification review by the board to ensure transparency in the nomination and election process, and the shareholders' meeting elects the directors from the list of candidates.

Board Diversity

MA-tek values diversity within its Board of Directors and has established a diversity policy in its "Corporate Governance Guidelines." The policy considers the Company's operations, business model, and development needs to ensure a diverse board composition. As of 2023, the board members of MA-tek possess a wide range of backgrounds and expertise, including technology, finance, operational judgment, accounting, financial analysis, management, and environmental protection.

Two Major Aspects and Standards of Diversity

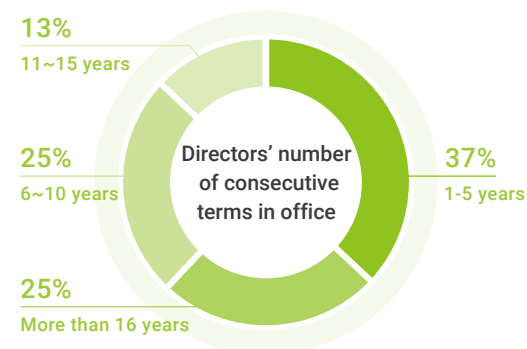
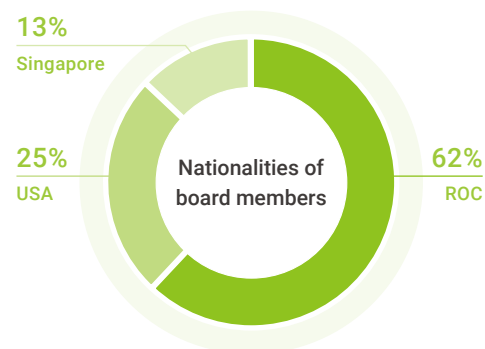
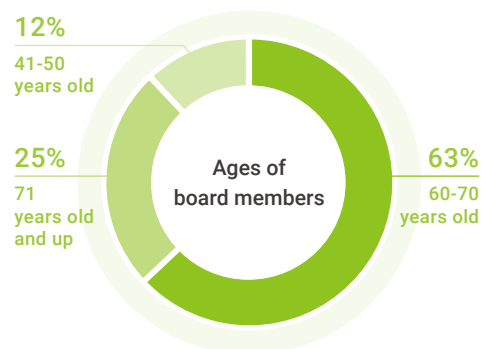
Basic Criteria and Values



Professional knowledge and skills



Name	Position	Nationality	Gender	Age			Professional skills						Industry experience and knowledge
				40~50 years old	60~70 years old	71~75 years old	Operational judgement	Business management	Crisis management	International market perspective	Leadership	Professional competence	
Hsieh, Yong-Fen	Chairperson	ROC	Female		✓		✓	✓	✓	✓	✓	Semiconductor	Technology
Huang, Ming-Shun	Director	Singapore	Male		✓		✓	✓	✓	✓	✓	Business administration	Technology
Guan, Chun	Director	ROC	Male		✓		✓	✓	✓	✓	✓	Finance and accounting	Technology Finance
Wu, Hsin-Lin	Director	USA	Male	✓			✓	✓	✓	✓	✓	Business administration	Technology
Hsu, Ching-Hsiang	Independent Director	ROC	Male		✓		✓	✓	✓	✓	✓	Semiconductor	Technology
Tsai, Neng-Hsian	Independent Director	ROC	Male		✓		✓	✓	✓	✓	✓	Semiconductor	Technology
Juine-Kai Tsang	Independent Director	USA	Male			✓	✓	✓	✓	✓	✓	Business administration	Technology Finance
Li, Chia-Wei	Independent Director	ROC	Male			✓	✓	✓	✓	✓	✓	Business administration	Technology / Environmental Protection

Board Election
ProceduresBoard Meeting
Regulations

Status of Continuing Education for the Board




In 2023, MA-tek's eight board members completed a total of **54** hours of training. The courses covered topics such as corporate governance and various aspects of ESG for sustainable business practices.

Title	Name	Date of Training	Organizer	Course Name	Training Duration
Corporate Director Representative and Chairperson	Hsieh, Yong-Fen	2023/12/23	Accounting Research and Development Foundation	New Developments in International Sustainable Disclosure Standards	3
		2023/12/02		Impacts of Global Net Zero Emissions and ESG Actions	3
Corporate Director Representative	Wu, Hsin-Lin	2023/09/20	Securities and Futures Institute	Analysis of Common Violations of the Securities and Exchange Act	3
		2023/08/24		Trends in Corporate Governance and Sustainable Development	3
Director	Guan, Chun	2023/08/09	Taiwan Corporate Governance Association	Climate Change and TFCO Disclosure Recommendations and Analysis	3
		2023/05/03		Boom of Artificial Intelligence - Opportunities from ChatGPT Technological Developments and Applications	3
Corporate Director Representative	Huang, Ming-Shun	2023/10/26	Securities and Futures Institute	Shareholders' Meetings, Management Rights, and Equity Strategies	3
		2023/10/13		New Challenges for Taiwanese Enterprises: Carbon Rights, Carbon Fees, Carbon Trading	3
Independent Director	Hsu, Ching-Hsiang	2023/08/25	Taiwan Corporate Governance Association	Global Economic and Financial Situation Analysis and Future Trends	3
		2023/08/03		Practical Trends in ESG Sustainability and New Regulatory Insights	1.5
		2023/03/16		Global Economic Outlook for 2023	1.5
Independent Director	Tsai, Neng-Hsian	2023/10/06	Accounting Research and Development Foundation	Practical Analysis of the Latest "Sustainable Development Action Plan" and the Impact of Net Zero Carbon Emissions on Financial Reports	6
Independent Director	Juine-Kai Tsang	2023/05/19	Taiwan Corporate Governance Association	Protection of Trade Secrets and Non-Compete Clauses	3
		2023/02/14		New Facets of Corporate Governance under the ESG Trend	3
Independent Director	Li, Chia-Wei	2023/12/05	The Allied Association for Science Park Industries	Unlocking the Key Codes in Financial Statements	3
		2023/11/17		The Role and Responsibilities of Corporate Governance Personnel under the Corporate Governance Blueprint	3
		2023/09/20		Attitudes and Case Sharing of Regulatory and Judicial Authorities on Financial Fraud Cases in Recent Years	3
		2023/08/21	Taipei Exchange	Advocacy and Explanation Session on Insider Shareholding for TPEx Listed and Emerging Stock Companies	3
Total					54

Board Performance Evaluation

On November 7, 2019, MA-tek established the "Board Performance Evaluation Procedures", stipulating that the board shall conduct an internal self-evaluation annually. The performance evaluation for the year is carried out at the end of each fiscal year, and individual board member questionnaires are collected and summarized before the first board meeting of the following year. The evaluation results are reported at the next board meeting. For the 2023 evaluation, the self-assessment questionnaires were completed in December 2023, and the results were reported at the board meeting on March 8, 2024. The evaluation results were also disclosed on the Company's website. The average score of the 2023 board performance evaluation indicators was 4.97 out of 5, indicating an excellent performance.

The average score for the 2023 board member performance evaluation was 4.97, demonstrating that the board members have a clear understanding of the Company and its industry, effectively evaluating and supervising company operations. They interact well with the management team, fully utilize their expertise, and contribute significantly to the Company. The evaluation includes an overall board performance assessment, individual board member performance evaluation, and functional committee performance evaluation. The results of the 2023 internal board performance evaluation are listed as follows:

	 <div>Overall Board Performance Evaluation</div>	 <div>Individual Board Member Performance Evaluation</div>	 <div>Functional Committee Performance Evaluation</div>
Type of Evaluation			
Evaluation Criteria	<ul style="list-style-type: none"> Internal control Board composition and structure Degree of participation in Company operations Improvement in the decision-making quality of the board Election and continuing education of directors 	<ul style="list-style-type: none"> Internal control Awareness of director responsi Degree of participation in Company operations Mastery of Company goals and tasks Internal relationship management and communication Director's expertise and continuing education 	<ul style="list-style-type: none"> Internal control Awareness of functional committee's responsibilities Degree of participation in Company operations Functional committee composition and member selection Improvement in the decision-making quality of the functional
Method of Evaluation	Conducted by the board meeting unit based on the actual operation status of the board.	Self-evaluation by each board member.	Self-evaluation by functional committee members.
Evaluation Results	<div>98 points</div> <div>Excellent</div> <p>The results indicate that MA-tek's overall board operations are well-aligned with corporate governance principles.</p>	<div>96 points</div> <div>Excellent</div> <p>The results show that the board members have positively evaluated the efficiency and effectiveness of various assessment indicators.</p>	<div>97 points</div> <div>Excellent</div> <p>The results show that the functional committees have positively evaluated the efficiency and effectiveness of various assessment indicators.</p>

At least once every three years, an external professional independent institution or a team of external experts and scholars conducts a board performance evaluation. This evaluation covers six aspects: the understanding of the Company's goals and tasks, awareness of directors' responsibilities, degree of participation in company operations, management and communication of internal relationships, directors' professional expertise and ongoing education, and internal control. These aspects ensure the board's effective operation and management of corporate risks and crises. The external board performance evaluation report was completed in December 2022. For the results of the external board performance evaluation, please refer to the MA-tek Board Performance Evaluation Report:



MA-tek Board
Performance
Evaluation Report



Avoidance of Conflicts of Interest for Directors and Managers

According to Article 19 of MA-tek's Code of Conduct for Integrity Management, directors and managers must avoid conflicts of interest where personal interests may interfere with or potentially interfere with the overall interests of the company. A policy to prevent conflicts of interest should be established to identify, monitor, and manage the risks of dishonest behavior that conflicts of interest may cause. This policy should also provide appropriate channels for directors, managers, and other stakeholders attending or present at board meetings to proactively disclose any potential conflicts of interest with the company. Directors and managers must not participate in decision-making if they have a conflict of interest with any decision. Similarly, company directors, managers, employees, and substantial controllers must not use their positions or influence within the Company to gain undue benefits for themselves, their spouses, parents, children, or any other person. For detailed information on the shareholding structure and cross-shareholding, please refer to the 2023 MA-tek Annual Report.



Key Material Event Communication Procedures

To prevent improper disclosure of information and ensure consistency and accuracy in external information releases, MA-tek has established the "Procedures for Handling Material Inside Information and Preventing Insider Trading". These procedures form the basis of the communication process for key material events. The financial unit, as the dedicated unit, drafts the procedures in accordance with securities trading laws and relevant regulations of the stock exchange or Taipei Exchange, which are then approved by the board of directors. These procedures apply to directors, managers, and employees. When there is a situation that requires the disclosure of material information according to the "Taipei Exchange Procedures for Verification and Disclosure of Material Information of Companies with TPEX Listed Securities" or any situation that, upon assessment, significantly impacts the Company, the material information must be disclosed promptly within the legal time frame. The information will also be simultaneously sent via email to the directors. If directors, managers, or employees become aware of any internal material information leakage, they must promptly report it to the dedicated unit and the internal audit department. The dedicated unit will then develop a countermeasure, which will be audited by the internal audit department. For the nature and total number of key material events in 2023, please refer to the material information published by MA-tek on the Market Observation Post System.



Procedures for Handling
Material Internal
Information and Insider
Trading Prevention



Audit Committee

MA-tek has established the "Audit Committee Organization Regulations" in accordance with Article 3 of the Regulations Governing the Exercise of Powers by Audit Committees of Publicly Issued Companies. The first Audit Committee was established and approved at the shareholders' meeting on June 18, 2020. According to the laws of the Republic of China, all members of the Audit Committee must be independent directors. The second Audit Committee consisted of four independent directors. The Audit Committee convenes at least once per quarter and submits its agenda for board review. In 2023, the Committee held a total of 4 meetings, with an actual attendance rate of 93%. The primary purpose of the Audit Committee is to assist the board of directors in overseeing the quality and integrity of the company's accounting, auditing, financial reporting processes, and financial controls. Its operations focus on the following areas:



Audit Committee
Organization
Regulations



Compensation Committee

In order to strengthen corporate governance and establish a sound compensation system for directors, supervisors, and executives, MA-tek established the Compensation Committee in accordance with Article 14-6 of the Securities Exchange Act and regulations governing listed companies or those trading securities at securities firms, which was approved by the board on October 21, 2011. The committee operates under the "MA-tek Compensation Committee Charter," providing a professional and objective assessment of compensation policies and systems for the company's directors and executives, making recommendations to the board for decision-making purposes. According to the charter, the committee is required to convene at least twice annually, and in 2023, MA-tek held a total of three meetings. The current committee consists of four independent directors, with a 100% attendance rate recorded.

MA-tek's principles for the remuneration of directors (including independent directors) are stipulated in the Company's articles and are subject to approval by the shareholders' meeting. The appointment, dismissal, and compensation standards for executives are governed by pertinent company regulations. Policies, standards, and the process for determining compensation packages are designed considering business performance, risks, and the contribution of executives to overall operations. In addition to assessing directors' involvement and contributions to operations, and evaluating executives' individual performance and overall contributions to company operations, executive compensation at MA-tek undergoes scrutiny by the Compensation Committee. Recommendations and discussions with the board ensure the overall fairness of compensation, taking into account market benchmarks for similar positions. Since 2022, following approval by both the Compensation Committee and the board, the linkage between remuneration, performance evaluations, and compensation for directors, CEO, vice CEOs, and managers has been disclosed in the annual report to outline the compensation ranges among executives. MA-tek is always monitoring changes in industry conditions, global financial environments, evaluates future business prospects, operational risks, and profitability, while keeping abreast of regulatory changes. This ensures timely adjustments to the compensation system, serving as a risk management tool for the Company. For detailed information on director and executive compensation, please refer to MA-tek's 2023 annual report.



Compensation
Committee
Organization
Regulations

Corporate Governance Director

On March 19, 2021, MA-tek’s board appointed Vice President Li Song-Shan, the Financial Manager, as the Director of Corporate Governance. His main responsibilities include managing meetings of the board of directors and shareholders in accordance with the law, preparing minutes for these meetings, assisting directors in their appointment and ongoing education, providing necessary information for board operations, ensuring compliance with legal regulations, and handling other matters stipulated by the Company’s charter or contracts.

Duties performed by the Corporate Governance Director in 2023 include:



Status of Professional Development for the Corporate Governance Director

Date of Training	Organizer	Course	Number of hours
2023/3/9	Securities and Futures Institute	The Future of Metaverse and the Cryptocurrency Blockchain	3
2023/3/9	Securities and Futures Institute	How to Enhance the Functions of the Board's Functional Committees	3
2023/6/7	Taipei Exchange	2023 TPEX ESG Elite Exchange Workshop	3
2023/12/15	TIRI Taiwan Investor Relations Institute	Focus Forum : Corporate Communication Management in Sustainable Investment	3
Total Training Duration			12

• Ethical Governance and Management

MA-tek upholds the principles of fairness and integrity in its business operations. To enforce a culture of ethical business conduct, MA-tek has established regulations such as the "Corporate Governance Guidelines," "Corporate Integrity Code," "Code of Ethics," "Employee Code of Conduct," "Sustainability Practices Guidelines," and "Risk Management Policies." These frameworks aim to establish a robust governance structure, ensure compliance with relevant standards, and actively implement corporate governance. They also clearly define expected ethical conduct for directors, managers, and employees to prevent any dishonest behavior. In cases where MA-tek's directors (including independent directors) or managers violate the Code of Ethics, appropriate disciplinary actions shall be taken, and the details promptly disclosed on the Market Observation Post System, including the violator's position, name, date of violation, and nature of the violation. Throughout 2023, MA-tek did not engage in unethical conduct, anti-competitive practices, professional ethics disputes, or litigation related to professional ethics.



Fair Trading, Advertising, and Competition

MA-tek complies with fair trade practices and refrains from engaging in illegal activities such as false advertising in market competition.



Identity protection and prevention of retaliation

MA-tek protects whistleblowers among its suppliers and employees, ensuring the confidentiality and anonymity of their identities to prevent retaliation.



Information disclosure

MA-tek discloses its business activities, organizational structure, financial status, and performance in accordance with applicable laws, regulations, and industry practices, without violating legal norms.



Honest operation

All employees are expected to carry out their duties ethically, honestly, and with integrity, avoiding conflicts of interest between personal and professional obligations. Any form of corruption, extortion, or misuse of public funds is strictly prohibited.



No illegitimate gains

Employees are prohibited from offering or accepting any form of benefit from business partners, especially when such benefits could compromise objective and impartial business decisions. At the same time, employees and their families are required to avoid actions that violate business integrity principles, including bribery and fraud.



Confidentiality mechanism

MA-tek reasonably protects the personal data and privacy of individuals (including suppliers, customers, and employees) with whom it conducts business. When collecting, storing, processing, transmitting, and sharing personal data, MA-tek complies with the requirements of data protection laws.

MA-tek's Key Governance Regulations

Corporate Governance Guidelines

MA-tek adheres to principles such as "establishing an effective corporate governance framework," "protecting shareholder rights," "strengthening the functions of the Board of Directors," "empowering the role of Supervisors," "respecting stakeholders' rights," and "enhancing information transparency." These principles guide the establishment of a robust corporate governance system, which includes appointing corporate governance officers and managers.



Corporate Integrity Code

This Code helps the Company establish a culture of integrity and sustainable development by providing a reference framework for sound business operations. It aims to prevent dishonest behavior among MA-tek's governance units and employees.



Code of Ethics

This code provides guiding principles to ensure that MA-tek's directors and managers adhere to ethical behavior in their professional activities, preventing unethical actions and protecting the interests of the Company and its shareholders.



Employee Code of Conduct

This code is established to guide the behavior of MA-tek employees and to ensure that stakeholders understand the ethical standards and behavior guidelines that employees must follow when performing their duties. All MA-tek employees are responsible for carefully reading, understanding, and adhering to the contents of this code.



Sustainable Development Best Practice Principles

To help the Company fulfill its sustainability responsibilities and promote economic, environmental, and social progress toward sustainable development goals, the Sustainable Development Best Principles has been established in accordance with regulations.

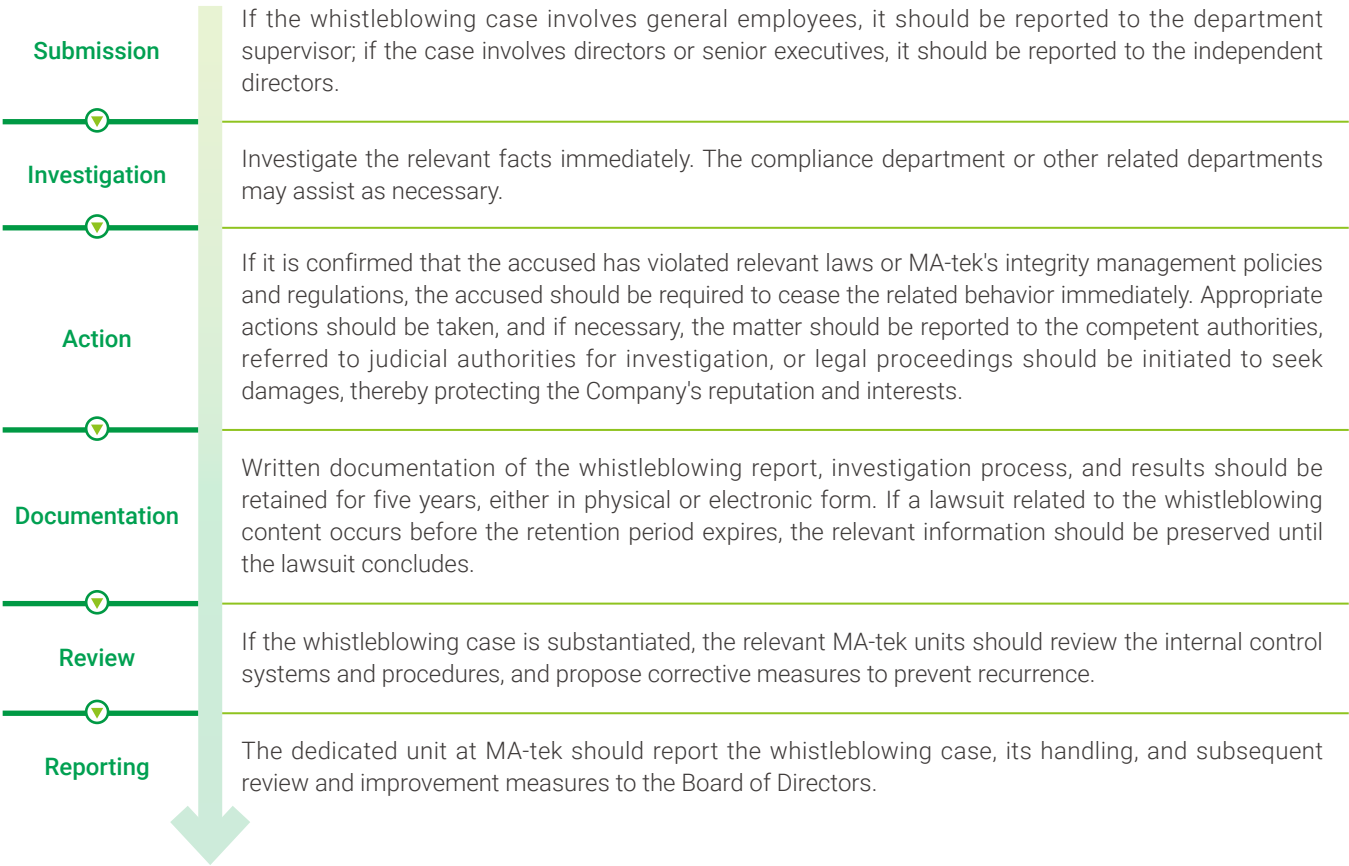


Advocacy and Education on Integrity Management and Anti-Corruption

In 2023, MA-tek conducted internal and external training sessions related to integrity management. These included courses on compliance with integrity management regulations, business performance and risk, accounting systems, and internal controls. A total of 13 participants attended these courses, accumulating 52.5 training hours. On October 17, 2023, an online "Insider Trading Prevention Training and Advocacy" course was held for all directors and employees, including 8 directors and independent directors, as well as 822 employees (including managers). This course aimed to enhance understanding of insider trading among directors and all staff, thus avoiding any involvement in insider trading disputes. Additionally, our new employee training programs emphasized the importance of integrity, anti-corruption, and anti-bribery measures. By December 31, 2023, a total of 338 employees had completed these training sessions.

Whistleblowing and Complaint Channels

MA-tek encourages both internal and external personnel to report any dishonest or inappropriate behavior. Depending on the severity of the reported incident, rewards may be given. If internal personnel make false reports or malicious accusations, disciplinary action will be taken, including dismissal for severe cases. The Company has established and publicly announced internal independent whistleblowing mailboxes and hotlines on both its website and internal portal, available for use by internal and external personnel. In 2023, MA-tek received one report related to discrimination or harassment, which was thoroughly investigated and appropriately addressed, with enhanced advocacy efforts following the resolution. Personnel handling whistleblowing cases at MA-tek must sign a written statement to keep the identity of the whistleblower and the details of the report confidential, ensuring the whistleblower is protected from any unfair treatment as a result of their report. The dedicated unit at MA-tek processes whistleblowing cases according to the following procedure:





Whistleblowing Channels

- 1.External dedicated whistleblowing email: ir@ma-tek.com
- 2.Internal whistleblowing email: General Manager's mailbox (published on MA-tek's internal website for employee use)
- 3.Stakeholders can also lodge a complaint through the following channels:

Stakeholder	Complaint and Whistleblowing Channels	Stakeholder	Complaint and Whistleblowing Channels
Customer	Tel : +886-3-6116678 ext : 3821 (Miss Zhai of Sales Department) Tel : +886-3-5630777 Email for general inquiries : rubychai@ma-tek.com	Investors	Tel : +886-3-6116678 ext : 3724 (Miss Li of Finance Department) Tel : +886-3-5630777 Email for general inquiries : stock@ma-tek.com
Suppliers	Tel : +886-3-6116678 ext : 3733 (Procurement Department) Tel : +886-3-5630777 Email for general inquiries : pur@ma-tek.com	Employees	Mailbox for employee complaints : hr@ma-tek.com

• Risk Management

As a leader in material precision analysis, MA-tek is committed to minimizing operational risks and promoting stable operations and sustainable development. To achieve this, MA-tek has established the "Risk Management Guidelines" as a framework for implementing effective risk management practices. These guidelines emphasize comprehensive risk control by all employees and proactive prevention measures at every level. The Board of Directors serves as the highest authority in risk management, ensuring the effectiveness of risk management and bearing ultimate responsibility. Through the proper allocation of resources, MA-tek aims to enhance company value.

Risk Definitions

MA-tek categorizes major risks into five main types: Industry Risk, Investment Risk, Credit Risk, Operational Risk and Legal Risk.

Investment Risk

Includes fluctuations in the market value of short-term investments and the operational management of companies in which long-term investments are made.

Industry Risk

The impact on the industry due to changes in domestic and international economic factors, technology, environment, consumer behavior, and educational policies.

Credit Risk

The risk of loss due to counterparties failing to fulfill their obligations or responsibilities.

Operational Risk

The risk of loss due to internal control failures, research and development quality control issues, human management errors, and improper or erroneous information systems.

Legal Risk

The risk arising from poorly drafted contracts, improper authorization, incomplete legal regulations, transactions with legally non-binding counterparties, or other factors that may prevent binding counterparties from fulfilling contractual obligations, potentially leading to financial or reputational losses.



Risk Management Process

In recent years, MA-tek has aimed to enhance corporate risk management in line with the latest developments in internal auditing and regulatory requirements. This effort includes the detection, assessment, reporting, and handling of risks. Generally, all major contracts at MA-tek undergo review and approval by the President's Office to assess risks and provide early preventive recommendations. Additionally, as part of the risk management process, annual risk assessments are presented to the Board of Directors. Employees are encouraged to promptly report potential risks to their supervisors to mitigate potential issues. The audit unit actively oversees each operational unit to ensure compliance with decision-making authority, management procedures, and related governance policies, thereby enhancing the overall effectiveness of risk management across the organization. MA-tek has established a comprehensive risk management framework to effectively oversee, plan, and execute risk management activities, clearly defining the responsibilities and operational models of each unit involved. The functions and responsibilities of each unit are as follows:



Risk Management
Procedure

Key Risk Assessment Items	Risk control direct unit (first mechanism) *note 1	Risk review and control (second mechanism) *note 2	Board of directors and Audit Office (third mechanism) *note 3
<ul style="list-style-type: none">• Interest rate, exchange rate and financial risks• High-risk and high-leverage investments, loans to others, derivative transactions, financial investment and wealth management	Finance Department	Evaluation, reporting and approval authority	Board of Directors and Supervisors (responsible for decision-making and final control over risk assessment and control)
<ul style="list-style-type: none">• R&D plans• Policy and legal changes• Technological and industrial changes• Corporate image change• Investment, reinvestment and M&A benefits	R&D Department President’s Office President’s Office and R&D Department Administrative Resources Department President’s Office and Finance Department	Supervisor meeting	Audit Office (inspection, evaluation, supervision, improvement tracking and reporting of risks)
<ul style="list-style-type: none">• Expansion of factory buildings or production• Centralized procurement or sales of goods	Administrative Resources Department Administrative Resources Department and Domestic and Foreign Sales Department	Operations meeting	
<ul style="list-style-type: none">• Changes in shareholding by directors, supervisors, and major shareholders• Change of management rights	Stock Affairs and Board of Directors	Supervisor meeting	
<ul style="list-style-type: none">• Litigation and non-litigation matters• Other operational matters	President’s Office		
<ul style="list-style-type: none">• Employee conduct, ethics, and integrity	Supervisors at all levels and Administrative Resource Department		
<ul style="list-style-type: none">• SOP and legal compliance	Supervisors at all levels		
<ul style="list-style-type: none">• Board meeting management	Stock Affairs and Board of Directors	Auditors	

*Note 1: The first mechanism refers to the initial identification, assessment, and management of operational risks by the organizing unit or responsible person.


*Note 2: The second mechanism refers to feasibility assessments led by the President (or Vice President) or a review committee, responsible for assessing various risks.


*Note 3: The third mechanism refers to reviews by the Legal and Audit Office and the deliberation by the Board of Directors and Supervisors.


2.3 Management Overview


In 2023, MA-tek benefited significantly from strong demand in semiconductor testing, achieving record-high revenue and profit levels. The consolidated revenue for the year reached NT\$4,808,997 thousand, marking a growth of 21.01% compared to NT\$3,973,988 thousand in the previous year. After-tax net profit amounted to NT\$686,211 thousand, showing a substantial increase of 9.38% from NT\$627,369 thousand in the previous year. Earnings per share grew to NT\$10.81, up 6.82% from NT\$10.12 in the previous year. Despite the ongoing repercussions of the Ukraine-Russia conflict, MA-tek maintained its revenue growth of 21.01%. This achievement was attributed to optimized product portfolios and continued improvements in operational efficiency, with gross profit margins consistently exceeding 35%. To meet growing customer demands, MA-tek plans to expand its analytical capacities, deepen technical expertise, and recruit international professionals. These efforts aim to enhance long-term competitiveness and solidify MA-tek's position as a preferred research and development partner for its customers. MA-tek's business plans for 2023 include:


Management Policy

- 

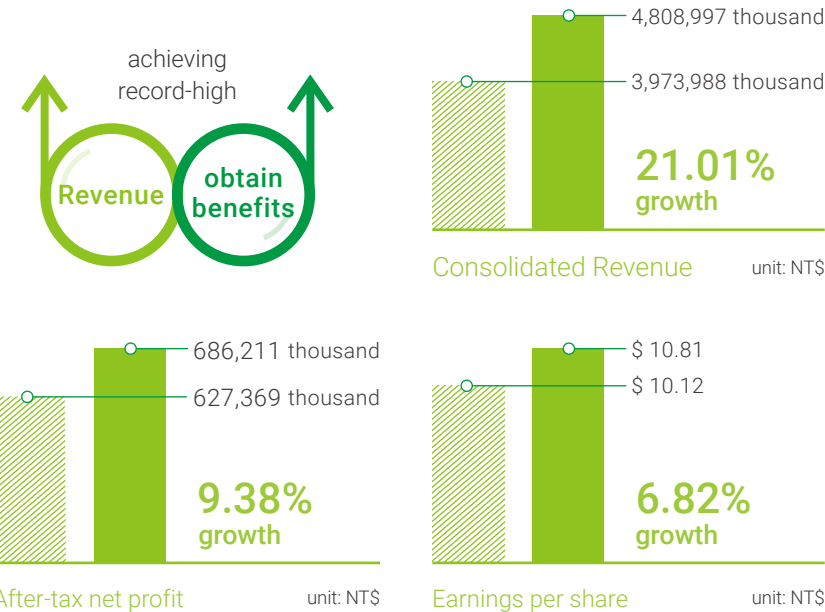
Focusing on expanding Material Analysis (MA) capabilities in Taiwan to serve advanced process customers.
- 

Continuing to open new laboratories and procure equipment in mainland China to meet the increasing demand from the third-generation semiconductor and local semiconductor supply chain automation trends.
- 

Acquiring equipment in Japan to meet local customer demands and capitalize on trends in advanced processes and automotive electronics.
- 

Aggressively expanding recruitment of international talent to penetrate new overseas markets, laying a solid foundation for future growth over the next two decades.
- 

Committing substantial investment in research and development, leading the industry by developing new analysis technologies and fostering research and development through academia-industry collaborations. MA-tek will allocate NT\$20 million annually to support related research expenditures at national universities, ensuring its sustained leadership in R&D technology.



Key Policies for Production and Distribution

As the Company's services become more comprehensive and with the high utilization rate of essential equipment at present, the Company has decided to continue investing heavily in additional equipment to meet growing customer demand. Furthermore, there is a strong emphasis on expanding the recruitment of international talent and venturing into untapped markets, laying a solid foundation for sustained growth over the next twenty years. Generally speaking, MA-tek's proactive strategies in technology, patents, talent acquisition, and equipment deployment are expected to drive continuous improvement in performance. Anticipated growth in production capacity is projected to lead to a prosperous two decades of profitability. For more detailed information, please refer to our 2023 Annual Report.

• Operational Performance

ITEM (UNIT: NT\$ THOUSAND)	2019	2020	2021	2022	2023
NET OPERATING REVENUE	2,541,447	3,061,573	3,361,082	3,973,988	4,808,997
OPERATING COSTS	1,854,830	2,154,546	2,155,093	2,507,333	3,111,960
GROSS PROFIT	686,617	907,027	1,205,989	1,466,655	1,697,037
OPERATING EXPENSES	361,333	463,561	536,237	733,077	906,743
OPERATING INCOME	325,284	443,466	669,752	733,578	790,294
NON-OPERATING INCOME AND EXPENSES	(15,636)	8,226	32,504	51,416	46,424
PROFIT BEFORE TAX	309,648	451,692	702,256	784,994	836,718
INCOME TAX EXPENSE	63,705	66,615	116,575	157,625	150,507
NET PROFIT FOR THE YEAR	245,943	385,077	585,681	627,369	686,211
BASIC EARNINGS PER SHARE (NT\$)	3.95	6.18	9.48	10.12	10.81
TOTAL ASSETS	4,275,162	4,413,412	5,313,191	6,901,140	7,495,682
TOTAL LIABILITIES	1,554,435	1,467,617	2,037,391	3,344,246	3,001,916
TOTAL EQUITY	2,720,727	2,945,795	3,275,800	3,556,894	4,493,766

NOTE: FOR MORE INFORMATION, PLEASE REFER TOMA-TEK'S Q4 FINANCIAL STATEMENT FOR 2023.

Monetary value of government subsidies received in 2023

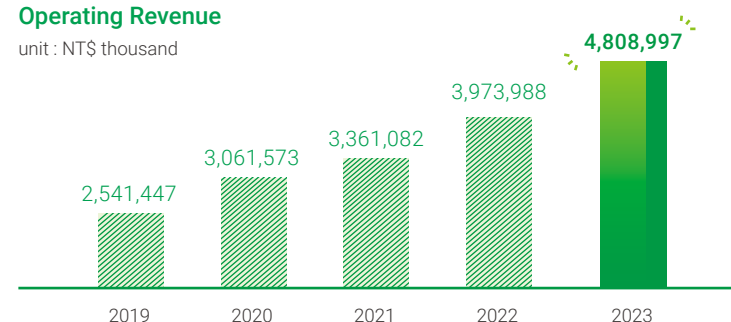
Region	Subsidy Program	Subsidy Amount (Unit: NT\$ thousand)
Taiwan	Loans at preferential interest rates under the "Welcome Back Investment Program for Returning Taiwanese Businesses"	7,930
China	Subsidies for development of enterprise research institutions and science-oriented enterprises in Pudong New Area	9,633
China	Subsidies for office rent, integrated circuit development, and value-added tax deduction in Xiamen	12,699

Note 1 : The difference between the amount received and the fair value of the loans obtained, totaling NT\$ 26,357 thousand, is recognized as government-subsidized low-interest loans and classified as deferred income. In 2023, MA-tek recognized other income amounting to NT\$ 7,930 thousand.

Note 2 : Note: For more information, please refer toMA-tek's Q4 Financial Statement for 2023.

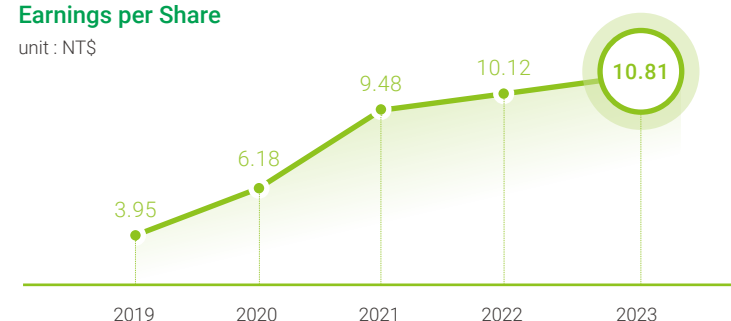
Operating Revenue

unit : NT\$ thousand



Earnings per Share

unit : NT\$



Proper Use of Funds for Sustainable Development

Green and sustainable fixed deposits are special deposits accepted by banks, which are fully utilized in green investment projects for renewable energy and energy technology development, social benefit investment projects for affordable housing, and sustainable infrastructure projects. These initiatives aim to finance projects and plans that substantially improve environmental and social benefits. After accepting the deposits, banks are required to regularly provide reports on fund utilization reviewed by third-party auditing organizations, disclosing the use of project funds. To encourage active participation from corporate clients, banks may offer adjusted interest rates or incentives to enhance the advertised rates, attracting more corporate involvement. Participating companies not only benefit from slightly higher interest rates but also utilize their idle funds through green fixed deposits to gain greater benefits and incorporate sustainable projects into their strategic planning. This approach enables companies to achieve sustainable values while enjoying more favorable and flexible financial benefits, demonstrating their commitment to sustainable development.

Beyond the benefits of interest subsidies, for MA-tek, the substantial significance lies in taking action that positively impacts the environment and various sustainability issues, fostering long-term benefits for social welfare. In the future, MA-tek plans to continue collaborating with various financial institutions to jointly promote green transformation and achieve its corporate goal of sustainable operations.

Year	Item	Designated Bank	Agreed amount
2023	Green and Sustainable Fixed Deposit	Taishin Bank	US\$ 1 million
2024	Sustainable Fixed Deposit	E.Sun Bank	NT\$ 17 million



Tax Risk Management and Communication

MA-tek primarily operates in Taiwan, mainland China, and Japan, adhering to the tax laws of each operating jurisdiction, fulfilling tax obligations, and maintaining good communication with tax authorities. Any changes in tax laws and regulations can impact the Company's effective tax rate and business performance. MA-tek continues to monitor updates in tax regulations and analyzes potential tax implications to develop appropriate responses. Since 2022, MA-tek has been publishing monthly revenue updates and quarterly earnings announcements on its official website, conducting analyst briefings and investor communications to discuss company operational status.



Tax Governance and Control

MA-tek's tax audit frequency is set at once per year. The Chief Financial Officer (CFO) bears the ultimate responsibility for tax management, while day-to-day tax administration and management tasks are delegated to the Accounting Manager. Qualified and experienced tax professionals assist the Accounting Manager in fulfilling MA-tek's tax obligations. Internal training programs are conducted to ensure that employees possess the necessary tax skills and awareness. The Company also has a robust whistleblower system in place for stakeholders to report tax violations and unethical behavior. MA-tek's ethical policy explicitly protects the identity of whistleblowers.

Tax Governance

Tax Policies

In pursuit of sustainable development and fulfilling corporate social responsibility, the following tax policies are established to implement tax governance:

- 1 Compliance with tax regulations, accurate calculation, and timely payment of taxes, fulfilling the social responsibility of taxpayers.
- 2 Support for government policies encouraging innovation and reinvestment through tax-related measures
- 3 Handling transaction-related tax matters with ethical considerations
- 4 Maintaining open and constructive communication with tax authorities
- 5 Disclosure of tax information in financial statements and annual reports in accordance with financial reporting standards and relevant regulations
- 6 Immediate assessment of the impact of changes in tax laws and regulations on the company, and proactive response measures
- 7 Continual awareness of new laws and changes in various countries, enhancing tax expertise through internal education and training
- 8 Adherence to international recognized transfer pricing guidelines published by the Organisation for Economic Co-operation and Development (OECD) in related-party transactions, aligning with general market principles where comparable transactions exist
- 9 No profit shifting to low-tax or tax-free jurisdictions

Effective Tax Rate

In 2023, MA-tek's effective tax rate in Taiwan was 2.59%



- Participation in Public Associations**

MA-tek actively participates in industry associations and relevant organizations. Through participation, MA-tek seeks opportunities to engage and collaborate with external entities, aiming to share industry insights, stay updated on the latest developments, and enhance its visibility in the industry. As of the end of 2023, MA-tek is a member of 11 industry associations, with Chairperson Hsieh, Yong-Fen also serving as a director in some of these organizations.

unit: NT\$ thousand

Tax jurisdiction	Taiwan
Key activities	MA/FA/RA
Number of employees	869
Third-party revenue	2,322,356
Revenue from intra-group transactions	249,394
Profit before tax	699,284
Tangible assets excluding cash and cash equivalents	1,513,012
Corporate income tax paid in cash	5,111
Deferred tax assets/liabilities	18,098

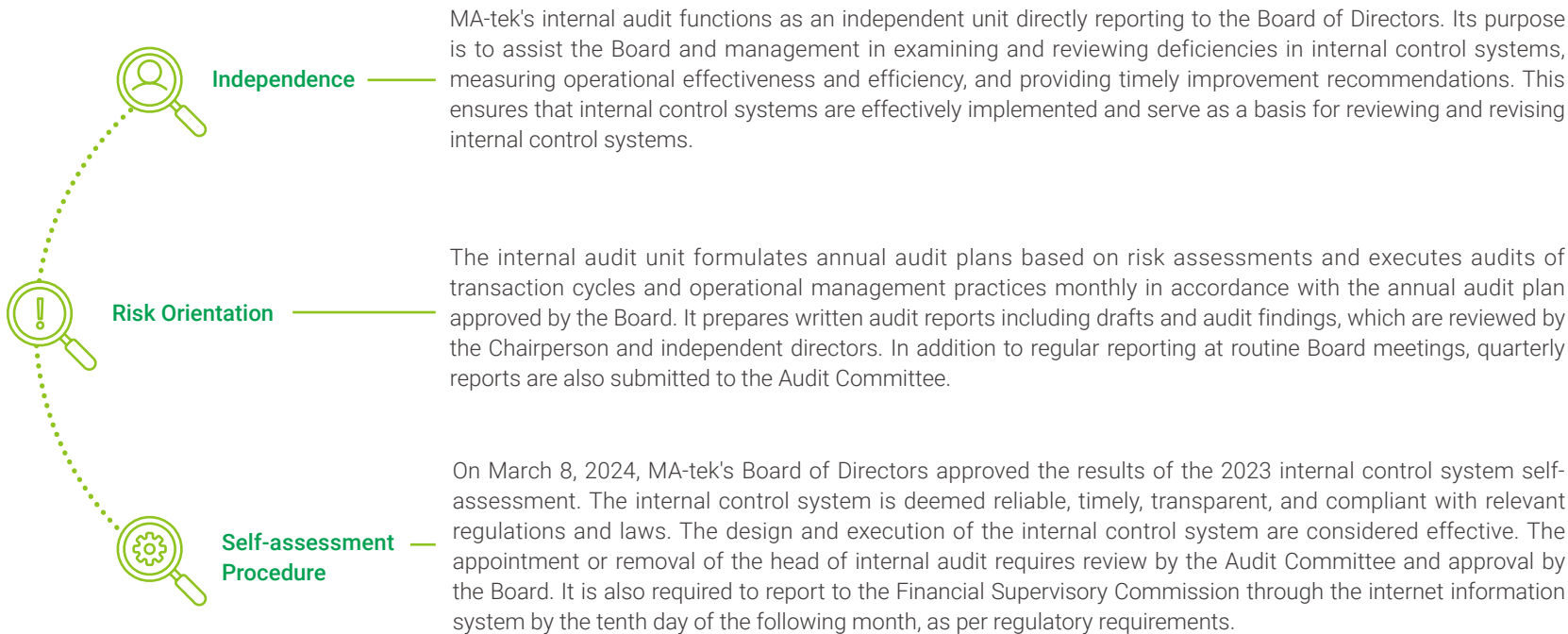
Note : The disclosure scope of this report will mainly focus on the Taiwan region, covering the SoC Laboratory, Zhanye Laboratory, Zhubei Laboratory, Jinshan Laboratory and Tainan Laboratory.

Names of Public Associations	Roles played by MA-tek (such as members, directors, supervisors, etc.)
Taiwan Printed Circuit Association (TPCA)	Member
Taiwan Vacuum Society	Member
Materials Research Society of Taiwan	Executive Director (Chairperson Hsieh, Yong-Fen)
Microscopy Society of Taiwan	Honorary Director (Chairperson Hsieh, Yong-Fen)
Tze-Chiang Foundation of Science & Technology	Director (Chairperson Hsieh, Yong-Fen)
The Allied Association for Science Park Industries (Hsinchu)	Member
The Allied Association for Science Park Industries (Tainan)	Member
Hsinchu City Nurses Association	Member
Taiwan Optoelectronics Semiconductor Industry Association (TOSIA)	Member

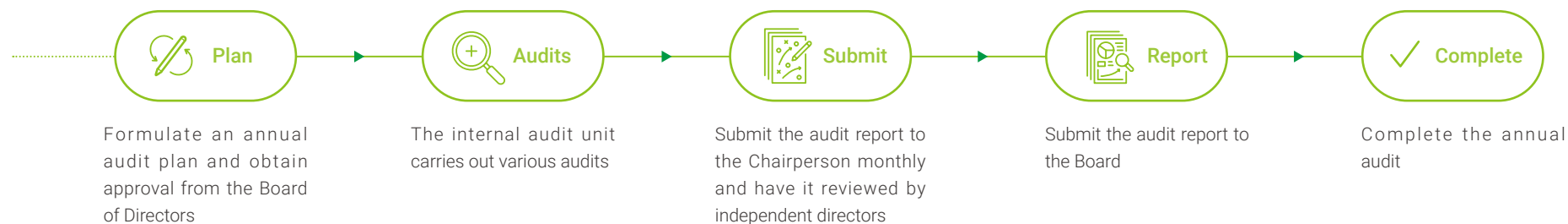
2.4 Internal Audit and Regulatory Compliance

• Internal Audit System and Structure

MA-tek has established internal control systems and detailed internal audit procedures in accordance with legal regulations and considering operational risks. These cover all transaction cycles, critical management practices, and subsidiaries of MA-tek. In 2023, MA-tek's audit focus included equipment procurement, subsidiary operations, accounts receivable, accounts payable, internal room temperatures, greenhouse gas emissions across departments, and regulatory compliance. A total of 50 audits were conducted in 2023, with no internal audit discrepancies found. Moving forward, MA-tek plans to enhance and support internal auditors in obtaining relevant certifications through further education.



Internal Audit Operation Procedure Flowchart



- Continuing education for internal auditors

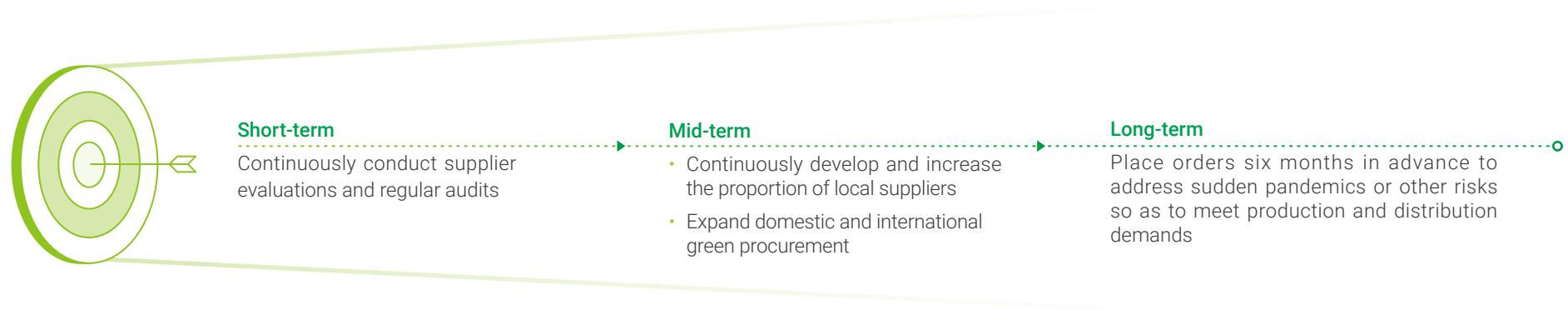
Date of Training	Organizer	Course	Number of hours
2023/12/4	Accounting Research and Development Foundation	Risk Management - ESG Key Points	3
2023/12/12	Accounting Research and Development Foundation	Latest ESG Sustainability and Financial Report Compilation Policies and Internal Control Management Practices (Video Course)	3
2023/12/13	Internal Audit Association of the Republic of China	Corporate Execution of Sustainable ESG and Integration of Internal Audit and Internal Control Practical Applications	3
2023/12/14	Internal Audit Association of the Republic of China	POWER BI - Data Integration and Analysis	3
Total Training Duration			12

- Regulatory Compliance

MA-tek adheres to the principle of integrity in its operations, strictly complying with regulations in corporate governance and daily operations. The Company continuously monitors regulatory updates from authorities and adjusts internal policies and operations accordingly. Internal awareness programs on regulatory compliance are conducted to ensure all employees understand and follow these regulations. To prevent illegal activities, MA-tek's internal audit unit conducts annual audits on compliance matters. In 2023, MA-tek reported no major violations related to environmental, social, and economic regulations, nor any instances of corruption.

2.5 Supply Chain Partners

MA-tek is committed to fostering an operational model that is responsible to both the environment and society, aiming to exert sustainable influence as a leader in materials analysis services. To ensure high-quality service delivery while minimizing environmental impact and protecting employees and customers from hazardous substances, MA-tek implements supplier evaluations and annual audits. These actions support the sustainable development of social, environmental, and economic aspects, establishing a comprehensive supply chain management process and creating a unique sustainable supply chain for MA-tek.



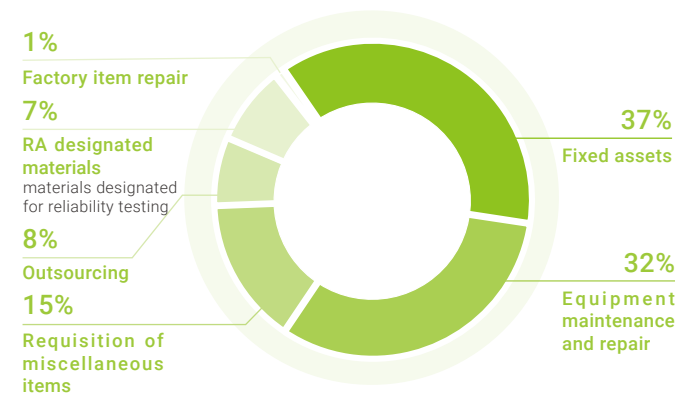
• Supplier Management

Supplier Management Types

MA-tek's suppliers can be categorized into six main types:



MA-tek's Supplier Classification ratio in 2023



Note : The ratio calculation method is as follows: Purchase request or procurement amount / Total purchase request and procurement amount

Supplier Management Strategies

To provide customers with high-quality testing services, MA-tek must collaborate with suppliers to meet the various resources required for operations. For the three participants—procurement unit, requisition unit, and suppliers—MA-tek has established "Supplier Management Procedures," "Requisition and Procurement Management Procedures," and "Acceptance Management Procedures" to effectively ensure the sustainability of MA-tek's professional technical sources. In 2023, MA-tek upgraded its electronic approval system to enhance system processing, thereby improving the stability of supplier management procedures.



Supplier Management Procedure

To establish and maintain supplier sustainability and ensure that the raw materials, equipment, outsourced operations, or services procured by MA-tek comply with regulations, the "Supply Chain Management Procedure" has been formulated to encompass three stages: the selection and evaluation of qualified suppliers, supplier assessment, and supplier management to monitor suppliers' sustainable practices.



Requisition and Procurement Management Procedures

To provide raw materials and equipment, maintenance, leasing, and office supplies required for material analysis, research and development, and management in a timely, appropriate, and adequate manner, the "Requisition and Procurement Management Procedure" has been established to specifically regulate the submission of requisition needs, acceptance, procurement completion, and payment requests.

Furthermore, to establish and maintain good cooperative relationships with suppliers, MA-tek requires all suppliers to sign the "Integrity and Honesty Commitment" and the "Confidentiality Agreement." Suppliers shall not engage in any acts that violate integrity and honesty, and must strictly comply with integrity-related laws (including but not limited to the laws of the Republic of China) and confidentiality obligations. In 2023, the signing rate of the "Integrity and Honesty Commitment" between MA-tek and suppliers was 100%. The signing rate of the "Confidentiality Agreement" after issuance was also 100%.

To extend the concept of sustainable operation to supply chain management and jointly create a sustainable development business environment, MA-tek has formulated a concrete "Supplier Sustainability Responsibility Commitment." All suppliers and partners must sign the "Supplier Sustainability Responsibility Commitment," declaring compliance with (but not limited to) labor rights and human rights, labor health and safety, environmental protection, and ethical business practices. All suppliers must agree to comply with MA-tek's Supplier Sustainability Responsibility Commitment, commit to integrity and anti-corruption principles, and sign the Integrity and Honesty Commitment to become qualified suppliers.



Supplier Evaluation and Annual Audit

To ensure the reliable supply of critical raw materials and their compliance with requirements, MA-tek conducts initial and annual evaluations of suppliers, differentiating between new and long-term partners. Supplier evaluations involve cross-departmental scoring by relevant units and procurement units for the top five suppliers in each category. The evaluation criteria include four main aspects: product (quality, price), service (technical capability, cooperation attitude, after-sales service), supply and delivery (supply capacity, delivery ability), and information security. Suppliers are then graded into three levels: excellent, normal, and poor. This evaluation mechanism determines whether a supplier can become a qualified supplier for MA-tek or if a long-term supplier needs improvement or should be placed on a watch list or blacklist. In 2023, MA-tek conducted annual audits for key suppliers with transaction amounts exceeding NT\$ 5 million or more than ten transactions. A total of 24 suppliers were rated as excellent, 65 as normal, and none as poor, with an average score of 81.55.

Additionally, the procurement unit conducts regular written and on-site annual audits of key material suppliers or subcontractors, involving the quality assurance unit and necessary technical units to ensure compliance. In 2023, document audits were the primary focus, supplemented by on-site audits. Audit items included process approval, process control, non-conforming control, incoming quality control (IQC), outgoing quality control (OQC), and warehouse management. MA-tek had a total of 456 suppliers in 2023, with 113 suppliers passing the document audit, achieving a document audit completion rate of 25%. The significant decrease in the document audit completion rate was due to the substantial increase in the total number of suppliers. However, the actual number of suppliers passing the audit significantly increased compared to 2022. MA-tek will continue to communicate with suppliers to improve the quality and completion rate of audits.

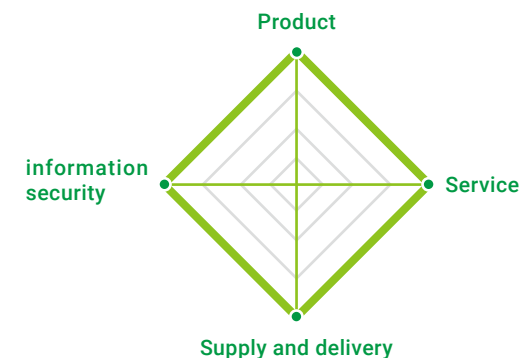
Supply Chain Risk Response Measures (Procurement of Alternative Materials)

Facing the worsening global inflation, MA-tek has implemented several measures to address supply chain risks. Firstly, MA-tek places long-term orders for major equipment, ordering in advance and sometimes accelerating delivery dates to mitigate the negative impacts of inflation or other unexpected factors. Secondly, MA-tek emphasizes the importance of alternative materials and actively establishes locations to diversify potential supply chain disruptions caused by inflation. This approach not only ensures a stable supply of goods and effective risk management but also reduces costs associated with consumable purchases, delivery times, and shipping fees.

Local Procurement and Green Procurement

In its commitment to environmental sustainability, MA-tek continuously increases the proportion of local procurement to reduce transportation costs and minimize environmental impact. For high-value American-made equipment parts, which were previously sourced directly from the U.S. manufacturers, MA-tek has shifted to local agents in Taiwan once they became available. In 2023, MA-tek's annual procurement amount in Taiwan was NT\$1,046,672,346, with domestic suppliers accounting for approximately 53% and foreign suppliers about 47%. Although the procurement ratio slightly declined in 2023, the amount procured locally has doubled compared to 2022, significantly reducing carbon dioxide emissions from manufacturing and transportation processes. MA-tek plans to continue its localization procurement strategy to support local industry chains and create local employment opportunities. Additionally, MA-tek follows green procurement practices for internal administrative equipment, purchasing eco-labeled personal computers and laptops, office machines and papers to ensure the sustainability of corporate administrative operations.

Evaluation criteria



Levels

excellent

normal

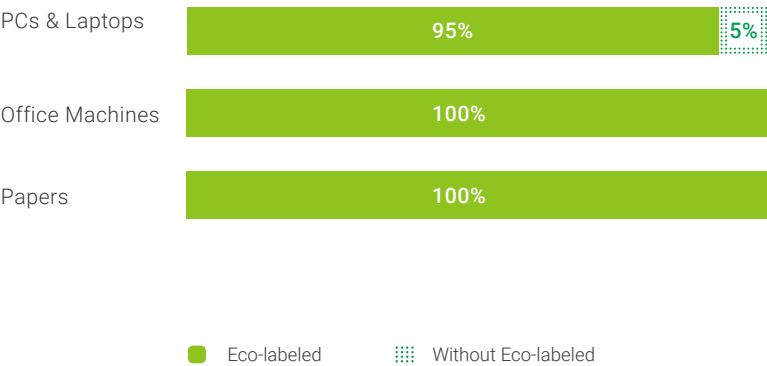
poor

MA-tek's Local Procurement Ratio in 2023



Note 1 : Calculation method: Total procurement amount from domestic (foreign) suppliers divided by total procurement amount.
Note 2 : Total procurement amount locally has exceeded NT\$ 1 billion.
Note 3 : "Locally" refers to the Taiwan region, including Taiwan proper, Penghu, Kinmen, and Matsu areas.

MA-tek's Green Procurement Ratio in 2023



Supplier Sustainability Responsibility Commitment

MA-tek requires all suppliers/partners to sign the "Supplier Sustainability Responsibility Commitment," declaring compliance with (but not limited to) provisions and commitments related to labor rights, human rights, occupational health and safety, environmental protection, and ethical business practices. In 2023, MA-tek issued 460 Supplier Sustainability Responsibility Commitment, of which 257 suppliers actually signed, achieving a signing rate of 56%. We will continue to enhance communication and collaboration with suppliers, driving mutual growth, leveraging our role and influence in the supply chain, and assisting MA-tek in enhancing industry competitiveness.

Human Rights Issues Concerning Suppliers

MA-tek strictly adheres to Taiwan's Labor Standards Act and the requirements of the Responsible Business Alliance Code of Conduct. We do not employ workers under the age of 16, and workers under the age of 18 (young workers) are not allowed to engage in work that may endanger their health or safety, including night shifts or overtime. We verify employee identities and request age verification documents upon hiring. The Supplier Sustainability Responsibility Commitment also stipulates that suppliers must comply with relevant labor laws and regulations regarding the employment of workers, ensuring the legitimate rights and interests of their internal employees. We adhere to internationally recognized principles of basic labor rights, emphasizing human dignity, fundamental rights, and the following labor rights issues. There were no significant risks of child labor among suppliers in 2023.

Conflict Minerals Declaration

MA-tek requires relevant suppliers to sign a "Conflict Minerals Declaration," ensuring that materials supplied to MA-tek comply with the Conflict Minerals Policy and are not sourced from conflict minerals mined and refined in conflict-affected areas of the Congo or neighboring countries. These conflict minerals include gold (Au), tin (Sn), tantalum (Ta), tungsten (W), and others. We also require upstream suppliers to comply with this policy, collectively fulfilling social responsibilities and respecting human rights. In comparison to 2022, where only 5 suppliers signed the Conflict Minerals Declaration, MA-tek saw an increase to 22 suppliers signing in 2023, achieving a 100% signing rate.

CH3 Beacon of Technology Partners



3.1 Technical Service and Quality

MA-tek strives to be "the premier R&D partner in the high-tech industry", continuously enhancing technological advancements through professional and diverse analytical services. These services aim to elevate client product competitiveness in the market and drive innovation in the high-tech sector.



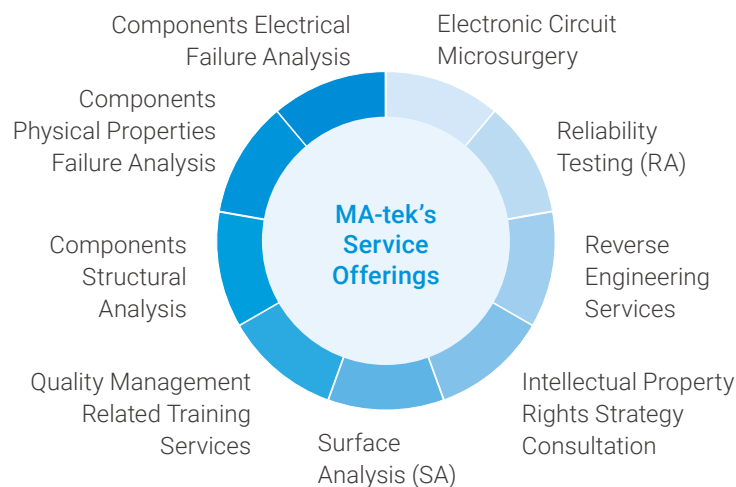
The best R&D partner of
the high-tech industry

Bring high-quality analytical services
that are friendly, standardized and
efficient to customers



• MA-tek's Service Scope

MA-tek serves a broad spectrum of industries, with a significant portion, approximately 50%, coming from the IC industry. This includes design firms, semiconductor foundries, and packaging/testing companies. MA-tek's services cover rapid debugging and physical verification during the electronic product design phase. They specialize in precise fault localization in micro and nano-scale product components, structural observation, material composition analysis, and a range of static and dynamic testing and analyses. Their expertise spans across process development, integration, basic academic research, quality control, patent litigation, failure analysis, competitive product structure analysis, and issues related to customer returns. Furthermore, MA-tek provides customized professional services tailored to meet the unique needs of various industries.



Industrial Application of MA-tek's Services



Semiconductor-related Industries
(IC design, manufacturing, testing and packaging)



TFT-LCD, MEMS, MOSFET, IGBT



Solar Energy Industry



Nanomaterials and Nano Components



Material Suppliers
(Si, Wafer, III-V, Glass, Color Filters, PCB)



Laser, LED, mini-LED, micro-LED



Equipment Suppliers



Schools and Research Institutes

• MA-tek's Express Services

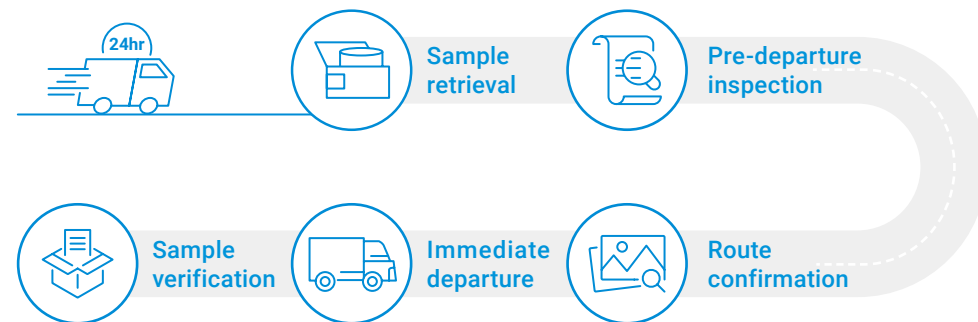
MA-tek provides a 24-hour sample collection and delivery service. Our field service team covers Taipei and Hsinchu, and we collaborate with courier companies for pickups and deliveries in other regions. Each day, our field personnel gather samples in the dispatch room, distribute them to designated areas, and conduct thorough checks to ensure accuracy in sample handling and route assignments. The field service supervisor oversees the dispatch hotline to confirm customer route requests promptly. Once confirmed, our team immediately departs to collect samples from clients. Upon return, samples are verified, and electronic PDAs are used for signing and archiving, completing the entire sample collection and delivery process. In 2023, MA-tek's Express Service handled a total of 137,100 cases, averaging 375 cases per day, with consistently positive feedback from our clients.



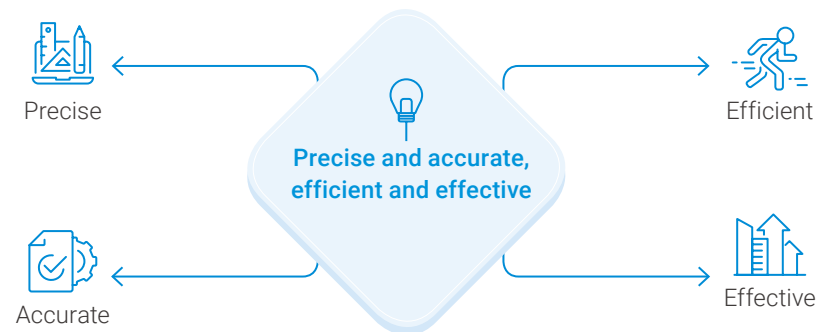
A Day in MA-tek's
Field Team



MA-tek's Sample Collection and Delivery Process



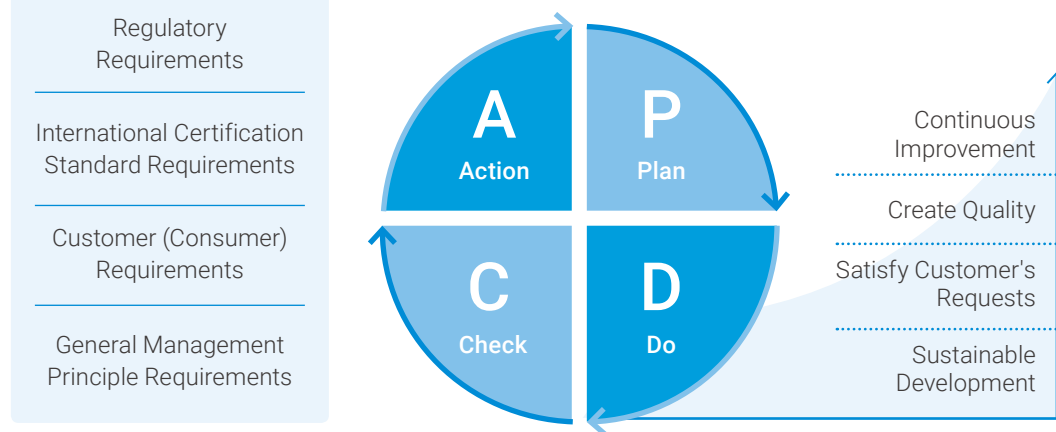
Quality Policy



• Quality Policy and Certification

MA-tek's quality policy adheres to the principles of "precision and accuracy, efficiency and effectiveness". We are always keeping track of regulatory requirements, ISO 9000 standards, customer expectations, and general management principles to enhance our quality management system. Utilizing the PDCA cycle (Plan-Do-Check-Act) for quality management, MA-tek plans, executes, checks, and acts on quality initiatives to ensure smooth achievement of quality objectives and promote continuous improvement. To reinforce awareness and conceptual understanding of service quality among employees, ongoing quality education and training initiatives embed MA-tek's commitment to quality in the hearts of every employee.

Quality Management System Process



Laboratory Management Policies

1. Adhere to national laws, regulations, and requirements of accreditation bodies in conducting analytical testing services.
2. Maintain and enhance accredited analytical testing capabilities, emphasizing independent testing and judgment.
3. Uphold principles of fairness, impartiality, and equal treatment for all customers in analytical testing services.
4. Refrain from engaging in activities such as research, production, or sales related to products submitted by customers for testing.
5. Reject investments, sponsorships, or agency requests that compromise the impartiality of analytical testing, and avoid involvement in market competition and conflicts of interest among customers.
6. Safeguard customer rights and protect their ownership and patent rights from infringement.

Quality Improvement

MA-tek continuously improves its quality management processes and sets annual quality management objectives, conducting regular management review meetings. During these meetings, quality issues are categorized as either "system-related" or "management-related" deficiencies. Discussions revolve around whether to revise laboratory procedures or enhance internal management and supervision, ultimately decided by the meeting chairperson. Review outcomes are documented comprehensively and retained for at least 6 years. Unsatisfactory items are recorded with corresponding corrective actions, responsible parties, and improvement timelines, monitored and confirmed for effectiveness by laboratory or quality managers. In 2023, under the guidance of the general manager, MA-tek's quality objectives remain focused on "achieving the highest customer satisfaction," aligned with the business objectives of the year, continuously driving key departmental performances to deliver the highest quality analytical services to customers.

Quality System Related	<ul style="list-style-type: none"> • Updating and review of quality policies/manuals • Effectiveness of corrective actions from previous reviews • Establishment and review of quality objectives and key performance indicators (KPIs) for each department • Review of risk assessment results • Review of quality system audits
Laboratory Related	<ul style="list-style-type: none"> • Review of internal/external issues related to the laboratory • Review of laboratory analytical testing scope/capability evaluations
Customer and Case Related	<ul style="list-style-type: none"> • Review of customer satisfaction and customer complaints • Review of projects and special cases • Review of modifications to analytical reports
Others	<ul style="list-style-type: none"> • Review of education/training programs, supplier evaluations, confidentiality measures, and related matters

To address quality incidents, MA-tek employs the 8D (Eight Disciplines) problem-solving method to enhance and improve our processes, ensuring our commitment to quality excellence. This involves analyzing the root causes of incidents and integrating long-term solutions into our management system. These standardized solutions are then communicated and trained among the relevant teams. In 2023, after reviewing and improving related incidents, we established new SOPs and conducted training sessions to ensure that all team members understood the new improvement measures. A total of 60 participants attended these training sessions.

Training Topic	No. of Participants	Duration (hours)
Sample Cleaning Precautions	6	1
Sample Handling Procedure	19	0.5
Highlights Precautions	21	0.5
Equipment Introduction and Operation	14	2

Quality Management Personnel Improvement

To enhance the skills and capabilities of laboratory personnel, ensuring standardized and efficient operations, regular training sessions on technical knowledge and experience are conducted for quality staff. This ensures that personnel can carry out their daily tasks in accordance with the laboratory's quality system.

Course name	Course description	No. of actual participants	Employees participation rate	Duration (hours)	Effectiveness
Quality Management for Supervisors	<ul style="list-style-type: none"> Significant events and new regulations Explanations of violations and concepts Review of standards and consultation channels 	53	100%	7	
Quality System Overview	Introduction to the Company's quality systems : <ul style="list-style-type: none"> Laboratory standards such as ISO 9001, ISO/IEC 17025, ANSI/ESD S20.20, TUV Nord automotive regulations Information security standards such as ISO 27001, ISO 15408 and so forth 	162	100%	1	
Introduction to ISO 15408	Introduction to ISO 15408 system	162	100%	1	Over 93% of the employees passed the online test
Annual ISO 15408 refresher training	Annual retraining for personnel in ISO 15408 controlled areas, including control regions, scope, adherence to work regulations, and record-keeping requirements	100	100%	2	Over 95% of the participants passed the online test
Annual ESD Protection Refresher Training	Annual refresher training including basic ESD protection requirements, standards, control areas, related measurement specifications, measurement methods, tools usage, and operational requirements	93	100%	2	Over 95% of the participants passed the online test

Quality Management Certifications

MA-tek is the first independent laboratory in Taiwan to achieve multiple certifications, including ISO 9001 (Quality Management System), IECQ 17025 (Laboratory Accreditation), ISO 27001 (Information Security Certification), TUV NORD Certification (Automotive), ANSI/ESD S20.20 (Electrostatic Discharge Control Certification), and ISO/IEC 15408 (Information Security Site Certification). Additionally, MA-tek has been honored with the Industrial Excellence Award by the Industrial Development Bureau of the Ministry of Economic Affairs. Our microscopic dimensional measurement results are among the few that can be traced back to the measurement standards verified by the National Institute of Standards and Technology (NIST). MA-tek provides clients with precise analytical data of internationally certified quality standards.



ISO 9001 Quality
Management System

★★★★★



IECQ 17025 Laboratory
Accreditation

★★★★★



ISO 27001 Information
Security Management

★★★★★



ISO/IEC 15408 Information
Security Site Certification

★★★★★



ANSI/ESD S20.20
Electrostatic Discharge
Prevention Certification

★★★★★



TUV Nord Recognition
(Automotive)

★★★★★

3.2 Technological Innovation and Technical Data Management

• Technological Innovation and Management

MA-tek operates within the knowledge economy sector. Since its establishment in 2002, it has been officially approved by the Industrial Development Bureau of the Ministry of Economic Affairs to provide R&D and intellectual property services. MA-tek successfully integrated rare and valuable instrument operation services with consulting functions to accurately and correctly offer various sample preparation services. These services meet customers' needs for analyzing electronic products and developing new material structures and processes. To continuously enhance and innovate its services, MA-tek invests actively in R&D each year. The Company has established a proposal improvement reward system and holds quarterly technical presentations by employees, aiming to stimulate innovation through various forms of exchange and rewards. Additionally, MA-tek has been strengthening its patent portfolio to effectively protect its competitive edge. Given the high-knowledge nature of MA-tek's services, we have paid special emphasis on the protection of technical data and the Company employs both legal and institutional measures for dual protection. MA-tek achieved ISO 27001 information security certification in September 2015 and continues to enhance its information security measures to ensure that every piece of client data is thoroughly protected.

Legal Protection of Technical Information



At MA-tek, all employees are required to sign a confidentiality agreement upon joining the Company. This agreement obligates them to adhere to confidentiality terms during their employment and imposes a non-compete clause for two years after leaving the Company.



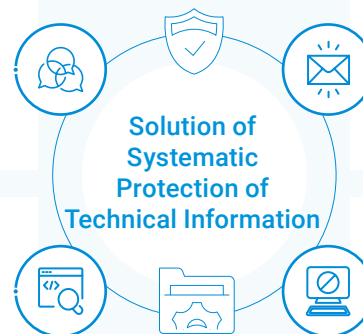
Systematic Protection of Technical Information



MA-tek organizes its departments based on service items, each with a specialized professional field. In terms of personnel hiring principles, MA-tek prioritizes candidates with specific backgrounds tailored to their respective fields: materials analysis primarily seeks individuals versed in materials science, physics, and chemical engineering. For failure analysis, the emphasis is on recruiting experts in electronics, electrical engineering, and chemistry. Meanwhile, reliability testing and ESD testing roles are predominantly filled by professionals experienced in IC testing and electronics. This approach ensures that each area benefits from specialized skills and knowledge, acknowledging the complexity of these domains and the challenges of mastering multiple disciplines simultaneously. In safeguarding client confidential information, MA-tek rigorously implements several measures to ensure employees cannot access complete client data or proprietary technical insights across the Company's various fields of analysis:

Customers are advised not to provide process parameters, material characteristics, or proprietary formulation details unrelated to analytical techniques to MA-tek analysts.

Internal data access on computers is restricted solely to analysts conducting the specific case analysis. Data is only sent to customers after quality review by the unit supervisor.



All documents and samples provided by customers are returned upon completion of analysis (unless the customer request them to be securely stored on their behalf).

The PC to which the machine is connected may not have internet access. The analysis results must be compiled by dedicated personnel before being transmitted to the customer from the designated PC.

• Innovative R&D Technical Services

Green R&D Technology

MA-tek has developed the following green R&D technologies thus far:

Green R&D Related Technical Services	Description of Service
High-efficiency lithium battery analysis technology	Lithium-ion batteries consist primarily of cathode materials, anode materials, electrolytes, and separators. Binders are crucial auxiliary materials that significantly impact electrode production processes and battery electrochemical performance. MA-tek has successfully developed sample preparation techniques for lithium battery electrode materials. Through specialized treatment, we were able to obtain electrodes with flat and undamaged cross-sections, facilitating high-quality electron microscopy imaging analysis. Additionally, MA-tek has developed a unique metal staining technique for analyzing the structure of lithium battery electrodes, including components like cathode and anode materials and adhesive absorption. This aids in determining battery quality, lifespan, and accelerates efficient lithium battery development.
Advanced semiconductor material analysis technology	With rapid advancements in technologies like electric vehicles and 5G communications, there is a growing demand for advanced compound semiconductor materials such as SiC, GaN, and Ga2O3. Manufacturing these materials faces a critical challenge in reducing crystalline defects during wafer or device fabrication. MA-tek has successfully developed an advanced analysis technology utilizing Cathodoluminescence (CL) detection combined with artificial intelligence (AI) image recognition algorithms. This enables rapid and precise assessment of defect densities within material layers. This technology accelerates the R&D process for advanced wide-bandgap semiconductor materials. Furthermore, MA-tek has developed an analysis method using CL to directly measure material bandgaps, which can be swiftly applied to the development of thin-film solar cells, display panels, and other high-efficiency energy-saving products.

In addition, MA-tek is a TUV Nord certified laboratory for automotive regulations verification, boasting extensive experience in automotive electronics verification practices. This positions MA-tek to offer top-quality automotive regulations verification services. MA-tek has assisted over 60 clients in achieving AEC-Q certification, covering a wide range of components including active components, discrete components, optical discrete components, multi-chip modules, and passive components. With rich experience and advanced compliance certification equipment, MA-tek stands out as one of the few domestic laboratories capable of providing comprehensive automotive regulations verification services.



Technological Archaeology and Cultural Relic Identification

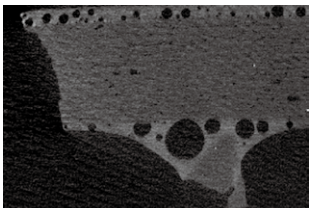
Apart from offering a comprehensive, one-stop professional testing service for the semiconductor industry chain, MA-tek has also extended its expertise into the field of technological archaeology and cultural relic identification. Leveraging sophisticated instruments and equipment, MA-tek employs scientific methods to study various artifacts unearthed through archaeology. By analyzing material evidence preserved within samples, MA-tek is able to deduce ancient craftsmanship techniques and historical contexts. MA-tek plans to continue expanding collaborations with academia and the archaeological community to broaden the scope and deepen the cultural significance of its analytical capabilities, thereby contributing scientifically to the preservation of ancient traditional craft cultures with rich historical backgrounds.

Ru Kiln

Northern Song Dynasty 960~1127

3D-Xray, PV (plane view)/XS (Cross-section)-SEM were used to confirm the structure of rivet and splits, as well as the identification of calcium feldspar melting due to the firing temperature.

Images from analysis

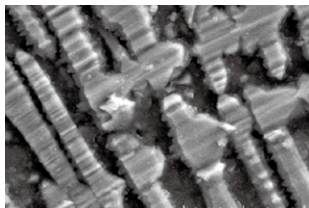


Blue and White Porcelain

Tang-Song-Yuan Dynasty 1271~1368

SEM/EDX, XPS, and XRF were used to examine the iron rust spots and composition on the body of blue and white porcelain. Differentiation of elements and their content in porcelain indicates that cobalt materials introduced manganese (Mn) elements after the Ming Dynasty.

Images from analysis



Khitan Tablet

Liao 916~1125

XRF and 3D OM observations revealed 40% gold elements on the tablet, with copper oxide in the base material. Also identified artificial chiseling marks and long-term interface oxidation.

Images from analysis

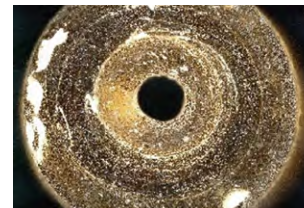


Glass Beads with Gold Foil

Qiwulan Upper Cultural Layer 700~1200

By observing the gold foil embedded in the glass beads with non-destructive analytical instruments such as 3D OM and 3D X-Ray, it is possible to understand the crafting process and the transmission pathways of the beads.

Images from analysis

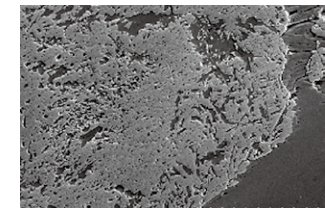
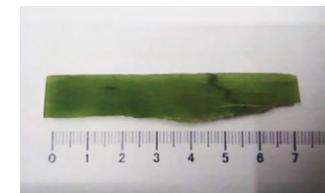


Beinan Jade Ware

Beinan Culture 3000B.P.

The microstructure of Taiwanese jade was analyzed with SEM/TEM, and the composition evidence showed that it was rich in zinc.

Images from analysis



• Intellectual Property Management and Protection Measures

To enhance MA-tek's competitiveness, promote innovation and R&D in intellectual property rights, establish an organizational culture that values innovation and patent applications, and emphasize customer relationships and sustainable operations, protecting client confidential information is crucial. MA-tek has implemented various incentive schemes tailored to different types of intellectual property to encourage employees to actively contribute to intellectual property outputs. Regarding patents and trademarks, different levels of application bonuses and award bonuses are set based on the type of patent applied for, encouraging employees to invest resources in developing higher technical value intellectual property. Business secrets and copyrights are also rewarded based on their positive impact on company operations and improvement outcomes. MA-tek will continue to enhance its intellectual property management system through the implementation of review mechanisms, incentive systems, advocacy and education, and talent training, ensuring the protection of company R&D achievements and technological leadership.

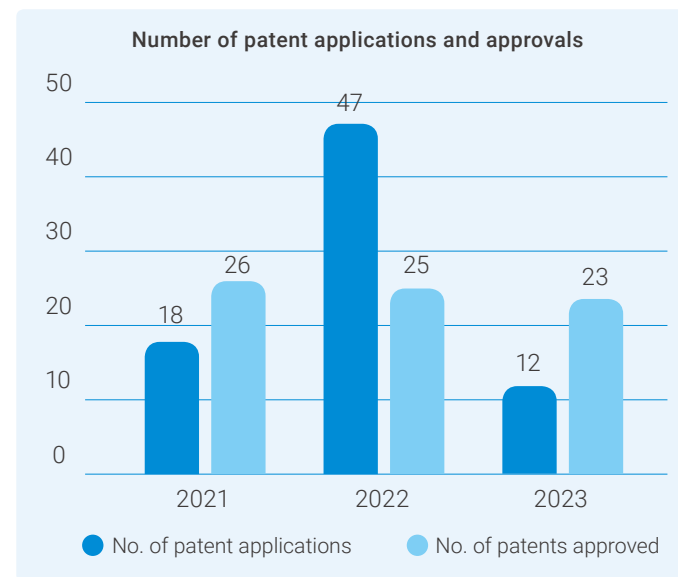
Intellectual Property Management System

In an effort to strengthen its industry leadership and safeguard its hard-earned advanced technological achievements, MA-tek has officially adopted the "Taiwan Intellectual Property Management System" (TIPS) starting from July 21, 2021 and successfully obtained Level-A certification through the review on December 15, 2022. The execution of TIPS management system facilitates standardized R&D process management, through patent retrieval, incentive systems, and educational training, guiding the R&D team to transform innovative analytical technologies into patented intellectual property assets, effectively safeguarding its research and development achievements, maintaining innovative competitive advantages, providing customers with higher value-added intellectual property strategy services, and enhancing employee awareness of protecting customer confidential information.

MA-tek's strength lies in its advanced technical services that outpace competitors, focusing on applying for patents of high quality, value, and stability. The strategy emphasizes the innovation and effectiveness of patent applications, particularly concentrating resources on developing patents in the analysis and testing domains. As of 2023, MA-tek's Taiwan headquarters and mainland subsidiaries have collectively filed 152 patent applications. Among these, 50 have been approved as "invention patents" and 71 as "utility model patents," spanning regions including Taiwan, mainland China, Japan, the United States, and Europe.

MA-tek employs rigorous measures such as appropriate review mechanisms, incentive systems, advocacy, education, and talent training to uphold its position at the forefront of technology. Each year, MA-tek conducts at least two unscheduled audits related to TIPS, with two audits completed in 2023, all without findings related to information confidentiality breaches. Additionally, MA-tek annually publishes an intellectual property report, providing clients and investors with comprehensive information to enhance its image as a leader in innovation professionalism, attract more orders or investments, effectively boost revenue growth, and become "The Best R&D Partner".

Patent Statistics



Note 1: The data on patent applications and approvals cover both the Taiwan headquarters and mainland subsidiaries of MA-tek.

MA-tek's 2023 Intellectual Property Report



Intellectual Property Risks and Countermeasures

Internally

To enhance employees' understanding of intellectual property management and achieve continual improvement in our intellectual property management system, as well as foster a culture that values innovation

Countermeasures

- Enhance education and training for employees on intellectual property protection and patent-related matters
- Establish norms for patent and research and development lifecycle management to ensure effective management and protection of innovative outputs
- Introduce incentive measures to boost employee innovation and willingness to engage in patent applications

Externally

To address concerns about the potential mishandling and leakage of confidential information provided by clients

Countermeasures

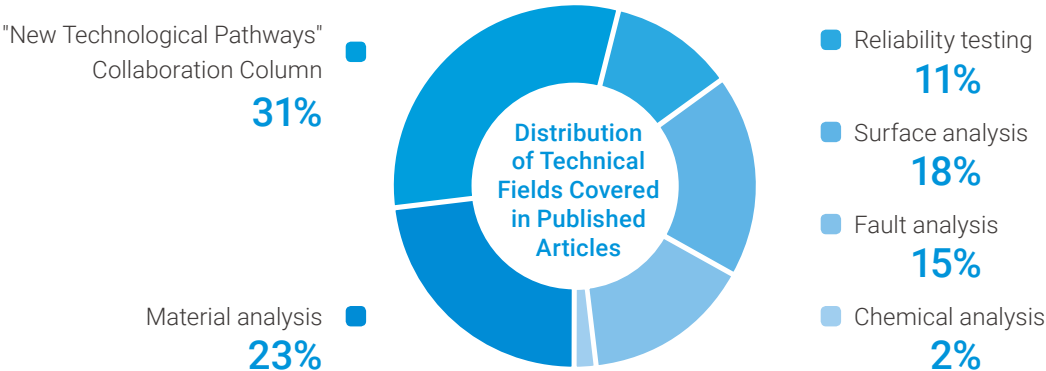
- Develop protocols for managing confidential information to clearly define its scope and outline management procedures
- Implement appropriate software and equipment for information control to ensure the security and integrity of data
- Conduct training on employee confidentiality obligations to emphasize the importance of protecting client relationships and sustaining business operations, thereby safeguarding confidential information entrusted by clients

Intellectual Property Management Training for Employees

Training course	Target participants	No. of participants	No. of participants	Duration (hours)
Introduction to Intellectual Property	New employees	133	100%	0.5
Trade Secret Education and Training	R&D/technical staff	40	100%	2
TIPS 2023 Intellectual Property Graded Management Training - TIPS Level (A) Course	TIPS taskforce	2	100%	27

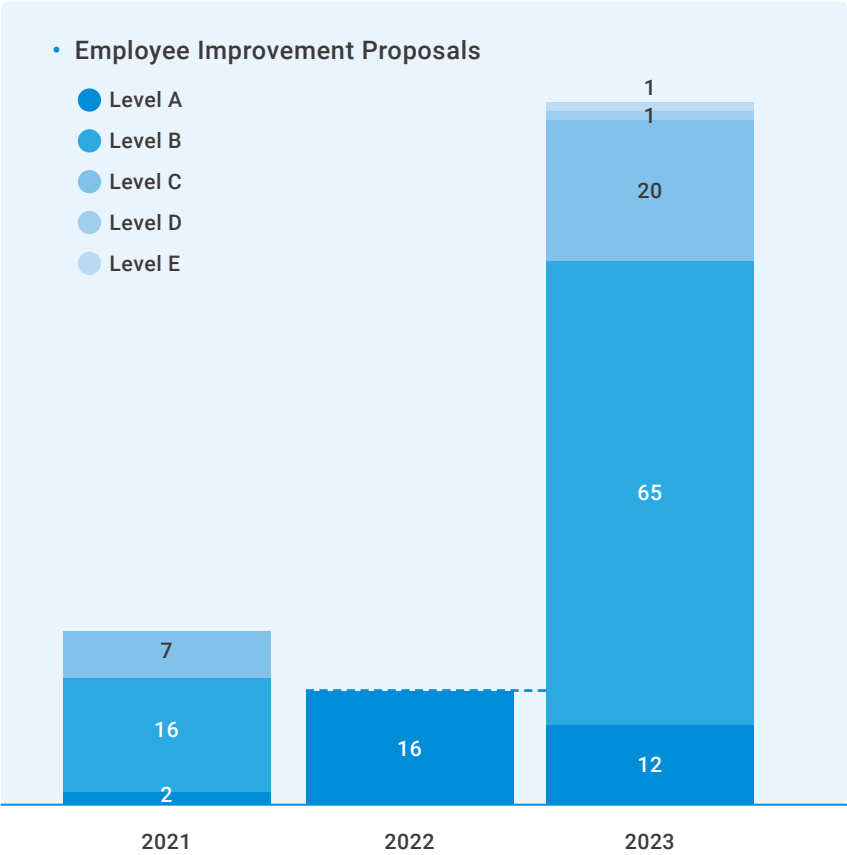
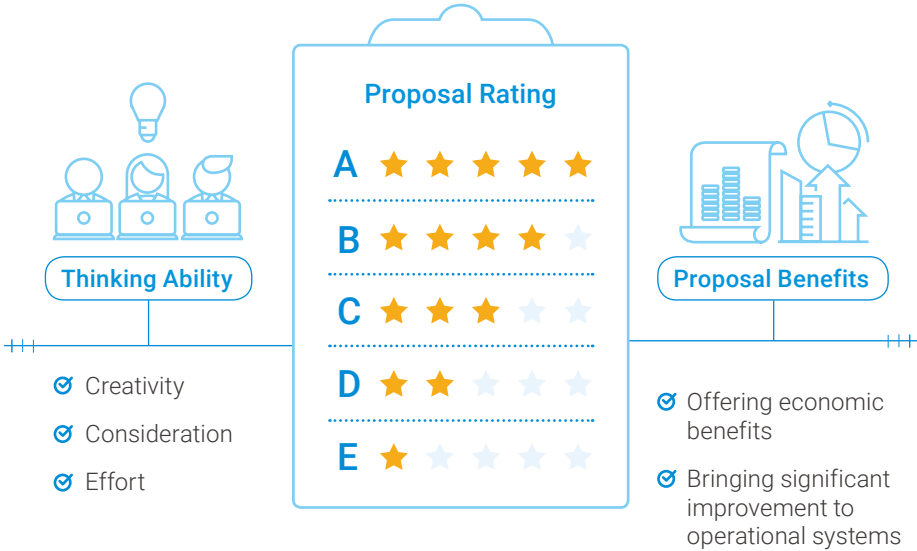
Copyright Management

With the rapid development of the semiconductor and materials industries, in addition to providing comprehensive analysis services, MA-tek's employees have regularly written and published technical articles. MA-tek has established a column named "New Technological Pathways" on its website's technical articles section. From 2020 to December 2023, a total of 61 articles have been published.



• Employee Improvement Proposals

To encourage employees to identify and propose potential improvements in their work, MA-tek has implemented an Employee Improvement Proposal system. This system provides incentives in the form of excellent improvement proposal bonuses to motivate employees. Proposals can cover areas such as technical breakthroughs, revenue enhancement, cost reduction, and market expansion, among others. All employees are eligible to submit proposals for consideration. The evaluation criteria for improvement proposals include "offering economic benefits" and "bringing significant improvements to operational systems". MA-tek also values employees' critical thinking abilities and evaluates proposals based on their "creativity", "consideration", and "effort". After review, proposals are categorized into grades A to E based on their scores. Different grades of proposals receive corresponding bonuses to incentivize innovation, with A-grade proposals receiving the highest recognition. In 2023, a total of 99 proposals were awarded, marking an increase of over sevenfold compared to 2022. This significant increase reflects the bold innovation and continuous breakthrough capabilities of MA-tek employees.

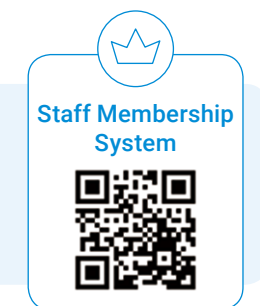
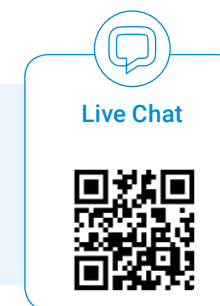
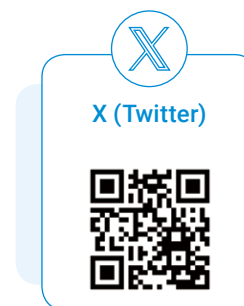
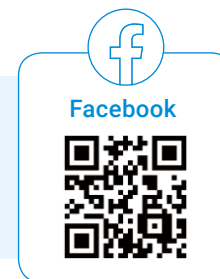
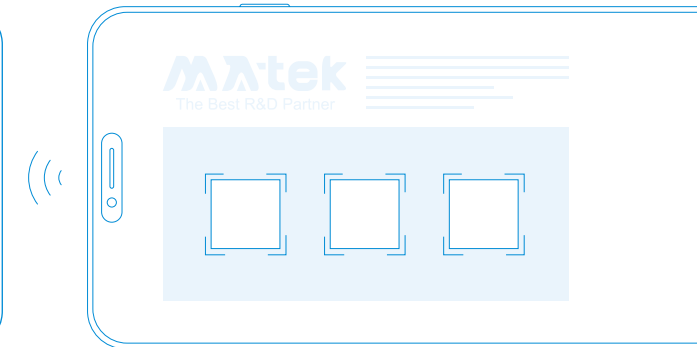
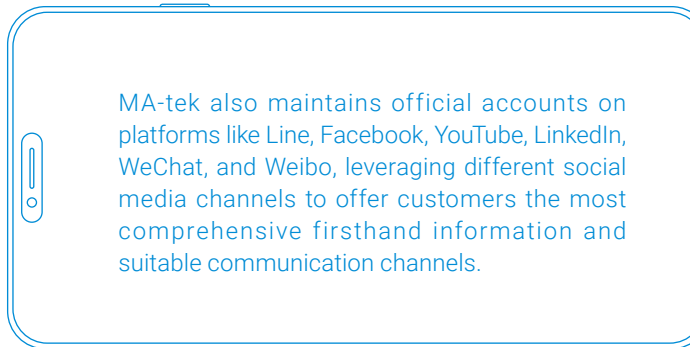


3.3 Customer Relationship Maintenance

MA-tek prioritizes customer relationships and sustaining operational momentum, aiming to provide the most professional and reassuring services. As the largest product testing laboratory, MA-tek takes pride in offering precise and efficient high-quality analysis services to its customers. It positions itself as a crucial facility in high-tech industries, essential in technology parks, and a medical center for high-tech products. MA-tek aims to grow alongside its customers, realizing its vision that "wherever there is a science park, there is MA-tek."

- **Diverse Service Channels**

MA-tek's official website supports four language versions: Traditional Chinese, Simplified Chinese, English, and Japanese, catering to various customer browsing needs globally. Besides detailing MA-tek's company information and comprehensive service offerings, the website's news center provides real-time updates on domestic and international news media reports, exhibition information, and the latest updates. Customers can engage in live conversations via the chatbox at the bottom right corner of the website during office hours, receiving immediate responses from dedicated personnel to quickly find required information and contacts.



Membership
Application Form

• Customer Service and Relationship Management

MA-tek continuously enhances service quality and customer experience by deepening connections with each customer through various means. The Company actively implements educational training for its business associates to provide high-quality and professional services to customers. Additionally, to ensure real-time and efficient management, MA-tek offers LiveChat online customer service on its website. This service is available in three languages to address inquiries from both domestic and international audiences regarding MA-tek's services. For existing and potential customers, MA-tek utilizes the UFAST online customer service system for tasks such as initiating cases, technical consultations, and service quotations. These two different customer service systems, LiveChat and UFAST, cater to different types of customer inquiries and help MA-tek respond promptly to customer needs.

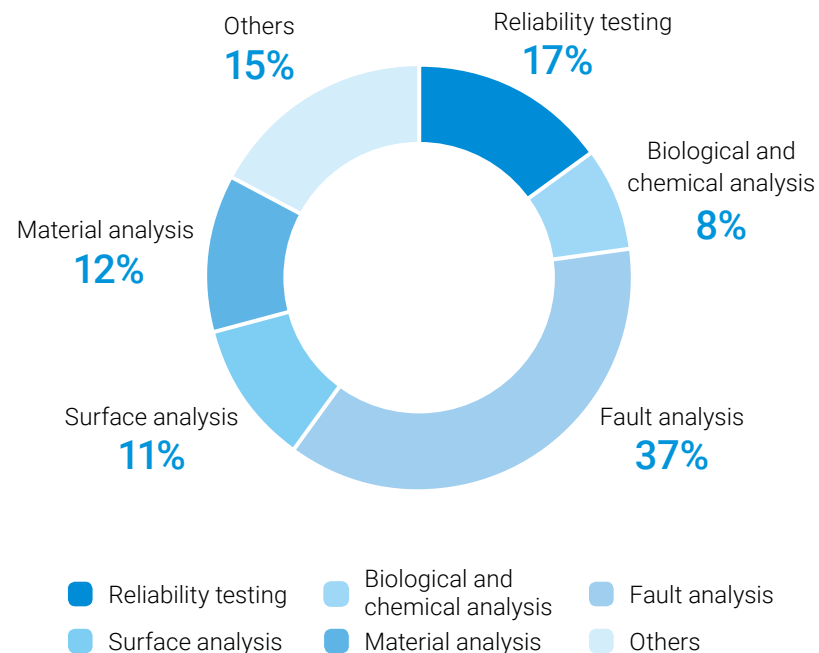
Training for Sales Personnel

MA-tek provides bi-monthly education and training sessions for its sales personnel and associates. These sessions focus on educating new business group members about the workplace requirements. Additionally, MA-tek organizes sporadic training sessions to share the latest business information and market dynamics. The training for sales personnel is conducted by the Chairperson, technical unit managers, and external consultants. It covers an overview of MA-tek's service offerings, market and industry information, industry supply chain overview, technological trends, customer audits, and sales techniques. This equips our employees with industry knowledge and insights into market demands. The training for sales assistants primarily focuses on introducing operational norms related to their daily tasks, such as quotation system operations, negotiation agreements, invoicing, and administrative processes to facilitate smooth operation and administrative flow for business associates. In 2023, a total of 24 sales personnel training sessions were held, totaling 881 hours.

LiveChat Online Customer Support

When visiting the official MA-tek website, customers will see a LiveChat window on the right side of the screen. This feature allows both domestic and international clients to instantly communicate with customer service representatives. Our staff will promptly respond to inquiries or forwards them to the relevant departments for further assistance. In 2023, the LiveChat service handled a total of 721 inquiries, averaging about 60 messages per month. Every inquiry received a response. The most common type of inquiry, with 267 messages, was related to failure analysis services.

Number of Online Customer Service Inquiries on LiveChat in 2023



LiveChat online customer support interface

請填寫以下資料，線上客服將盡快為您服務~
Please fill in the information, online customer service will serve you ASAP.

公司名稱 Company : *

請填寫以下資料

姓名 Name : *

性別: *

☐ Mr. ☐ Ms.

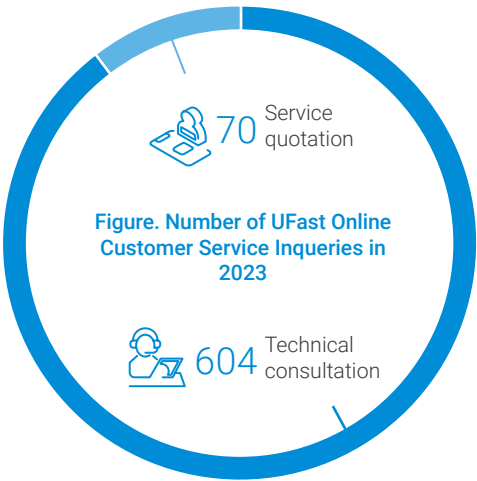
連絡電話 Contact phone : *

E-mail : *

諮詢問題 problem : *

UFast Online Customer Service System

Starting from 2020, MA-tek has been using its self-developed UFast online customer service system. The system features a responsive web design that supports multiple major browsers, allowing customers to connect with MA-tek anytime and anywhere via desktop, laptop, mobile phone, or tablet. Customers can log in to the platform from the official website to initiate cases, seek technical consultations, and request quotes in real time, receiving immediate assistance from the technical team and customer service representatives. The UFast system complies with ISO 27001 information security management standards and uses multiple encryption mechanisms to ensure the security of customer information. According to usage statistics, the UFast system handled a total of 674 chat sessions in 2023, all of which have been resolved. The most common service request was for technical consultations, accounting for 604 sessions.



Customer Relationship Management (CRM) System, E-Commerce (EC)

In 2020 Q3, MA-tek implemented its Customer Relationship Management (CRM) system to enhance its service-oriented operations and optimize service processes. This initiative aims to provide various value-added services, positioning MA-tek as a leading global strategic partner and the strongest R&D support for its customers.

Additionally, in 2023, MA-tek launched a new E-Commerce service platform that offers centralized case management features, including analysis progress tracking and estimated delivery timelines. This platform allows customers to plan and execute their product development schedules more effectively and access case information at any time, ensuring they stay updated on the latest progress of each case, thus significantly boosting customers' efficiency in managing their projects.

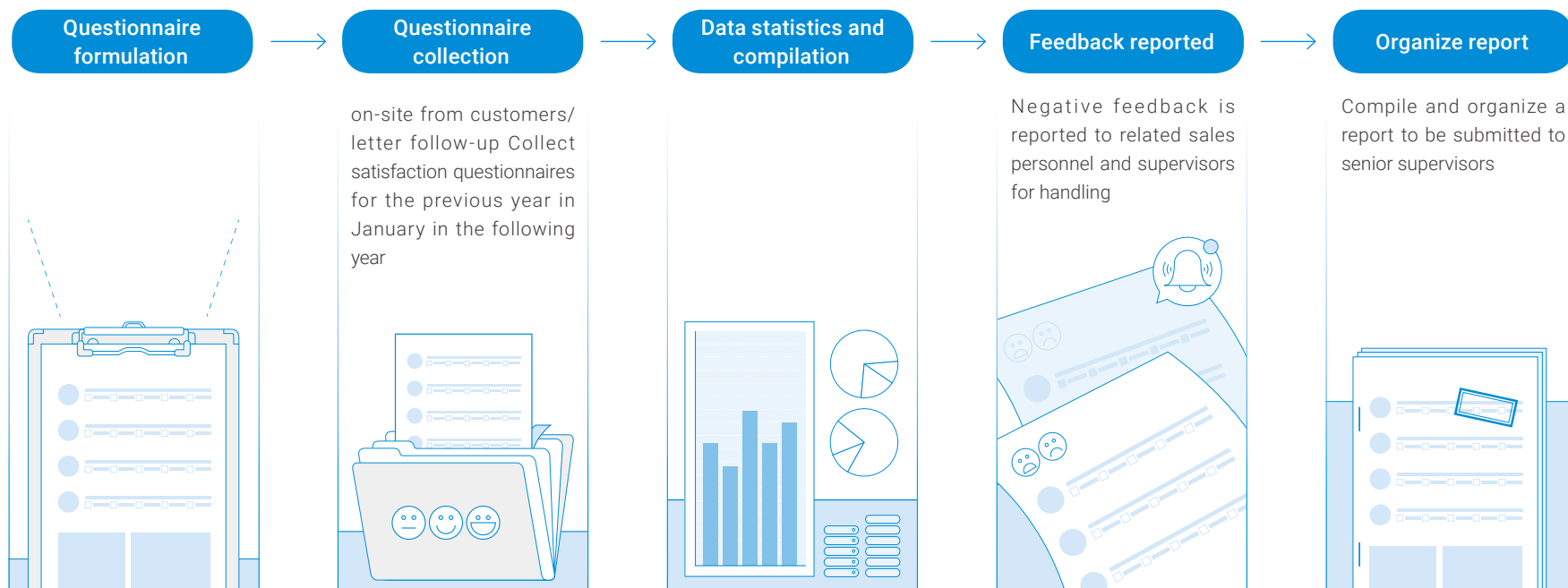
Customer service management	Enhance case management capabilities through the use of milestones and knowledge management.
Marketing activity management	From pre-sales to post-sales, automated marketing processes are executed through customer journeys, allowing salespeople to complete their own marketing automation settings, thereby allowing customer responses to be collected immediately.
Sales management	Provide convenient tools for sales personnel to search for information from a full range of customer information and Information cues, manage the information of interaction with customers, track sales effectiveness and effectively integrate customer information.

• Customer Satisfaction Survey

MA-tek conducts an annual customer satisfaction survey, administered by a dedicated team through various channels such as phone, on-site visits, fax, and email. Feedback from the survey is meticulously reviewed, with key issues analyzed and discussed. Any items requiring improvement are addressed according to relevant corrective and preventive measures. The final survey results are compiled and presented for review at management meetings.

In January 2024, MA-tek conducted the 2023 annual customer satisfaction survey, collecting 929 valid responses. When customers provide valuable suggestions during the survey, MA-tek will thoroughly examine the feedback. If necessary, a dedicated representative is assigned to investigate the causes and background of issues needing improvement. This ensures that the feedback is discussed internally and responded to appropriately. The Company also continuously tracks the progress of such improvements.

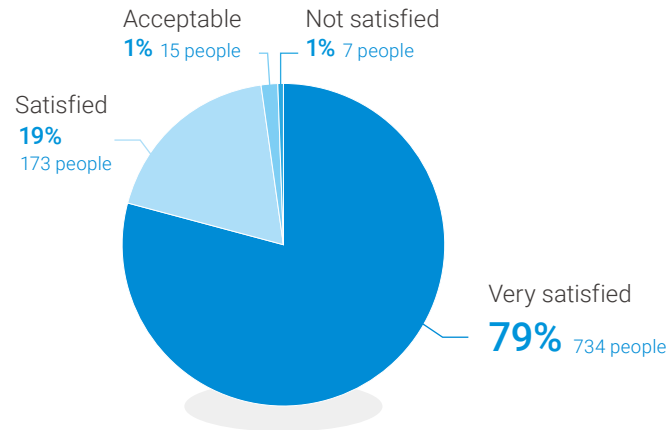
Figure. Flow of MA-tek satisfaction survey



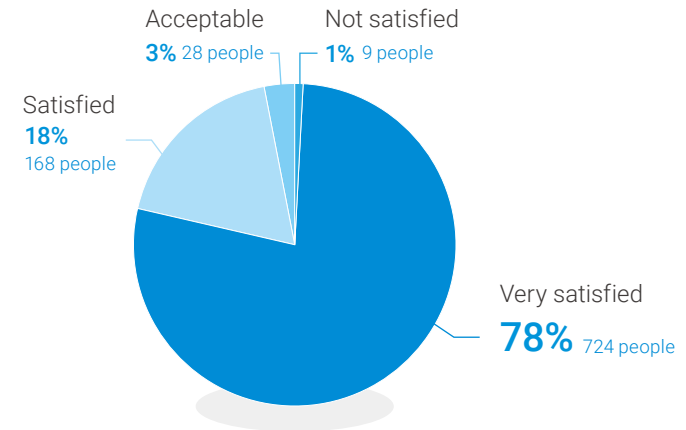
Results of MA-tek's Satisfaction Survey for 2023



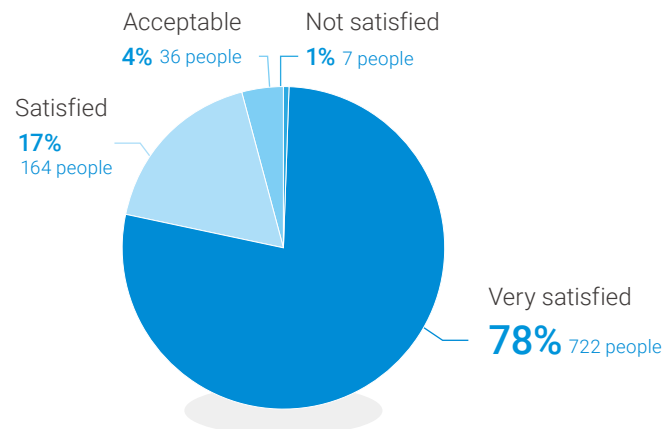
What do you feel about the service attitude of the call service staff/outdoor receipt/delivery staff (desk clerk/field team)?



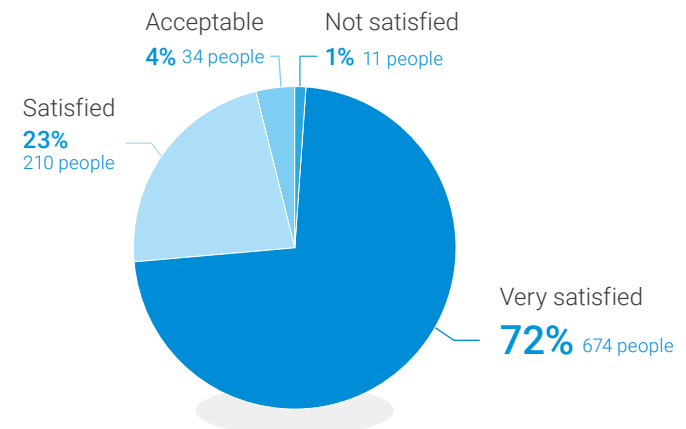
How satisfied are you with the process of communicating, discussing, and interacting with engineers during the experiment?



What is your level of satisfaction with the delivery time provided by engineers?



What is your level of satisfaction with the experiment analysis results or report quality?



Handling of Customer Complaints

MA-tek values customer feedback and aims to receive it as promptly as possible. To facilitate this, the Company has established a dedicated complaint hotline and a VOC (Voice of Customer) mailbox. Upon receiving a customer's complaint, customer service personnel will immediately acknowledge receipt of the message. They then follow the standard complaint handling procedures to ensure the issue is addressed efficiently, minimizing any potential losses for the customer. Once the complaint has been resolved, customer service personnel will call the customer to confirm their satisfaction with how the matter was handled, seeking insights for continuous improvement.



In 2023, MA-tek received a total of one complaint case, which was handled and reviewed by the dedicated unit and subsequently closed. MA-tek has established convenient channels for customers to express their complaints and consistently maintains a proactive and positive attitude towards customer appeals and feedback. By maintaining open communication channels, we listen to our customers' voices attentively and appreciate their honest feedback, which provides MA-tek with opportunities for improvement. With the concerted efforts of our entire team, we strive to create higher industry value together.

Customer Complaint Item	Responsible Unit	Subsequent Actions
Delay in delivery	Reception and External Affairs Department	MA-tek requires that the reception staff implement the following procedure upon receiving pickup/delivery tags: they must immediately tear off the tag and, if a specified date and time are indicated, notify the on-duty external service personnel in advance and remind the engineer to call the pickup/delivery hotline on the same day to inform the on-duty personnel of any sample pickup/delivery needs. For the engineering department, the improvement measures include internal promotion of the process. If there are pickup/delivery needs during nighttime or holidays, the staff must call the pickup/delivery hotline and leave a message in the group chat to remind the on-duty external service personnel of the requirements. By optimizing the pickup and delivery system, MA-tek aims to prevent similar errors from reoccurring.

• Technical Presentations and Seminars

In 2023, MA-tek hosted two technical presentations, one in the first half of the year and the other in the second half, inviting both internal staff and customers to participate. Each session focused on different themes and featured experts and scholars from various fields to share new insights. These events also provided an opportunity for MA-tek to showcase its expertise in the analysis field, strengthening connections with existing clients and attracting potential customers. The presentations were held both in-person and online, expanding participation, enhancing knowledge exchange, and reducing the time and cost associated with multiple cross-regional in-person meetings. In addition to these technical presentations, MA-tek organized two seminars in Shanghai and Shenzhen in 2023. Themed "Next-Generation Technology Applications: Unveiling AI and New Energy," these seminars covered six major topics, including automotive component verification and special process chip analysis. Following each event, highlights were uploaded to MA-tek's official YouTube channel, ensuring transparency and accessibility for all stakeholders.



official YouTube
channel

2023 (First-Half) Technical Presentation - Advancing to an Intelligent Future - Application of Ferroelectric Memories and MEMS

Time ★ February 16, 2023
Participants ★ 339 (140 employees, 199 customers)

The event featured three distinguished speakers who provided in-depth insights into ferroelectric memory, MEMS components, and advanced failure analysis. This presentation not only updated attendees on the latest trends and developments in cutting-edge technology but also showcased MA-tek's leadership in semiconductor technology R&D and product applications. During the first session, Professor Chao, Tian-Sheng Zhao from the Department of Electrophysics at National Yang Ming Chiao Tung University introduced the fundamentals and current academic research on next-generation memory, focusing on Hafnium Dioxide (HfO) Ferroelectric Random-Access Memory (FeRAM). For the second session, Professor Fang, Wei-Lun Fang from the Department of Power Mechanical Engineering at National Tsing Hua University discussed widely applied MEMS components such as accelerometers, magnetometers, and altimeters, providing insights into the internal mechanisms of these devices. As for the third session, Dr. Chou, Dong-Ying, an expert in failure analysis from MA-tek, shared practical cases of high-end process analysis, illustrating the latest advancements in failure analysis technology.



邁向智能未來
鐵電記憶體、微機電系統應用

DATE: FEB 16th, 2023 14:00-18:00
LOCATION: 閩康矽導總部 / TEAMS線上
新竹市力行一路一號1A3
REGISTRATION: 報名請洽閩康業務

13:30 報到
14:00 開場
14:05 Hafnium Oxide Based Ferroelectrics for Next Generation Memories
15:20 Leveraging Semiconductor Eco-systems to MEMS
16:35 中場休息
16:50 高階製程分析技術研討
17:40 散場

謝天生 教授
TIAN-SHENG CHAO
方維倫 教授
WEI-LUN FANG
鄧東穎 博士
DONG-YING TZO

謝天生教授
國立陽明交通大學
電機學系

方維倫教授
國立清華大學
機械工程學系系統研究所

鄧東穎博士
閩康科技
資深分析專家

● 本研討會將提供45名現場名額及30名線上名額，報名人數有限，名額有限，報名從速！
● 現場備有晚餐及茶點，歡迎參加。
● 此研討會不設門票，請憑報名郵件參加。
● 歡迎光臨，我們將竭誠為您服務，並期待您下次蒞臨指導！

FOLLOW US

2023 (Second-Half) Technical Presentation - Towards an Innovative Technological Future: Emerging Devices and Analytical Techniques

Time ★ August 17, 2023
Participants ★ 362 (182 employees, 180 customers)

In the first lecture of this presentation, Professor Lee, Min-Hung from the Semiconductor Device, Material, and Heterogeneous Integration Program at National Taiwan University discussed the applications of antiferroelectric Hf1-xZrxO2 material engineering in memory and logic gates. In the second lecture, Professor Chiu, Bo-Wen from the Department of Electrical Engineering and the Graduate Institute of Electronics at National Tsing Hua University provided an accessible introduction to transition metal dichalcogenides (TMDs) and ultrathin oxide semiconductors. He explored the properties of low-dimensional semiconductor materials and their applications in 3D integrated circuits (ICs). For the third lecture, Professor Hsu, Yi-Chiung Hsu from the Department of Biomedical Sciences and Engineering at National Central University presented on the application of engineered biomimetic tissues in evaluating cancer drug efficacy. She discussed the creation of a cancer gene expression database and a visceral fibrosis database to expedite new drug development, showcasing the intersection of material analysis and biomedical engineering. Lastly, Ge,Yu-Feng, Manager of the Materials Analysis Division at MA-tek, introduced the Company's leading automotive power device analysis services and the applications of third-generation semiconductors and electric vehicle power systems.

After the lectures, both on-site and online participants actively engaged in a Q&A session. This interaction not only prompted attendees to consider how power device analysis could relate to their own work but also demonstrated the depth and breadth of services MA-tek offers to its clients. The diverse content of the presentation spanned materials, biomedical, and electrical engineering fields, meeting the advanced technological research needs of technical personnel and fostering collaborative opportunities across industries. Through this technical presentation, MA-tek successfully bridged academia and industry, strengthening collaborative relationships and reinforcing its position as a vital connector between scientific research and practical application.



MA 固康科技 | 2023年下半年技術發表會

邁向創新科技大未來

前瞻元件與分析技術

Date Aug 17th, 2023
14:00-18:00

Location 固康矽導總部 / TEAMS線上
新竹市力行一路一號1A3

Registration 報名請洽固康業務

Speakers:

- 李敏鴻 教授
- 邱博文 教授
- 許發理 教授
- 蘇相達 經理

Agenda:

- 13:30 報到
- 14:00 開場
- 14:05 反鐵電Hf_{1-x}Zr_xO₂材料工程在記憶體與邏輯的應用
李敏鴻教授 國立臺灣大學 光電工程研究所
- 15:05 低維半導體在超晶層堆疊之單片式3DIC應用
邱博文教授 國立清華大學 電機系電子所
- 16:05 工程仿生組織建構用於癌症藥物治療模型評估
許發理教授 國立中央大學 生物科學與工程學系
- 16:20 中場休息
- 17:20 高功率元件之分析檢測技術
蘇相達經理 固康科技 材料分析實驗室
- 18:00 散場

● 本發表會共開放40個現場名額及100個線上名額，採先訂定名額止，額滿為止
 ● 出席證由固康科技提供，請於開會前領取
 ● 出席證書由固康科技提供，請於開會後領取
 ● 請以正式郵件或公函向固康科技洽詢及官方社群平台諮詢，敬請留意！

Follow us!

Seminar - Demystifying Next-Generation Technology Applications: AI and New Energy Deployment (Shanghai)

Time ★ May 11, 2023
Participants ★ 350 (32 employees, 318 customers)

The seminar featured presentations on six major topics, including Division Director He, Guang-Ze's introduction to the application of probe technology in integrated circuit failure analysis, Manager Xu, Kai-Di from the Materials Analysis Division sharing techniques for analyzing next-generation component structures, and Manager Lin, Ting-Wei from the Failure Analysis Division discussing the analysis of special process chips.



次世代技术 应用解密

11th May × 08:30-17:20
浦东星河湾酒店 (上海市浦东新区锦绣路2801号)
布局人工智能与新能源，
掌握技术趋势在科技巨浪中前行！

08:30 × 报到
09:00 × 开幕式/贵宾致词
09:10 × 探针技术于集成电路失效分析之应用
失效分析事业部 司开泽 处长
10:10 × FA workflow solution instruction from Plasma FIB to Nanoprobing to identify the root cause
Thermo Fisher Billy Tang
11:10 × 茶歇时间
11:20 × 次世代元件结构分析技术
材料分析事业部 曹国康 经理
12:20 × 自助午餐
13:30 × 车用元件验证分析探讨
可靠度验证事业部 张莹韵 副部长
14:50 × 特殊工艺芯片分析
故障分析事业部 林廷伟 经理
15:40 × 茶歇时间
15:50 × 表面分析于新能源的分析应用
表面分析事业部 相致敏
16:50 × QA & Lucky Draw

报名期间
2023.4.7 - 5.5 12:00pm
研讨会席位有限 敬请提前预约
报名请洽
所属业务窗口
或洽 sales2_sh@ma-tek.com
× 详细议程请洽，详细请于4/21公告

同康科技 Materials Analysis Technology Inc.

Seminar - Demystifying Next-Generation Technology Applications: AI and New Energy Deployment (Shenzhen) - Advanced Electronic Components - Trends in Material Development

Time ★ May 25, 2023
Participants ★ 300 (9 employees, 291 customers)

The event focused on seven key topics, covering the essential techniques for the development of new component structures in the tech industry, such as failure analysis, materials analysis, and reliability verification. The presentations provided in-depth, professional insights and included numerous practical application case studies, capturing the interest and engagement of clients and experts present. The attendees enthusiastically participated in Q&A sessions, reflecting their keen interest and appreciation, and highlighting the seminar's success in fostering technical exchanges with industry experts.



次世代技术

25th May × 08:30-17:20
深圳宝安·海王国际酒店(宝安八区新城广场)
布局人工智能与新能源，
掌握技术趋势在科技巨浪中前行！

应用解密

× 深圳场

Time	Topic	Speaker
08:30	签到	
09:00	开幕式/嘉宾致辞	
09:10	探针技术于集成电路失效分析之应用	失效分析事业部 向光洋 处长
10:10	见未来—赛默飞TSPFA物性失效分析解决方案	ThermoFisher 葛春阳 经理
10:45	赛默飞ESD/EOS测试方案介绍	ThermoFisher 葛春阳 经理
11:20	茶歇时间	
11:30	次世代元件结构分析技术	材料分析事业部 许凯迪 经理
12:30	自助午餐	
14:00	车用元件验证分析探讨	可靠度验证事业部 朱创斯 副科长
15:00	金控器件失效分析	故障分析事业部 梁洪茂 科长
15:50	茶歇时间	
16:00	表面分析于新能源的分析应用	表面分析事业部 杨政辉 资深工程师
17:00	QA	

报名期间: 2023/4/24 - 5/22 12:00pm
研讨会席位有限 敬请提前预约

报名请洽:
所属业务窗口
或洽 yoyowu@ma-tek.com

同康科技 Materials Analysis Technology Inc.

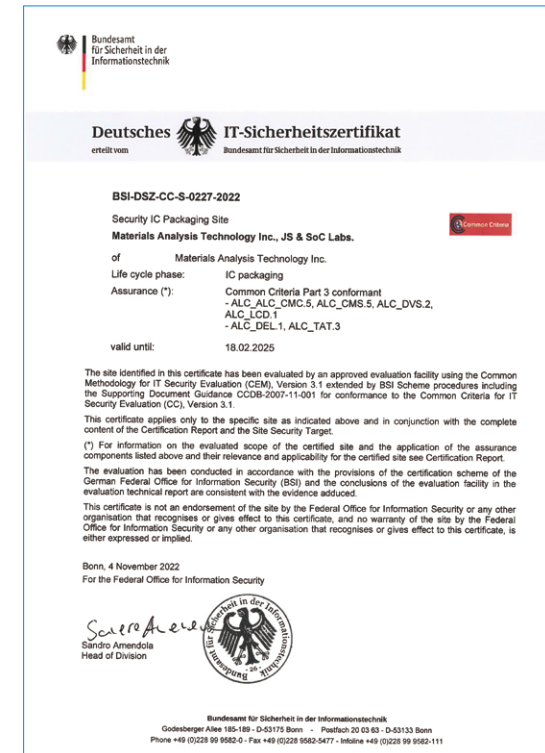
3.4 Information Security and Customer Privacy

MA-tek is dedicated to protecting information security and customer privacy. The Company has established an Information Security Management System (ISMS) to promote various security activities and formulate related policies. MA-tek has obtained ISO 27001 certification for its ISMS and ISO/IEC 15408 CC EAL6 certification for information security site validation. These certifications demonstrate MA-tek's commitment to ensuring the security of customer data and the Company's information assets. In the future, the Company will continue to regularly review and maintain these standards and certifications to ensure ongoing compliance.

MA-tek is also a member of the Science Park Information Sharing and Analysis Center (SP-ISAC). This membership allows for diverse channels of intelligence sharing, facilitating cross-domain defense against security threats. SP-ISAC members can exchange security intelligence and information through a dedicated platform, discussing operational security issues and recent critical security topics to enhance collective cybersecurity defenses. Through this multi-faceted approach, MA-tek ensures the operational security of its products from development to disposal, making it a reliable partner for information security and product reliability services for customers worldwide.



ISO 27001 Information Security Management



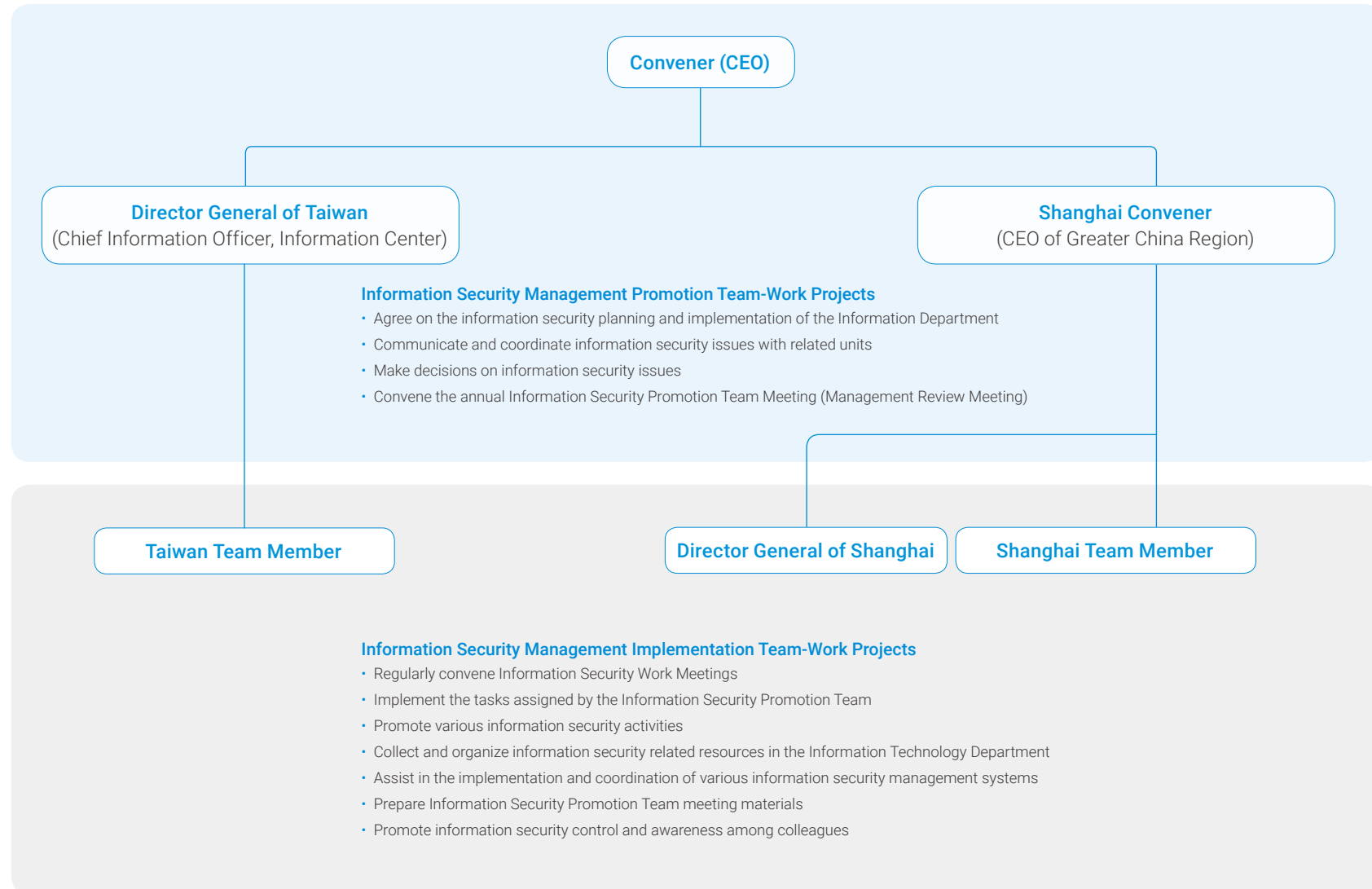
ISO/IEC 15408 Information Security Site Certification

Information Security Policy and Framework

MA-tek has established an information security policy to manage various security-related matters, including operational data management, application system management, database management, system management, network environment management, and regional and equipment management. The Company has also set up an Information Security Management Organization to promote and support MA-tek's security-related activities. This organization is divided into two groups: the Promotional Committee, responsible for planning, decision-making, and review, and the Implementation Committee, responsible for implementing and promoting various measures. The Information Security Management Promotional Committee is led by the President, with the Greater China President serving as the Shanghai Convener, and the Chief Information Officer acting as the Taiwan Secretary General. This committee is responsible for the planning, execution, communication, and decision-making of the Company's security-related activities. The Information Security Management Implementation Committee, composed of staff from Taiwan and Shanghai, handles security activities, meetings, training, and other tasks to ensure the effective implementation of all policies.




MA-tek's Information Security Policy	
1	All information assets of MA-tek are owned by the Company. Information processed, stored, or transmitted through internal information system equipment and network resources may be accessed, copied, or used by specific internal and external units or personnel authorized by MA-tek for business needs, subject to compliance with local laws.
2	Authorized internal and external units or personnel using MA-tek information for information service provision or project execution are responsible for protecting MA-tek's information assets against unauthorized access, alteration, destruction, or disclosure.
3	Managers of each unit shall establish monitoring and control mechanisms for information assets held due to business responsibilities to ensure confidentiality, integrity, and availability of MA-tek's key information assets. These controls include: (1) Clearly identifying information security risks for all products, services, processes, networks, and information technology infrastructure, ensuring appropriate controls are deployed. (2) Developing appropriate information security management procedures to maintain the confidentiality, integrity, and availability of MA-tek and customer information. (3) Protecting MA-tek's information assets against accidental or deliberate threats, unauthorized alterations, inappropriate disclosures, or losses (including theft, whether physical or electronic), in alignment with MA-tek's operational interests and compliance obligations under relevant laws and regulations.
4	Any significant changes must be evaluated by the IT department and information security personnel according to technical and specification assessments, and, if necessary, risk assessment procedures.
5	The development, modification, and implementation of all information security controls or procedures must comply with the requirements of the information security management system.
6	Job assignments should consider job function division to prevent unauthorized modification or misuse of information or services.
7	Employees should implement information security systems in daily operations to enhance employees' awareness and understanding of information security and legal principles.
8	All personnel must maintain vigilance against potential security incidents, vulnerabilities, and violations of security policies and procedures, and report them promptly according to established procedures.
9	According to business needs, develop a business continuity operation plan, regularly test, and maintain its applicability.

Information security management organization chart of MA-tek



• Annual Key Information Security Implementation Measures

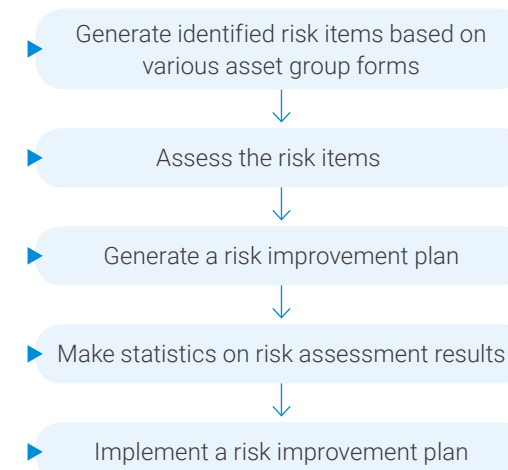
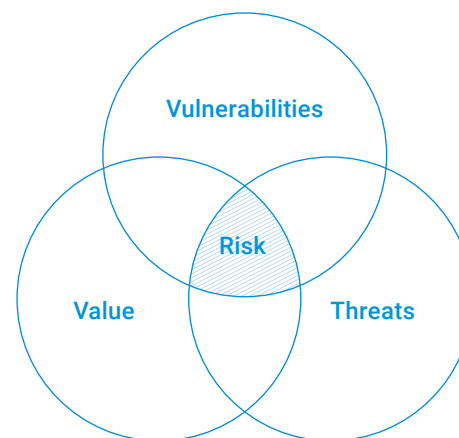
To prevent external attacks and sensitive data leaks, MA-tek has continuously strengthened its information security capabilities to safeguard both customer confidential information and Company assets from exposure to risks. By joining the Science Park Information Sharing and Analysis Center, MA-tek enhances its cross-domain cybersecurity defense effectiveness through diverse information sharing channels. Members can exchange cybersecurity intelligence via messaging platforms to discuss and share critical cybersecurity issues encountered in operations, aiming to achieve collaborative cybersecurity defense and enhance overall enterprise security protection capabilities. Each year, MA-tek devises information security improvement plans to consistently reinforce its cybersecurity measures. The short-term goal for 2023 is the upgrade and verification of the Information Security Management System ISO 27001 certification. The medium to long-term objectives include maintaining zero instances of data breaches and conducting regular reviews and updates of information security policies and processes to effectively respond to emerging security threats. This commitment aims to protect sensitive customer and company data, thereby enhancing competitiveness. MA-tek's information security achievements in 2023 include zero incidents of data leaks and no related complaints regarding customer privacy breaches.

2023 Information Security Strengthening Operation		
Strengthened item	Actions taken	Results achieved
 Firewall Redundancy Setup	Continued operation of SOC data center firewall redundancy architecture with completed security firmware updates.	Reduced impact of cybersecurity risks.
 Server Virtualization	Transitioned service servers to virtualization, reducing energy consumption and carbon footprint.	Over 90 SOC servers have been virtualized.
 Cloud-based Communication Platform	Continued operation of the M365 Teams cloud communication platform, enhancing messaging/voice/video communication and collaborative work.	All employees across Taiwan, Mainland China, and Japan use the Teams platform extensively, reducing the use of public social software like LINE and WeChat for communicating sensitive information.

Information Security Risk Identification and Response Measures

To proactively prevent cybersecurity incidents, MA-tek has installed the Security Scorecard Report network security risk management system. This system continuously monitors the risks posed by each third party within the cybersecurity ecosystem. Using 10 critical cybersecurity risk factors, it assesses and identifies the risk levels of the Company's network. These assessments reveal the organization's cybersecurity status as well as the cybersecurity risk status of its suppliers.

In 2023, MA-tek also conducted an annual risk assessment through the ISO 27001 risk identification process. The Information Security Management Promotional Committee discussed six key issues identified, applying a scoring matrix to evaluate "information asset value," "vulnerabilities," and "threats." Risks exceeding a certain threshold required immediate risk mitigation efforts. In 2023, a total of four high-risk cybersecurity issues were identified. MA-tek devised corresponding response measures to address these issues promptly, aiming to correct and prevent vulnerabilities early and establish robust cybersecurity defenses to minimize the likelihood of any security breaches.



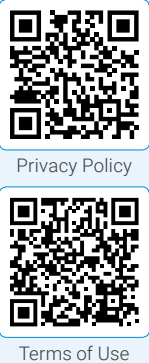
2023 Annual High-Risk Cybersecurity Issues and Key Improvement Measures

High-Risk Issues	Cause Analysis	Corrective and Preventive Measures
Establishment of New KM Laboratory and Data Center in Japan	To meet organizational business expansion and proximity to customer service needs	<ul style="list-style-type: none"> Construction of the fourth laboratory in Kumamoto, Japan, including the setup of necessary network/communication infrastructure Evaluation and deployment of network and telephone endpoints based on actual requirements confirmed by laboratory management Implementation of information/security protection measures in accordance with existing standards and policies
Establishment of New SU Laboratory and Data Center in Suzhou	In response to organizational strategic development and customer service demands	<ul style="list-style-type: none"> Construction of new laboratory facilities and related network/communication infrastructure in Suzhou, China Assessment and installation of network and telephone endpoints based on evaluated needs and approvals from laboratory management Implementation of information/security protection measures according to established norms and regulations
Deployment/Usage/Authorization of Cloud Services and Compliance with Information/Messaging Security Measures	Enhancing operational efficiency in communication and collaboration, improving customer service response time, and reducing risks associated with using public social networking platforms such as LINE and WeChat	<ul style="list-style-type: none"> Establishment of the M365 cloud service platform (Teams / Exchange On-Line) Implementation of information/security protection measures in accordance with existing norms and policies
Risk of Unauthorized Entry into Office Areas with Unrestricted Access	Mitigating risks associated with unauthorized access and ensuring effective operation of personnel access/information/security protection measures	<ul style="list-style-type: none"> Installation of access control gates to regulate entry and exit from office premises Enforcement of personnel access control via card swiping Maintenance of records for access via card swiping Prevention of unauthorized individuals from tailgating entry and exit points

Protection of Confidential Information

MA-tek places a strong emphasis on protecting personal data, with a particular focus on safeguarding client confidential information, which constitutes a pivotal competitive advantage for the Company. Following the launch of its revamped official website, special attention was given to compliance with the EU's GDPR regulations. This involved updating privacy policies and terms of use in traditional Chinese, simplified Chinese, English, and Japanese, along with the formulation of a cookie policy. These efforts ensure that all processes involving the collection, processing, and utilization of personal data not only incorporate necessary protective measures but also strictly adhere to regulatory standards. In 2023, there were no reported complaints regarding compromised customer information, nor did any incidents involving information leaks, thefts, or losses of customer data occur at MA-tek.

Continuously managing and optimizing critical technologies remains a priority for us. The Company also reinforces confidentiality through signed agreements with clients and vendors, while ensuring comprehensive data scrubbing procedures are conducted when employees depart, thereby minimizing the risk of leaks and safeguarding the best interests of all clients and stakeholders. Furthermore, MA-tek will remain committed to enhancing its cybersecurity defenses continually, aiming to establish itself as a trusted partner among technology firms.

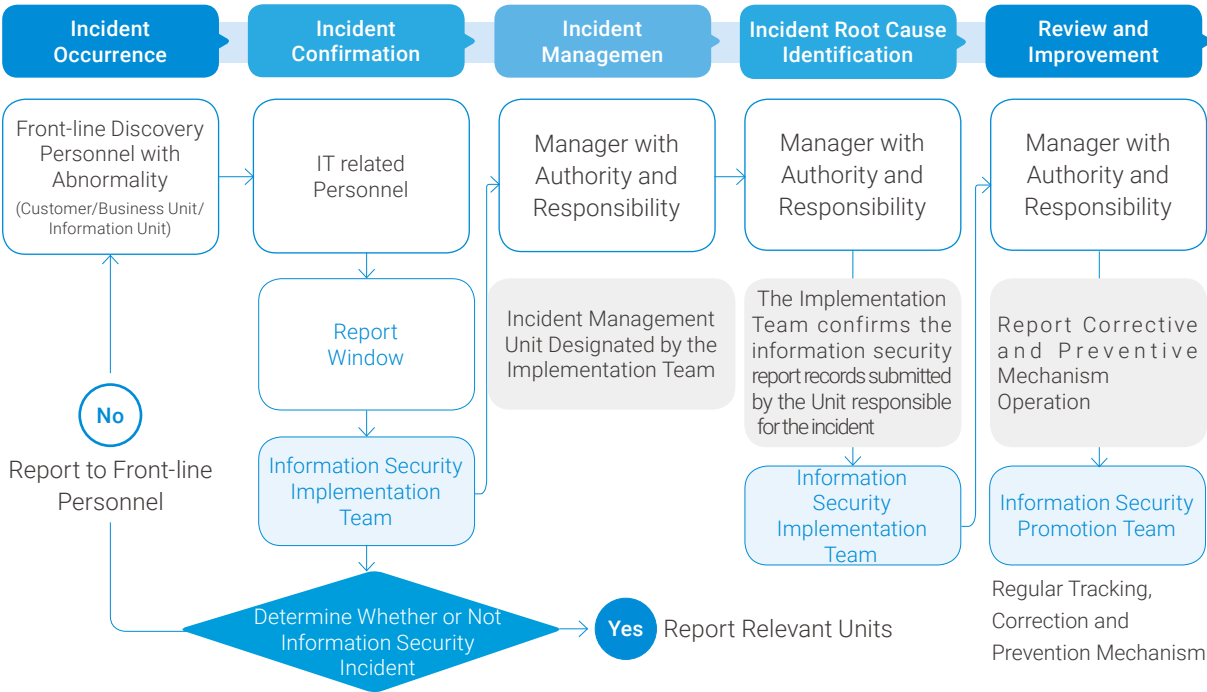


Information Security Reporting Mechanism and Drills

To prevent and handle potential information security incidents effectively, MA-tek has established an information security incident reporting mechanism. When frontline personnel such as customers, business units, or IT staff detect and report anomalies, the incident handling process will be promptly initiated. The Information Security Management Promotional Committee and the Implementation Committee, along with relevant personnel and responsible managers, will work together to mitigate the incident, with the goal of strengthening and implementing security measures. Additionally, MA-tek conducts annual information security drills to ensure timely and thorough responses to security incidents. In 2023, MA-tek conducted one security drill to enhance readiness and response capabilities.

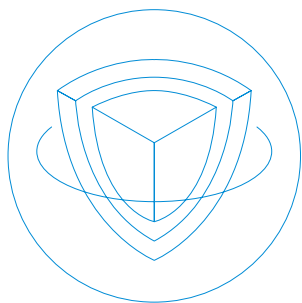
Information Security Drill			
Topic	Month	Participants	Participation rate
EIP System Database Restoration and Disposal Operations	2023/08	<ul style="list-style-type: none"> IT personnel facilities personnel laboratory personnel maintenance vendor 	100%

Information Security Incident Reporting Mechanism



Information Security Training

MA-tek places significant emphasis not only on reinforcing information security through various policies and measures but also on cultivating a strong sense of cybersecurity among its employees. Each year, the Information Security Management Implementation Team conducts diverse cybersecurity education and training programs, including physical courses, email campaigns, and distribution of printed materials. These training sessions encompass topics such as company security measures, compliance with regulations, incident reporting procedures, and incorporate major cybersecurity incidents worldwide to enhance employees' awareness and vigilance regarding cybersecurity events. Through these training initiatives and awareness efforts, MA-tek aims to foster a culture of information security, where the implementation of cybersecurity measures becomes a shared responsibility and goal for every employee.



Information Security Training			
Training Topic	Duration/Sessions	Participants	Participants
Information Security Awareness and Policy Advocacy	1 hour / sporadic monthly sessions	New employees of the month	239
Customer Information Security Awareness	1 hour / 3 sessions	All incumbent employees	75
Security Policy / Measures / Awareness Training (Security Awareness / Phishing Emails / Ransomware)	1 hour / 5 sessions	Laboratory personnel, Sales/IT personnel, Outsourced guards	166
PIP Security Education Training	2 hours / 1 session	PIP-controlled facility personnel	176

Key Points of Information Security Publicity



	Change email and computer passwords regularly		Prohibit the use of other people's cards / identification cards
	Do not leak company documents without permission		Keep business equipment usage records
	Prohibit the use of products with camera/ data transmission/ networking functions in the control areas		Strictly implement and comply with the Information Security Protection Measures

CH4 Growing Together at the Workplace



With a spirit that values "talent as the cornerstone and technology at its core" of MA-tek, we have long been dedicated to nurturing talent. We actively promote industry-academic cooperation, supporting academic research projects to strengthen the link between theory and practice. Additionally, the Company has designed systematic training programs for employees, aiming to enhance their core competencies through continuous learning. Moreover, we firmly believe in creating a happy and safe working environment as our responsibility and commitment to our employees. Therefore, to ensure that employees work in a secure environment, MA-tek regularly conducts monitoring of the working environment and provides comprehensive safety equipment for employees engaged in high-risk operations, thereby reducing potential risks and hazards.

4.1 Talent Composition of Professional Teams

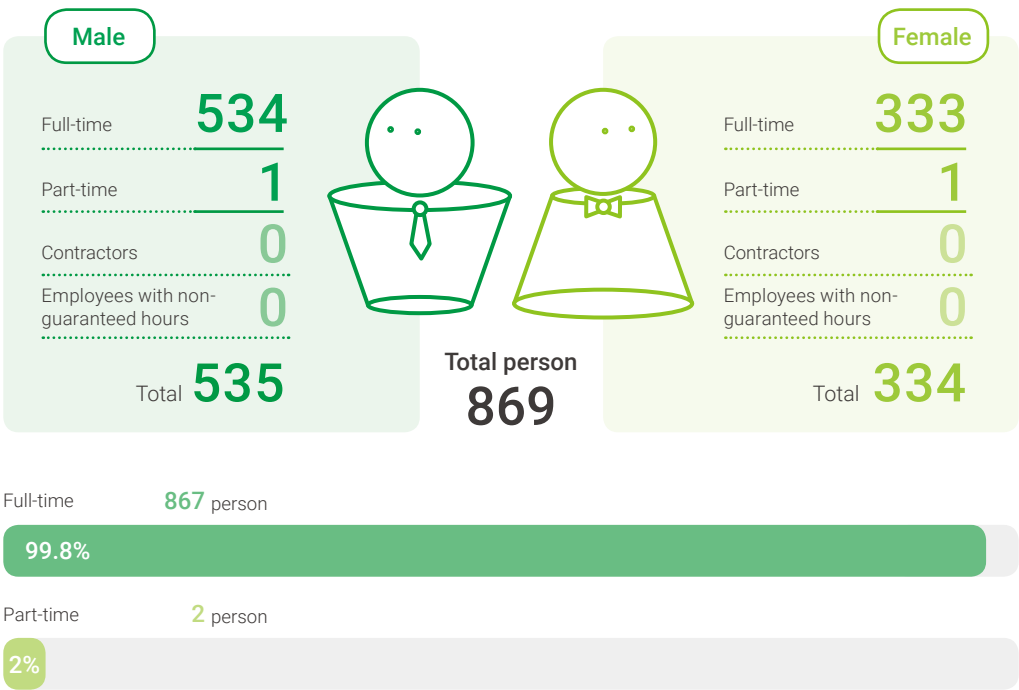
At MA-tek, we prioritize talent, striving to establish a harmonious, fair, and competitive work environment. We not only focus on individual growth but also encourage teamwork to pursue mutual development among customers, the Company, and employees. The Company actively recruits outstanding talents who share our values through diverse channels, collectively shaping the future of the high-tech industry.

• Employee Composition

MA-tek's R&D and operational teams comprise elite professionals from Hsinchu Science Park, established with the primary goal of supporting national strategic economic development through high-tech R&D services. We specialize in material and failure analysis services for industries including IC, TFT-LCD, compound semiconductor materials, solar energy, and various electronic components. MA-tek firmly believes in the importance of a diverse employee composition as a critical element for organizational growth. And as such, we provide a wide range of positions to facilitate diverse and adaptable career paths for our employees. As of 2023, MA-tek employs a total of 869 individuals in Taiwan, with 867 being full-time employees, accounting for 99.8% of the workforce. Additionally, the number of non-employee workers in 2023 primarily includes security and cleaning personnel, totaling 37 individuals and an increase from 20 in 2022 due to expanded factory facilities requiring additional cleaning staff.

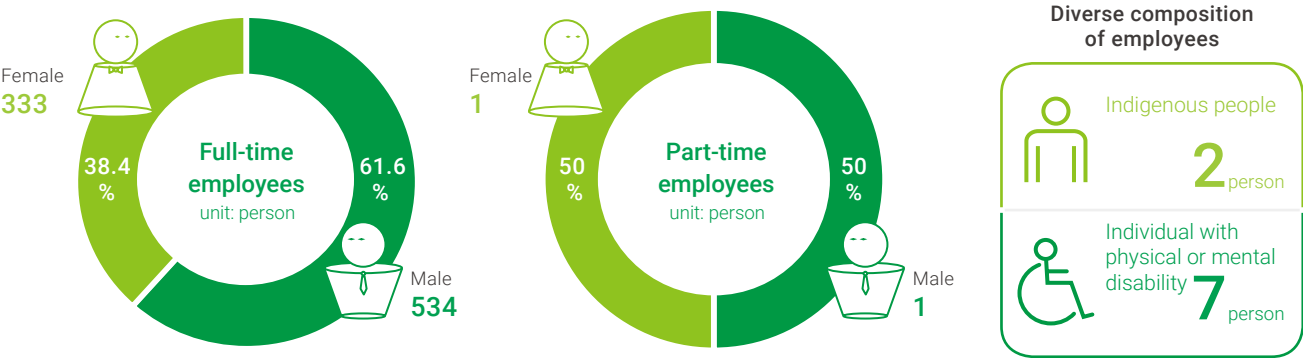
MA-tek's Employee Structure in 2023

unit: person

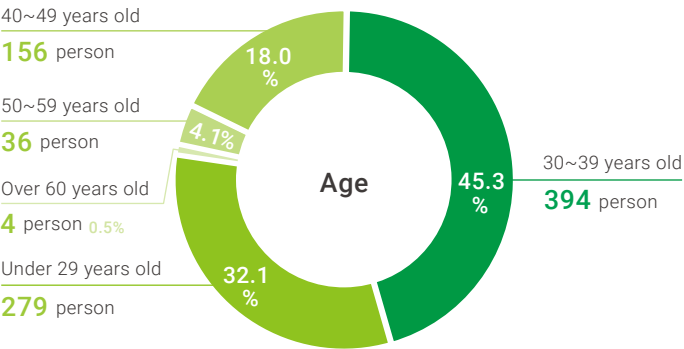


At MA-tek, the majority of employees are concentrated between the ages of 30 and 39, totaling 394 individuals, which accounts for 45.3% of the total workforce. Regarding gender distribution, males comprise 61.6%, while females make up 38.4%. Compared to 2022, where there were 27 female executives, the number of female executives increased by 20 in 2023, reaching a total of 47. This increase reflects MA-tek's achievements in promoting gender equality.

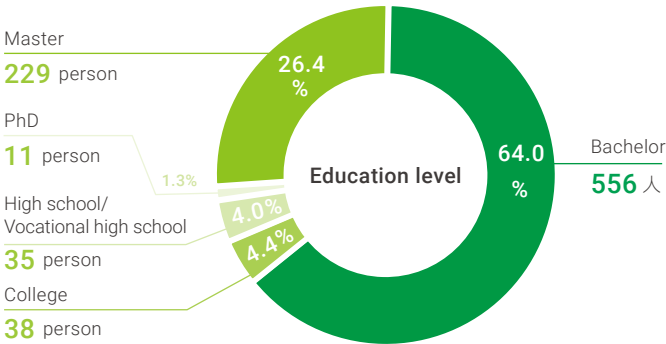
At MA-tek, we uphold fairness and friendliness, free from the influence of nationality, ethnicity, or other factors. In 2023, the Company hired 2 indigenous people and 7 individuals with disabilities, showcasing MA-tek's commitment to a diverse and inclusive workplace. We embrace employees from various backgrounds, fostering a culture of mutual benefit and prosperity.



MA-tek's Employee Age Distribution in 2023



Age/gender	Over 60	50-59	40-49	30-39	Under 29
Male	1	29	79	243	183
Female	3	7	77	151	96



Education level/gender	PhD	Master	Bachelor	Bachelor	High school/ Vocational high school	Total
Male	8	169	322	18	18	535
Female	3	60	234	20	17	334

		Number of managerial personnel	Number of non-managerial personnel
Gender	Male	102	433
	Female	47	287
Age	Over 60 years old	3	1
	50~59 years old	21	15
	40~49 years old	61	95
	30~39 years old	58	336
	Under 29 years old	6	273
Diversity	Foreign nationality	0	0
	Indigenous people	0	2
	Individual with physical or mental disability	0	7

Note: Managerial personnel refers to employees at the level of section manager or higher.

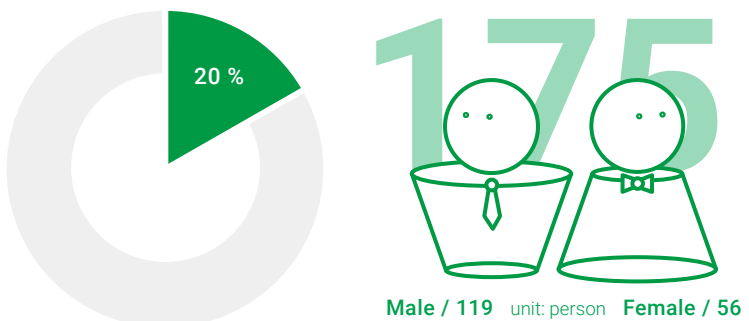
Statistics of New Hires and Departures

As MA-tek continues to grow with expanding business operations, the number of employees has also increased steadily in 2023. Both male and female employees have shown growth trends. In addition to recruiting new employees, MA-tek recognizes that talent is a crucial driver for company operations and growth. Therefore, MA-tek actively offers competitive compensation and benefits to enhance retention rates.

In 2023, MA-tek hired a total of 175 new employees, accounting for 20% of the workforce. This includes 119 males and 56 females, with the majority under the age of 30. Regarding departures, there were 114 employees who left, constituting a departure rate of 13%. This marks a 6% decrease compared to 2022, indicating MA-tek's ongoing efforts to retain talent.

MA-tek (Taiwan region) Statistics of New Hires

Percentage of new hires in 2023

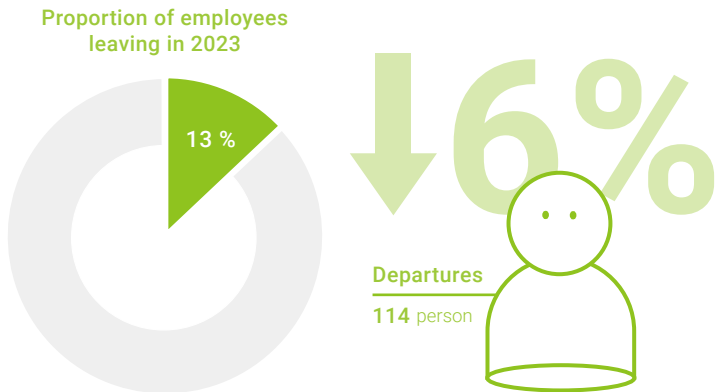


unit: person	Total	Under 30 years old		30~50 years old		Over 50 years old		Female		Male	
	Number of people	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
2023	175	96	11%	76	9%	3	0%	56	6%	119	14%
2022	282	148	18%	126	16%	8	1%	98	12%	184	23%
2021	191	118	19%	65	10%	8	1%	80	12%	111	18%

Note 1 : The ratio represents the proportion of each category relative to the total number of employees for that year.

Note 2 : The proportion of new employees over 50 years old in 2023 is 0.34%, which is 0% after rounding.

MA-tek (Taiwan region) Statistics of Departures



unit: person	Total	Under 30 years old		30~50 years old		Over 50 years old		Female		Male	
	Number of people	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
2023	114	41	5%	67	8%	6	0%	45	5%	69	8%
2022	152	50	6%	96	12%	6	1%	53	7%	99	12%
2021	129	49	7%	75	11%	5	1%	57	8%	72	11%

Note 1 : The ratio represents the proportion of each category relative to the total number of employees for that year.

Note 2 : The proportion of departures over 50 years old in 2023 is 0.69%. In order to maintain consistent with the proportional total, the number is rounded 0%.

4.2 Diverse Recruitment and Talent Development

MA-tek values its people and actively recruits talented individuals through diverse channels such as industry-academia collaborations and campus recruitment. The Company also prioritizes employee education and training, offering comprehensive talent development programs tailored to support both corporate objectives and personal career growth. MA-tek designs varied learning pathways and conducts relevant training courses based on different job roles and levels, encouraging lifelong learning among its employees to enhance both individual and organizational competitiveness.

• Talent Recruitment System

Talent has always been the cornerstone of MA-tek's growth. To ensure sufficient talent within the company, MA-tek has established a robust recruitment system and annually formulates human resources plans to meet changing personnel needs. Moreover, MA-tek actively seeks opportunities to engage with outstanding talent through avenues such as "campus talent cultivation", "government agency recruitment", "internship programs", and "research and development substitute service". These efforts aim to attract high-tech elites to join MA-tek, with a priority on hiring local residents whose skills meet the Company's criteria. Additionally, MA-tek has implemented an "internal talent referral system" to encourage employees to recommend talented individuals from their networks. Furthermore, MA-tek continues to strengthen its collaboration with academic institutions, aiming to accumulate more research and development capabilities and foster a mutually beneficial academic-industry environment.

MA-tek Talent Recruitment System

Formulation of the Manpower Plan

Based on the overall development and considerations of the Company, the manpower plan is regularly formulated every year to respond to manpower demand due to personnel changes.

Manpower Demand Application by Each Unit

When a unit has a manpower demand due to personnel resignation or requires additional manpower, internal promotion or transfer shall be the principle. According to manpower planning, each unit may choose to increase manpower through internal promotion, transfer or external recruitment.

Personnel Recruitment and Selection

When there is a need for manpower due to personnel resignation or new positions within a unit. If promotions or transfers still cannot meet the manpower need of a unit, the unit shall propose the external recruitment need and qualifications, and the person in charge of the Human Resources Department shall conduct recruitment and selection operations.

Campus Intensive Cultivation

- Campus Recruitment, Corporate Briefing, Tsing Hua and Chiao Tung University RAISE project

Internship Program

- One-year Internship and Summer Internship for School Students

Four Major Recruitment Channels of MA-tek

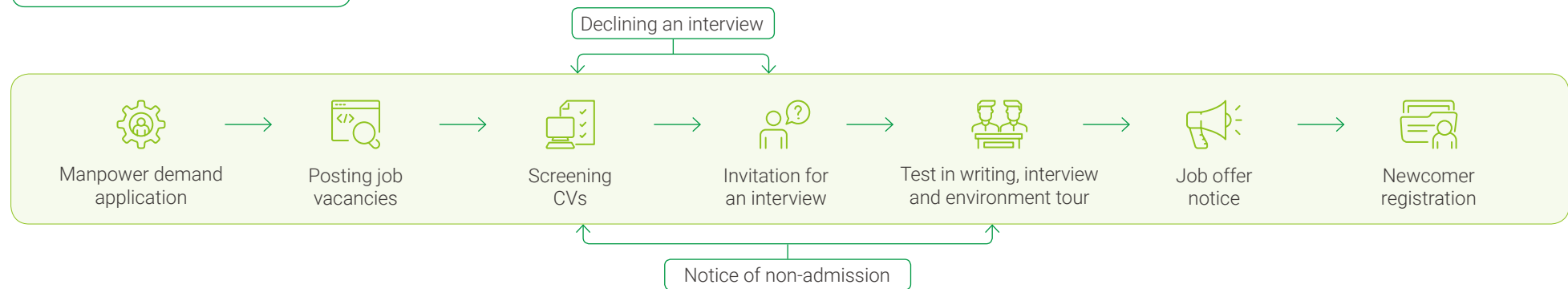
Government Agency Talent Recruitment

- Recruitment activities of county and city government Employment Service Stations, and recruitment activities of competent authorities

R&D Substitute Military

- Apply for an R&D Substitute Military Service quota from time to time, military service as employment, and early career direction planning

MA-tek Talent Recruitment Flowchart



Campus talent cultivation

1. MA-tek's Campus Program

MA-tek is committed to contributing to industry, academia, and society while pursuing sustainable development and nurturing high-quality professionals in analytical testing. In 2023, MA-tek officially launched its Campus Program, introducing Campus Ambassadors and scholarships. The initiative aims to engage college students across Taiwan interested in chemistry, chemical engineering, materials testing, and related fields. It not only provides students with insights into career paths at MA-tek and analytical testing technologies but also attracts talent to join MA-tek. Moreover, it strengthens interaction and exchange between MA-tek and major universities, enhancing opportunities for deeper industry-academia collaboration in the future. Additionally, through physical recruitment events, MA-tek recruits outstanding high-tech talent from campuses and government agencies, thereby enhancing its corporate image among students and job seekers.

2. Scholarships and Employment Training Programs

Since 2022, MA-tek has offered scholarships and pre-employment opportunities to attract outstanding soon-to-graduate students majoring in materials science, chemistry, chemical engineering, and related STEM disciplines from various universities. Graduates can seamlessly transition into employment upon graduation. In 2023, MA-tek sponsored doctoral students specializing in advanced technology research at the Quantum Materials Center. The program also invited these doctoral students to intern at MA-tek laboratories to gain practical insights into industry operations, enhancing the completeness and practical application of their research.

Furthermore, MA-tek actively supports the Ministry of Science and Technology's "RAISE" (Key Industry Talent Employment Plan), guiding elite scholars from academia to join the industry. Through a one-year employment training program, MA-tek aims to successfully integrate talent into its services, contributing to the development of Taiwan's high-tech industry competitiveness.

Internship Program

To deepen campus engagement and train future analytical testing professionals, MA-tek partnered with Minghsin University of Science and Technology's Department of Chemical Engineering and Materials Science in 2023 to offer a year-long internship program to two undergraduate students. This initiative aims to help students connect with the industry and gain a better understanding of MA-tek. The program includes setting learning themes, planning comprehensive educational training, and involving students in practical work. Additionally, through the summer internship program, MA-tek provided opportunities for two HR interns and two RD interns to learn in a workplace setting. This allows students to enter the workforce early, understand the company's culture and operational processes, and achieve mutual benefits in internship cooperation, teaching, and practical training. It also helps students cultivate the right attitudes for the workplace and plan their future career paths. Outstanding interns will also be given the opportunity for permanent positions at MA-tek.

MA-tek's 2023 University Student Internship Program

One-year Internship

Interns start with basic practical training (e.g., machine operation) and are given hands-on opportunities based on their abilities, coordinated with unit supervisors.

Summer Internship

Interns receive basic practical training opportunities based on their abilities, coordinated with unit supervisors.

2023 Internship Reflection - Yang

During the two-month internship, I frequently applied the knowledge I gained from my materials science studies, giving me a deeper understanding of how this expertise is utilized across various industries. Interning at MA-tek allowed me not only to apply what I had learned but also to gain many new insights I had not encountered before. The director of the Technical Marketing Department assigned special research projects to the interns, requiring us to present our findings at weekly or biweekly departmental meetings. My project focused on AI chips, a topic I had only heard about but never deeply explored. I started from scratch, learning about computer architecture, algorithms, and semiconductor manufacturing processes, of which I had only superficial knowledge.

The internship wasn't solely about work; during this time, I also participated in company-sponsored events with my colleagues, such as a concert and a beach cleanup at Nanliao Fishing Harbor, which provided many new life experiences. In summary, my summer internship at MA-tek was rewarding both academically and professionally, offering valuable learning experiences, collaboration with colleagues, and a sense of achievement in my work.





R&D Substitute Service

To align with national economic development and effectively utilize the specialized skills of civilian servicemen, MA-tek collaborates with the national military service system to periodically offer positions for substitute military service in R&D. This program allows graduates to smoothly transition into the workforce while fulfilling their service obligations.



Internal Talent Referral

To enhance employee retention, MA-tek has established a comprehensive recruitment system and plan. In addition to the four main recruitment channels, an "Internal Talent Referral System" has been set up, encouraging current employees to recommend talented individuals from their network to join MA-tek. Successful referrals result in a two-stage bonus for the referring employee once the recommended individual is hired.



• Talent Development and Cultivation

MA-tek places great emphasis on the development and cultivation of talent. To ensure employees possess strong professional skills and continuously enhance their expertise, MA-tek offers a variety of training courses and arrangements, categorized into "General Knowledge Training," "Professional Skills Training," "Management Training," and "Environmental Safety Training." This approach ensures that every employee receives:

- ✓ Comprehensive and solid training for new hires and ongoing internal professional skills training to continuously improve their capabilities.
- ✓ Encouragement to participate in external professional training, with full reimbursement for approved internal and external courses.
- ✓ Clear promotion pathways and opportunities for overseas development, along with excellent benefits for international assignments.

Training at MA-tek



General Knowledge Training

- New Employee Orientation Training
- Information Security
- Quality Management
- Core Job Competency
- Language Training



Professional Technical Training

- Technical Cultivation Training
- Skill Verification Training
- Personnel Qualification Certification



Management Training

- Management Competency Training
- Business Sales Competency Training
- Service Personnel Training



Environmental Safety and Health Training

- Occupational Safety Stipulated by Laws and Decrees
- Health Training

MA-tek continues to enhance employee professional skills training to prepare for the Company's rapid growth. In 2023, the total accumulated hours of employee training amounted to 8,617.9 hours, with an average training time of 9.92 hours per employee. This represents a 1.47% increase in total training hours compared to 2022.

2023 Employee Training Statistics

		Total training hours	Total number of employees of the category	Average training hours
Gender	Female	4,117.44	334	12.33
	Male	4,500.5	535	8.41
Job level	Managerial personnel	3,754.9	149	25.20
	Non-managerial personnel	4,863	720	6.75
Total		8,617.9	869	9.92

Note: The definition of a supervisor is an employee at or above the department head level.

General Knowledge Training

MA-tek's general knowledge training includes newcomer orientation, information security, quality management, core competencies, and language training. These diverse courses aim to build a strong foundation of basic skills and qualities among employees. Detailed introductions to quality management and information security training are provided in sections "3.1 Technical Services and Quality" and "3.4 Information Security and Customer Privacy," respectively.

Newcomer Orientation

To help new employees quickly familiarize themselves with MA-tek, the newcomer orientation includes detailed presentations on the company's overview, rules and regulations, occupational safety and health, information systems, quality system, logistics and procurement, materials handling, and ESD static protection. This comprehensive introduction aims to enhance new employees' understanding and recognition of MA-tek, facilitating their integration into the Company culture. Additionally, to ensure that newcomers are well taken care of, MA-tek has established a mentor system where experienced colleagues act as mentors to assist newcomers in adapting to the environment and provide sufficient resources to enhance their sense of security and stability.

Starting from 2022, MA-tek has also initiated "Newcomer Seminars," where Chairperson Hsieh, Yong-Fen personally interacts with newcomers every month. This forum allows newcomers to freely raise questions about MA-tek, future development, company benefits, and other concerns, directly engaging with the Chairperson for clarification. These seminars also offer the Chairperson a firsthand understanding of newcomers' thoughts, promoting better communication and potentially influencing future company developments.



MA-tek New Employee Mentor System

Purpose

To alleviate the difficulties new employees may face during their adaptation period, MA-tek assigns a mentor to each new hire. This mentor, typically a more experienced colleague, assists and cares for the newcomer, helping them integrate more quickly into the environment, understand MA-tek's corporate culture, and adapt to their job roles, thereby increasing their retention rate.

Mentor Responsibilities

- **Before Arrival:** Discuss and draft a training plan for the newcomer with their supervisor. This plan outlines future training goals, schedules, and assessments to ensure the newcomer has a clear understanding of what to expect.
- **After Arrival:** Accompany the newcomer to familiarize them with the workplace and their job responsibilities; establish a close working and personal relationship with the newcomer; assist the newcomer in building a professional network; guide the newcomer in understanding their work content; regularly report the newcomer's learning progress to the supervisor and adjust the training plan as needed. Upon completion of the probation period, the mentor must fill out a probation assessment form, providing feedback and suggestions. Additionally, supervisors conduct regular interviews with the newcomer to understand their learning progress.

Additionally, in 2023, MA-tek held a New Employee Presentation Competition. This began with in-person courses where instructors taught the logic behind creating business presentations and shared common presentation structures and formats. New employees then participated in the competition, learning by doing, which improved their presentation skills and practiced their public speaking abilities.



2023 MA-tek New Employee Seminars

General Knowledge Courses

MA-tek operates within the knowledge economy, distinct from typical electronics manufacturing. It not only provides clients with valuable instrument operation services but also combines consulting and advisory functions. This enables MA-tek to offer the most reliable analytical and testing services for the development of new processes and materials in high-tech industries. As a service-oriented company within the tech sector, MA-tek recognizes the importance of both hard skills, such as research and development, and soft skills, such as communication, teamwork, and presentation abilities. Therefore, in addition to professional technical courses, MA-tek also offers general knowledge courses to enhance the overall soft skills and competitiveness of its employees.



2023 Key Service Skills Training Course



2023 Personalized Communication Skills Course

Professional Technical Training

To continuously enhance the technical capabilities at MA-tek, management arranges various training courses based on actual needs. These efforts are aimed at improving personnel skills through internal and external training, skill assessment, and personnel certification. Additionally, the Material Analysis Business Unit and Failure Analysis Business Unit have implemented a skill advancement system (T1-T5). Each level within this system corresponds to specific skill development training, allowing individuals to continuously enhance their technical capabilities based on a training roadmap.

Internal Training

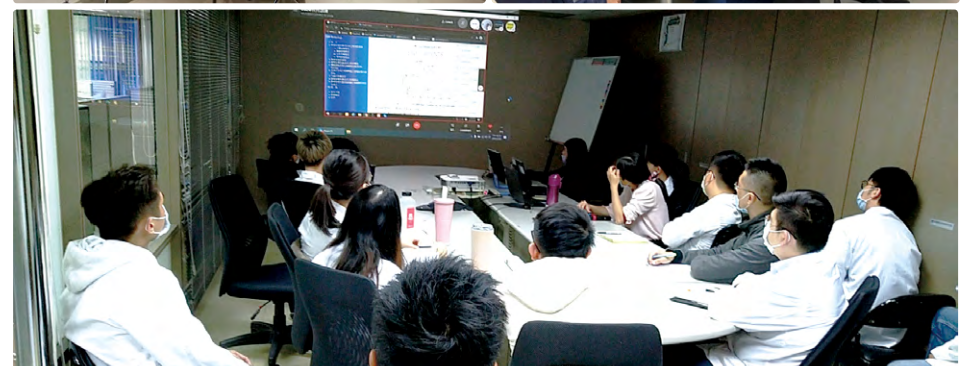
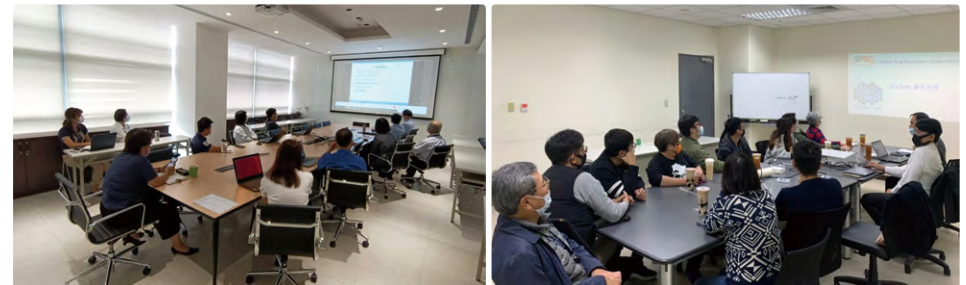
As per operational needs, the President or laboratory supervisors assign senior personnel as trainers to educate and train laboratory members.

External Training

The General Manager or the head of each laboratory may designate relevant personnel to participate in external education and training or seminars as needed.

Personnel Qualification Certification

Before conducting actual operational tasks, new laboratory personnel must undergo relevant technical assessment courses. Assessments are scheduled by qualified assessors according to operational needs, and all assessment records are documented in the "Employee Education Training Certification Implementation Record". Only those who pass the assessment are authorized to perform operational tasks.



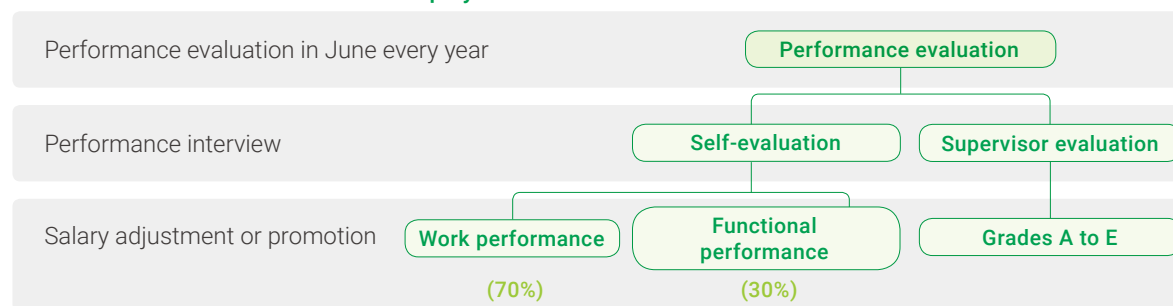
Management Training

When colleagues advance to managerial roles, besides their professional skills, they must also possess team management abilities. Hence, MA-tek provides comprehensive management training to enhance supervisors' managerial capabilities, aiming to lead MA-tek towards excellence. Furthermore, since sales personnel engage directly with customers, MA-tek offers training in client management and service-related skills. For more information on these training programs, please refer to the details provided in section "3.3 Customer Relationship Maintenance."

• Employee Performance Management

MA-tek conducts annual performance assessments in June, consisting of self-evaluation and supervisor evaluation. Self-assessment includes two parts: job performance records (70%) and competency performance evaluation (30%). Supervisor evaluations are graded into five levels (A to E) according to the Performance Evaluation Management Policy. Following the evaluations, performance reviews are conducted, and performance results are utilized for annual salary adjustments and promotion considerations. In 2023, 793 employees completed their annual performance evaluation, accounting for 91.25% of the total workforce.

MA-tek's Employee Performance Evaluation Mechanism



Percentage of MA-tek Employees who Completed their Performance Evaluation in 2023

		Number of employees who completed their performance evaluations in 2023	Percentage of total employees
Gender	Female	317	36.48%
	Male	476	54.77%
Job level	Managerial personnel	151	17.37%
	Non-managerial personnel	642	73.88%
Total		793	91.25%

4.3 Generous Compensation and Benefits

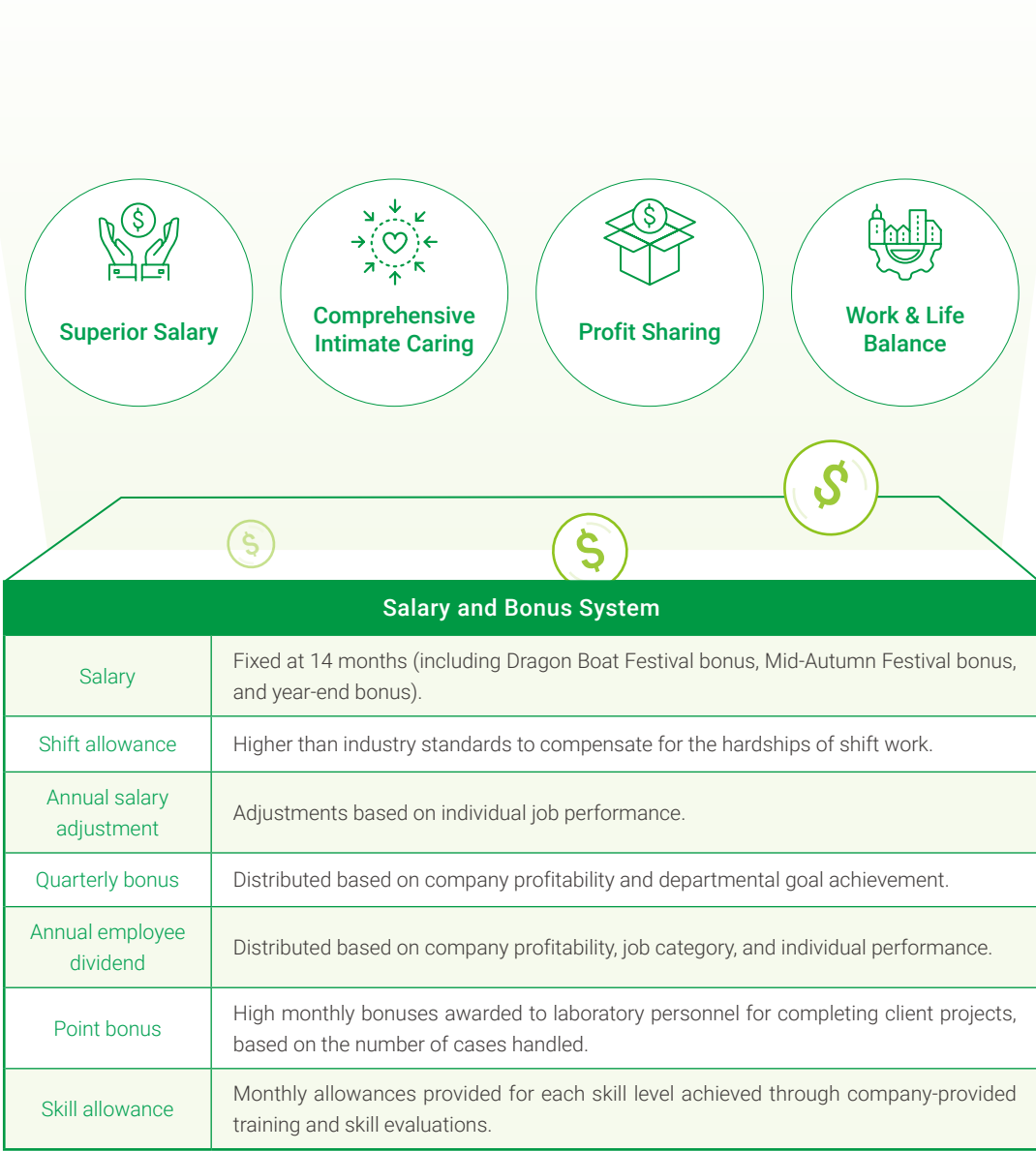
MA-tek offers a diverse range of welfare measures to cultivate a workplace environment that promotes employee happiness. In addition to statutory benefits, employees enjoy various perks such as annual health check-ups and counseling services, recognition for long-serving and outstanding mentors, marriage and childbirth subsidies, employee travel allowances, hospitalization and condolence benefits, and festival gift vouchers.

Despite facing challenges like the pandemic and global economic uncertainties in recent years, MA-tek has not reduced employee benefits. Instead, through employee surveys, the Company has listened to their feedback to boost organizational morale. Apart from significantly increasing employees' year-end bonuses and added dedicated parking for pregnant employees, MA-tek has also provided improved support for mothers and infants in the workplace, creating a secure and joyful work environment. In 2023, MA-tek also offered additional employee activities like guided day trips where employees could bring along a family member for free.

• Compensation System

In Taiwan's competitive high-tech industry, retaining talent is a critical focus for MA-tek. As the Company continues to expand, it has adjusted its compensation strategy to ensure stability and growth. MA-tek believes that offering salaries superior to industry standards and a variety of bonus schemes are key to maintaining its development. Additionally, MA-tek provides diverse bonus structures to enhance employee compensation and welfare. These include quarterly bonuses and annual dividends based on business performance and individual contributions, as well as unique bonuses and skill allowances for technical units, encouraging continuous learning and attracting top talent.

MA-tek ensures reasonable salaries and rewards to recruit and retain outstanding employees. The Company maintains equal pay for all positions, with basic salaries for all roles exceeding the legal minimum wage. The average salary ratio between men and women in various roles is balanced. In 2023, there were no labor disputes.



In addition, to demonstrate our commitment to employee compensation and welfare, MA-tek adheres to the regulations of the Taiwan Stock Exchange, actively disclosing salary information for non-managerial employees. In 2023, the average salary for full-time, non-managerial employees in Taiwan was NT\$1,141,215, and the median salary was NT\$942,770, reflecting a slight decrease of 0.89% compared to 2022.

Long-Term Incentive Measures - Employee Incentive Plan through Treasury Stock Buyback and Special Retention Plan

To motivate employees and enhance their loyalty, MA-tek has established a plan, in accordance with the Securities Exchange Act, to buy back shares and transfer them to employees. Since 2021, supervisors of various business units have nominated full-time employees with special contributions for the right to subscribe to these shares. The Company determines the number of shares each employee is eligible for based on their job level, years of service, significant contributions, and development potential, subject to the Chairperson's approval. For managers, the list is first reviewed by the compensation committee and then submitted to the Board of Directors. This allows employees to share in the Company's profit growth. Additionally, MA-tek grants retention bonuses and signs retention agreements based on job level, years of service, and significant contributions. This initiative aims to encourage high-performing employees to stay, resulting in a positive trend in both job performance and retention rates.

Average Basic Salary and Gender Pay Ratio by Job Level at MA-tek Taiwan in 2023

Job level	Female	Male	Pay Ratio
Managerial personnel	115,714	122,534	0.94
Non-managerial personnel	90,235	72,796	1.24

Note:

1. Managerial personnel refers to employees at the level of section manager or higher
2. Pay Ratio is calculated as (Female: Male)

2023 Salary Data for Non-Managerial Employees	Male	Female	Total
Full-time non-managerial employees (no. of person)	391	279	670
Total salary of full-time non-managerial employees (NT\$)	376,064,750	241,287,227	617,351,977
Average salary of full-time non-managerial employees (NT\$)	1,019,146	1,263,284	1,141,215
Median salary of full-time non-managerial employees (NT\$)	993,945	891,596	942,770

• Employee Benefits Policies

MA-tek provides a wide range of benefits to full-time employees in Taiwan, creating a workplace environment that fosters happiness and satisfaction. The Company offers numerous employee benefits beyond generous bonuses, aiming to build a supportive and healthy work environment where employees can thrive. MA-tek's comprehensive benefits demonstrate care for each employee's needs. In 2023, MA-tek was honored with the Silver Award in the "1111 Happy Enterprise" competition.

Fig. MA-tek honored with the Silver Award in the "1111 Happy Enterprise" competition

★★★★★



MA-tek has established the "Attendance and Leave Management Procedures" in accordance with Taiwan's Labor Standards Act and the Act of Gender Equality in Employment. This includes annual leave, maternity leave, miscarriage leave, paternity leave, menstrual leave, and family care leave, adhering to gender equality principles. Employees' applications for leave will not affect their performance, compensation, or promotion rights. Understanding the commuting difficulties, MA-tek has implemented a flexible working hours system: work starts between 08:00 and 09:30, and ends between 17:00 and 18:30, allowing employees more flexible time arrangements.

Employee Welfare Committee's Group Travel Subsidy

Each year, employees can participate in company-organized group trips. If they meet the subsidy criteria, they can bring family members along for free.

Increased Personal Travel Allowance

An additional personal travel allowance of NT\$25,000 per year is provided for each employee.

Minimum Year-end Bonus (everyone can win a prize)

NT\$6,000

Life Assistance

- Assistance for employees commuting from other counties to ease the burden of working away from home.
- The Employee Welfare Committee provides marriage, funeral, childbirth benefits, hospitalization condolence payments, birthday vouchers, and holiday vouchers for Mid-Autumn, Dragon Boat, and Labor Day festivals.

Heart-warming Workplace

- Monthly get-togethers (afternoon tea), quarterly departmental dinners, and weekly surprise suppers for night shift employees.
- Free massage services and massage chairs to help employees relax.
- The Company offers dedicated parking spaces for pregnant employees, nursing rooms, and a maternity care center, with follow-up support for a year after childbirth.

Diverse Activities

- Various clubs such as badminton, board games, yoga, painting, and fitness to promote work-life balance for employees.
- Family days, Christmas parties, singing contests, hiking days, special store discounts, year-end parties, and community service activities.

Security and Assurance

- In addition to statutory labor and health insurance, MA-tek provides free group insurance, including life, accident, medical, and cancer insurance, with favorable family group insurance plans.
- Employees on overseas business trips are covered by travel insurance for additional protection.
- Contributions to employee pensions are made as required by law, ensuring a secure retirement.
- Annual health checks are provided, along with an onsite nurse for health education and consultation services.

Diverse Benefits

- Starting from the date of employment, employees enjoy special leave superior to the Labor Standards Act, along with a flexible leave system for better personal time management.
- Employees can participate in stock ownership as part of the Company's benefits.
- High referral bonuses to encourage employees to recommend new talent to join MA-tek.
- The Company offers significant travel subsidies to help employees enjoy life outside of work.
- Increased year-end bonus amounts with a special raffle (guaranteed prize for everyone) for two cars each year, providing employees with substantial year-end benefits.

• Diverse Employee Activities

Among the various excellent benefits offered, diverse employee activities are the best reflection of the vibrant spirit of MA-tek's employees. To enhance employees' loyalty and sense of belonging to MA-tek, as well as to strengthen the concept of teamwork, the company organizes a wide range of group activities every year. These activities provide opportunities for employees to interact with each other and foster a spirit of teamwork. MA-tek regularly holds events where employees and their families can enjoy time together, encouraging employees to bring their loved ones to participate. This approach not only increases family members' recognition of the Company but also turns them into the strongest support for the employees. The activities are varied, including Family Day, Christmas parties, hiking days, basketball shooting contests, escape room challenges, and year-end raffles. In addition, MA-tek encourages employees to form clubs and provides subsidies for club activities to help relieve work stress and ensure a balance between work and leisure.

Get-together

MA-tek provides subsidies for employee clubs, encouraging staff to organize and participate in club activities to balance work and life.

Painting club

Since its establishment in 2020, the Painting club at MA-tek has been one of the most popular clubs within the Company. The Chairperson has been an enthusiastic member since the first session, never missing a class. The Company's reception hall has been transformed into an art gallery, showcasing works created by the Chairperson and employees. Every Thursday after work, the Company meeting room turns into an art studio, where engineers swap their computer screens for blank canvases. Through painting, employees explore new creative spaces, find emotional balance, and achieve a better work-life balance.

MA-tek has also turned the artworks from Art Club members into 2023 desk calendars, which were given to clients and visitors. Unlike typical desk calendars, these not only help clients easily find the corresponding contacts in the technical department but also feature humorous and thoughtful messages indicating statuses such as "away from desk," "on leave," or "on a business trip," which have been well-received by clients.

Cover of MA-tek's Desktop Calendar for 2023 ▶



Christmas Charity Family Day



Get-together



Yoga club



Fitness club



Painting club



Badminton club

4.4 Friendly and Caring Workplace

To create a people-centric workplace where every employee's voice is heard, MA-tek ensures through various formal and informal communication channels that supervisors have opportunities to listen to frontline staff. This fosters internal consensus and strives to meet the needs of each employee. Additionally, MA-tek organizes numerous team-building activities such as family days, social gatherings, hiking days, clubs, and cultural and creative lectures, aiming to cultivate a warm MA-tek family environment.

• Human Rights Policy

MA-tek is committed to providing employees with a safe, healthy, and high-quality work environment, upholding principles of labor and ethical policies, and strictly prohibiting acts that infringe upon or violate human rights. MA-tek focuses on human rights issues, adhering to international standards such as the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights, and the United Nations Global Compact. The Company complies with local regulations in all its operational locations worldwide. Furthermore, MA-tek has established its own Human Rights Policy, which not only aligns with international human rights norms but also encompasses labor and ethical policies to safeguard employee rights. This policy serves as a fundamental standard and commitment that all employees must adhere to in their work and business activities.

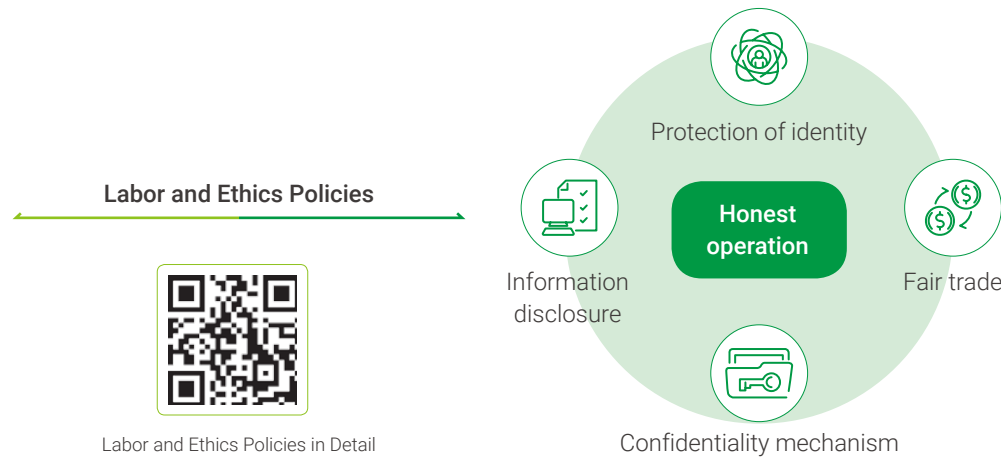
Labor Policy

MA-tek has established a labor policy to safeguard the rights of employees, ensuring protection against discrimination and harassment, providing fair compensation and benefits, managing work hours effectively, establishing diverse and effective communication channels, and offering various training and development opportunities so as to implement humane management practices.



Ethics Policy

To prevent conflicts of interest between personal and professional responsibilities and to strictly prohibit any form of corruption, extortion, or misappropriation of funds, MA-tek has formulated an ethics policy. Additionally, the Company safeguards customer privacy and intellectual property rights through mechanisms for reporting and protecting whistleblowers to uphold its commitment to ethical business conduct.



MA-tek is committed to creating a friendly, fair, and just workplace environment through diverse employee activities, comprehensive communication and grievance channels, and interaction with new employees. The Company is always working to strengthen relevant measures to protect human rights.

Human Right Risk Management Mechanism and Results

In 2023, MA-tek identified four human rights risk items: equal recruitment and prohibition of any form of discrimination, prohibition of child labor and forced labor, opposition to workplace harassment and unlawful infringement, and maintaining reasonable working hours to ensure physical and mental health, thereby promoting work-life balance. The Company established a risk management mechanism and took relevant actions to minimize the likelihood of these risks occurring, aiming to eliminate the risks entirely.

In 2023, MA-tek's risk management outcomes fully met the standards, with no complaints, occupational accidents, fatalities, or labor disputes reported, demonstrating excellent results.

Risk item	Description of risk management mechanism	2023 risk management results	2024 risk management goals
Equal recruitment and prohibition of any form of discrimination	<ul style="list-style-type: none"> MA-tek does not discriminate against employees based on race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, political affiliation, social membership, or marital status during recruitment and actual work. Employee recruitment, selection, hiring, assignment, distribution, performance appraisal, or promotion must not involve differential treatment based on gender or sexual orientation, except where justified by job requirements. Additionally, employees are prohibited from engaging in any discriminatory or harassing behavior towards other employees while performing their duties (including sexual harassment as defined by the Gender Equality in Employment Act). Ensure development opportunities for minority groups without compromising operational efficiency and overall fairness. Clearly state our commitment to equality on "MA-tek's Official Website" and in the "Employee Handbook". 	<ul style="list-style-type: none"> No discrimination complaints were received. The gender ratio of employees is approximately 6:4 (male to female). The starting salary for male and female junior staff was NT\$26,400 in 2023, meeting Taiwan's legal minimum wage standards without gender-based differences. From the recruitment process onward, except for specific job needs, the Company's internal control procedures prevent unlawful discrimination. Currently, there are no discrimination-related complaints in any employee grievance channels. 	Continue to strictly follow MA-tek's internal control processes to prevent unlawful discrimination. The aim is to maintain zero discrimination-related complaints through multiple layers of control.
Prohibition of child labor and forced labor	<ul style="list-style-type: none"> Applicants must provide a resume and relevant recruitment forms containing age-related information during the interview process. Applicants under the age of sixteen are not eligible for interviews. Hired employees must submit relevant identification documents (such as ID card, health insurance card, and academic certificates) on their reporting day to confirm they are at least sixteen years old before they can be employed. For vocational education and training programs mandated by the government, if there are interns under the age of sixteen, they must provide consent from their legal guardians before they can commence their internship. Employees may only work overtime based on personal willingness, and must submit a request that needs to be approved by their supervisor before implementation. 	<ul style="list-style-type: none"> No employees under the age of sixteen were hired. Overtime work was carried out based on a voluntary basis, with no complaints of forced attendance or similar issues. 	Continue to strictly follow MA-tek's internal control processes to ensure multiple layers of control are in place.
Opposition to sexual harassment and unlawful infringement in the workplace	<ul style="list-style-type: none"> Conduct monthly sexual harassment prevention briefings for new employees. Each new employee attends these sessions to ensure they are informed with relevant concepts. Provide a secure and confidential complaint channel to protect the privacy of complainants and ensure they are not threatened by anyone. Handle related complaints impartially, without any special treatment based on position or personal relationships. 	All new employees received training on sexual harassment prevention, ensuring they are informed of the correct concepts.	Continue to maintain effective risk control through relevant internal control mechanisms and maintain zero harassment incidents.
Reasonable working hours to maintain physical and mental health, and promote work-life balance	<ul style="list-style-type: none"> Establish working hours systems that comply with local regulations based on the location and national conditions of the operating site. Announce these systems via schedules so employees are informed. Formulate the "Attendance and Leave Management Procedures," utilizing systems to assist unit supervisors in effectively managing attendance and overtime, ensuring employee health and legal compliance. 	The management department provides real-time attendance reminders to employees and their direct supervisors to avoid overwork.	Ensure supervisors are consistently informed and proactive in arranging workforce and work schedules to promote a balanced work-life environment.

Labor-management communication channels

Effective two-way communication is key to fostering harmonious employee relations. To achieve efficient communication and problem resolution, MA-tek offers the following channels for employees to express their feedback and opinions. By establishing diverse and accessible communication pathways, MA-tek enhances employee identification and cohesion.



In response to the Gender Equality in Employment Act, MA-tek has established the "Sexual Harassment Prevention, Complaint, and Disciplinary Measures." When employees encounter sexual harassment, they can file complaints through the Company's designated channels, including a sexual harassment prevention hotline and an email inbox. All complaints are handled confidentially to protect the complainant, and any form of sexual harassment is strictly prohibited. In 2023, MA-tek did not have any reported incidents of workplace sexual harassment.



- Employee Suggestion Box

MA-tek has established both an electronic Family mailbox and physical suggestion boxes to collect employee feedback, managed by the Administrative Resources Department. Whether feedback is submitted through the suggestion boxes in various locations or via the Family email channel, if it includes the employee's name, the specific content is communicated to the relevant department head while keeping the employee's identity confidential. If the feedback is anonymous, it is handled based on the content of the message. In 2023, no feedback was received through the physical suggestion boxes, but the Family electronic mailbox received two pieces of feedback related to personnel management and training, both of which were communicated to the relevant departments and addressed.



- Monthly/Bi-monthly Supervisor Meetings/Employee Forums

Employees can voice their opinions and ideas during monthly or bi-monthly supervisor meetings and employee forums. These meetings provide a direct and open line of communication with management and on-site supervisors will respond to concerns raised. The Chairperson would occasionally attend these forums to engage closely with employees, explaining significant policies and salary benefits firsthand.



- New Employee Forums

Since 2022, MA-tek has held monthly forums for new employees, where the Chairperson personally interacts with newcomers. These sessions foster mutual understanding and enhance labor-management communication through the exchange of ideas.



- New Employee Probation Interview Form - Work Report

The New Employee Probationary Interview Report allows newcomers to share their experiences and any issues encountered during the probation period with their supervisors. This feedback facilitates job adjustments and subsequent guidance, enhancing communication between employees and the Company.



- Labor-Management Meetings

In accordance with the "Labor-Management Meeting Implementation Guidelines," MA-tek holds regular labor-management meetings every three months, with additional meetings convened as necessary. These meetings cover topics such as labor statistics, company operations or expansion plans, legal regulations, and welfare issues. MA-tek aims to gather employees' suggestions and provide timely feedback through these meetings.



- Employee Welfare Committee Meetings

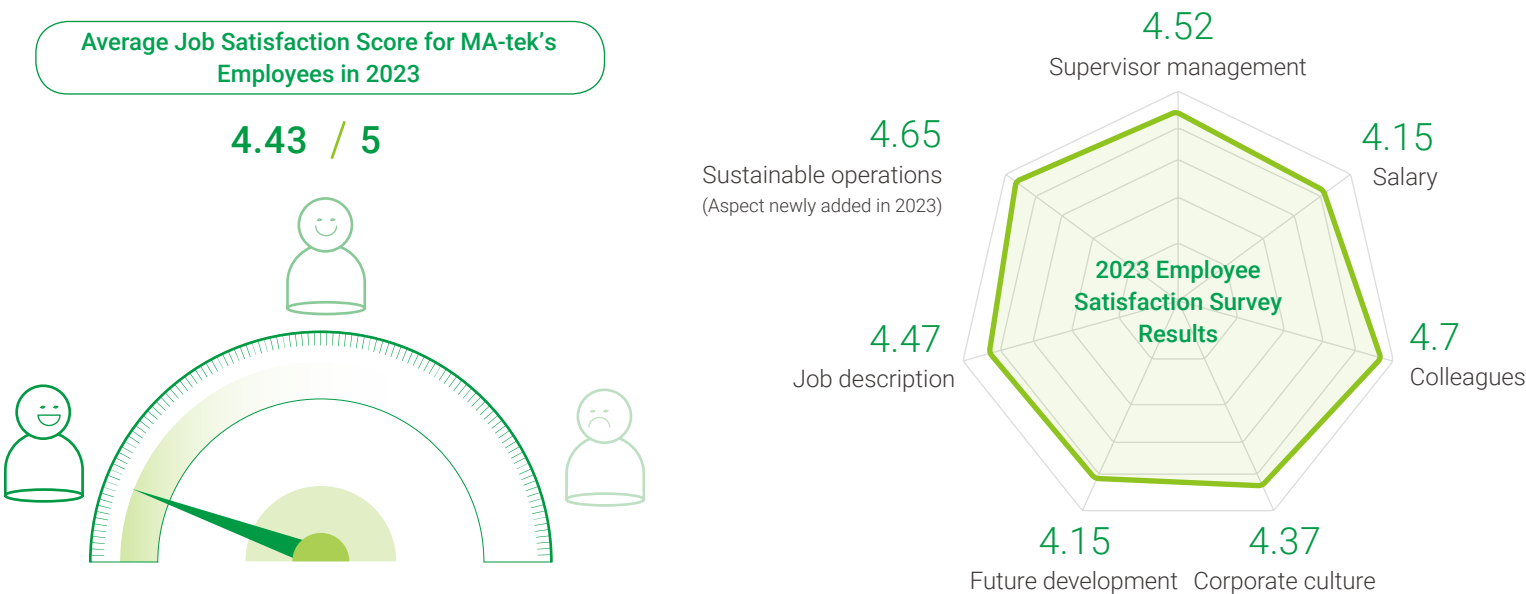
MA-tek holds sporadic Employee Welfare Committee meetings to collect employee opinions on various welfare topics, such as company trips, holiday bonuses, and annual banquets. The committee addresses and provides feedback on any questions or concerns related to employee benefits.

• Employee Satisfaction and Engagement Survey

Employee Satisfaction Survey

To assess colleagues' satisfaction across various aspects of their work and help plan further improvements and optimizations, MA-tek conducts an annual employee satisfaction survey. Key areas of focus include supervisor management, compensation, relationships with colleagues, job content, future development opportunities, company culture, and sustainability aspects. In 2023, employees rated their satisfaction across these dimensions with an average score of 4.43, showing an increase from 2022 and indicating high regard for the Company's policies and initiatives.

Additionally, employees are encouraged to provide suggestions and feedback through the satisfaction survey. MA-tek reviews and enhances its practices based on survey results, aiming to provide a supportive work environment and thoughtful workplace benefits for all employees. In 2023, there were slightly lower satisfaction ratings in development and compensation areas. To address this, MA-tek will continue to optimize its compensation and rewards system based on regular external salary surveys. Furthermore, training programs and rotation mechanisms are implemented to ensure that employees' training and development needs are met.



Employee Engagement Survey

In the comprehensive Employee Satisfaction Survey, one key metric includes the "Employee Engagement Survey," which assesses employees' commitment to the organization through measures of value commitment, effort commitment, and retention commitment. This survey is conducted alongside the Employee Satisfaction Survey to serve as a benchmark for human resources strategies.

MA-tek commissioned a third-party entity (104 Human Resources Bank) to conduct the Employee Engagement Survey, following definitions such as Gallup, Utrecht Work Engagement Scale (UWES-9), Grovo, etc. The survey uses varying scales to gauge different levels of employee engagement, covering topics such as goal setting, support in achieving goals, training and development opportunities, workflow, and commitment to the organization. In 2023, MA-tek utilized a 6-point scale, achieving an overall score of 4.55 for value commitment, 4.34 for effort commitment, and 4.17 for retention commitment, all showing improvement compared to 2022.

• Parental Measures and Benefits

MA-tek offers employees basic parental leave as mandated by regulations, such as 7 days of maternity check-up leave, ensuring pregnant employees and their spouses can navigate pregnancy with peace of mind in compliance with the Gender Equality in Employment Act. Additionally, each employee can apply for a total of NT\$5,600 in childbirth welfare benefits through the Employee Welfare Committee and the Company. Employees who marry are eligible to apply for a total of NT\$8,000 in subsidy welfare benefits. In 2023, MA-tek had a total of 56 employees who took parental leave, with a reinstatement rate of 56% and a retention rate of 100%.



MA-tek actively safeguards employees' rights to parenthood by institutionalizing internal parental leave policies to protect employees' job rights, achieving a balance between work and family life, and assisting employees in achieving self-realization.

Value
Commitment
4.55



Effort
Commitment
4.34

Retention
commitment
4.17



Recognize the company, be proud of the company

-  I understand and agree with the vision, business philosophy and medium and long-term goals revealed by the company
-  I am proud to be part of the company

work hard for the Company and advance bravely

-  No matter how the external environment changes, I am still willing to work hard and help the company develop
-  For the company's operational needs, I am willing to cooperate with the Company's arrangements at work or organization

Loyal to the Company and willing to stay for a long time

-  Even if there are better jobs at other companies, I wouldn't consider leaving my current company
-  Although I don't agree with some of the company's measures, I will not leave the company because of this

Item	Male	Female	Total
Number of employees entitled to parental leave without pay in 2023 (A)	28	28	56
Number of employees applying for parental leave without pay in 2023 (B)	1	7	8
Number of employees to be reinstated from parental leave without pay in 2023 (C)	3	10	13
Number of employees reinstated in 2023 (D)	1	8	9
Number of employees who returned from parental leave in 2022 and remained employed for at least one year in 2023 (E)	1	4	5
Number of employees reinstated from parental leave without pay in 2022 (F)	1	4	5
Reinstatement rate in 2023 (D/C)	33%	80%	69%
Retention rate in 2023 (E/F)	100%	100%	100%

4.5 Environmental Safety And Health

MA-tek adheres to a people-centric approach, viewing employees as its most valuable assets. Protecting employees and providing a secure and friendly workplace environment are fundamental responsibilities of the Company. Therefore, in addition to prioritizing employee health, MA-tek is committed to ensuring a safe working environment and providing necessary training to mitigate risks and hazards. The Company has also established a comprehensive and transparent risk communication mechanism. Although MA-tek has not yet implemented an occupational health and safety management system, we aim to enhance overall safety and health standards. The Company actively practices occupational health and safety management initiatives, strictly adhering to regulations such as the Occupational Safety and Health Act. The Company strives to create a safe working environment, ensuring the well-being of its employees, and maintaining a solid foundation for sustainable business operations in the long term.

• Occupational Health and Safety Committee

MA-tek has established an Occupational Health and Safety Committee, with the Chairperson serving as the convener. The committee consists of a total of 15 members, with 9 representatives from employees, accounting for 60% of the committee. According to regulations, the committee convenes quarterly to report on the Company's environmental safety and health management, policy dissemination, such as workplace safety promotion, health center management, epidemic prevention policy dissemination, and execution and dissemination of regulatory updates.

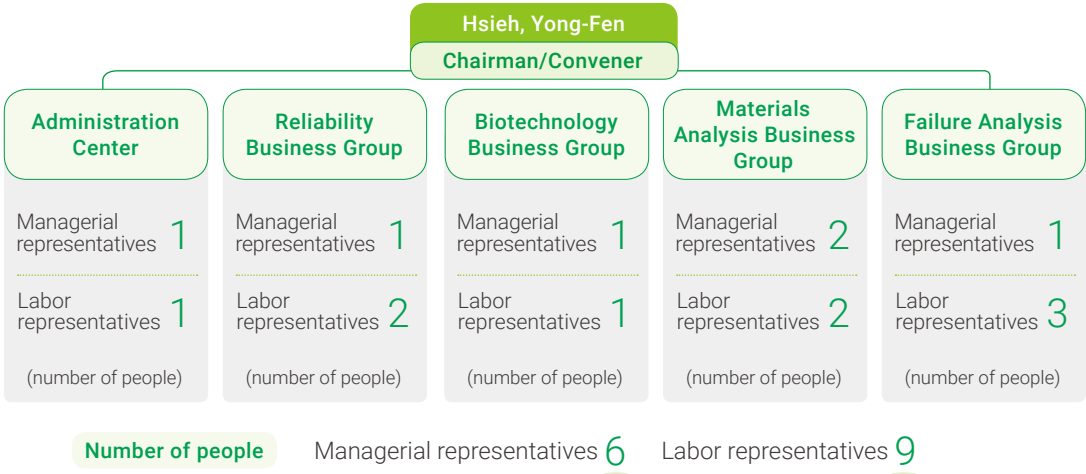
2023 Occupational Health and Safety Management Performance and 2023 Occupational Health and Safety Management Objectives



Highlights of Occupational Health and Safety Management Achievements in 2023

- 1. Promoted occupational health and safety education and training for both existing and new employees to enhance awareness of workplace hazards. A total of 149 new employees participated in training, accumulating 48 hours of training with a completion rate of 100%.
- 2. Conducted annual health check-ups that exceed regulatory requirements, and established a cumulative system to provide subsidies for annual health checks for employees. In 2023, 717 health checks were completed.
- 3. Had 0 cases of work-related injuries, disabilities, occupational diseases, or fatalities in 2023.

MA-tek's Occupational Health and Safety Committee for 2023



Occupational Health and Safety Management Objectives for 2024

- 1. Continue the promotion of workplace safety, fire safety, first-aid courses, and relevant dissemination.
- 2. Ensure a safe and healthy working environment to prevent occupational accidents and diseases, aiming for zero occupational incidents.

• Environmental Hazard Assessment and Improvement Measures

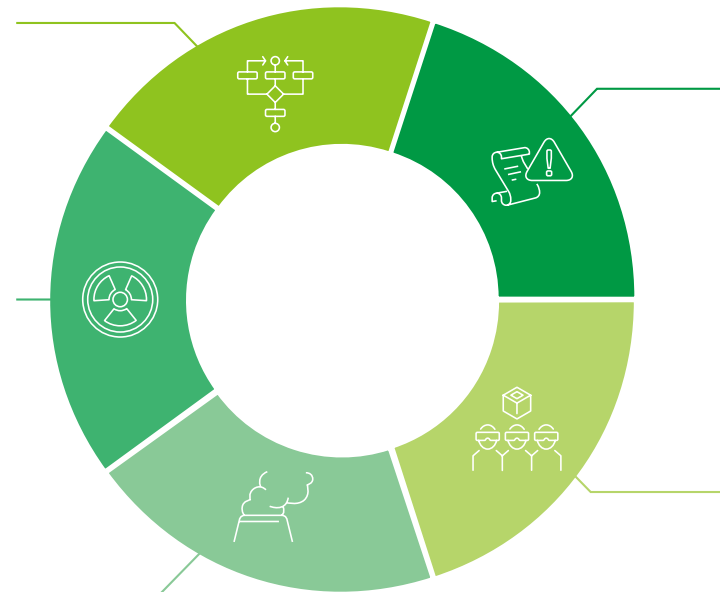
To ensure effective identification of environmental health and safety risks and opportunities, and to meet the expectation of zero risk from internal and external stakeholders and all employees regarding environmental health and safety, MA-tek has established processes for environmental hazard identification assessments and laboratory risk identification and execution plans. In accordance with Article 31 of the Regulations of the Occupational Safety and Health Act, MA-tek conducts identification, assessment, control, change management, and emergency response measures related to workplace or operational hazards, to identify any issues that may affect laboratory public safety or involve environmental protection issues. MA-tek has completed the standard specification for risk and hazard identification procedures, covering employee work arrangements, potential emergency response, and prevention of past occupational safety, health, and environmental issues from recurring.

MA-tek emphasizes comprehensive risk management by all staff, implementing preventive measures at all levels during normal operations. Employees are encouraged to promptly report any potential risks to their superiors to prevent incidents. Additionally, audit units will actively supervise each executing unit to ensure compliance with decision-making authority, relevant management methods, and procedures to enhance risk management awareness and implementation effectiveness among all employees.

Assigned laboratory supervisor as “organic/specialized” operations manager to strengthen supervision and guidance.

Implement effectively inspection of emergency response protective equipment in the laboratory.

Increase the frequency of disposal for laboratory chemical wastes, thus reducing high-risk waste inventory.



Risk hazard identification assessment for chemical operations.

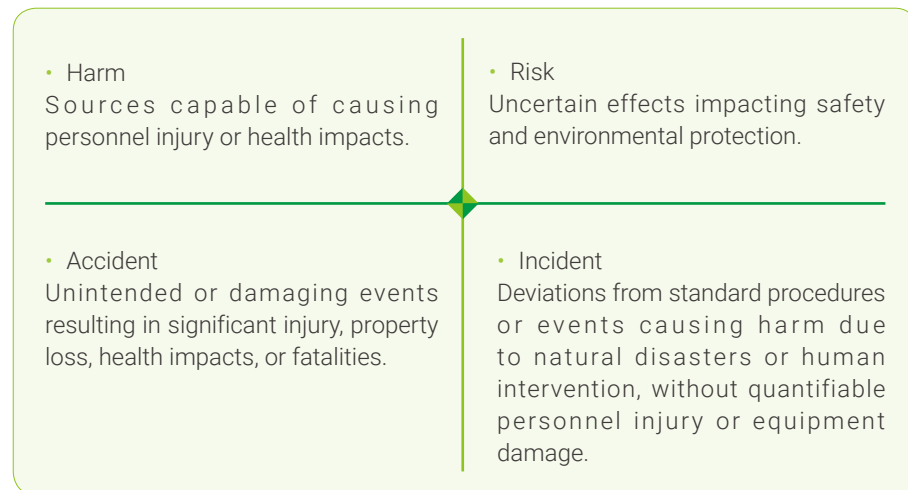
For employees involved in handling hazardous substances, MA-tek distributes personal protective equipment and mandates their use during chemical operations. Emergency decontamination equipment is also provided for contingency use.

For employees operating controlled radiation equipment, they are required to undergo training and obtain an operation certification, with annual refresher courses mandated. Additionally, special operational health checks are conducted annually as per regulations. Personnel are issued radiation arm badges for identification purposes.

Risk and Hazard Identification Execution Plan

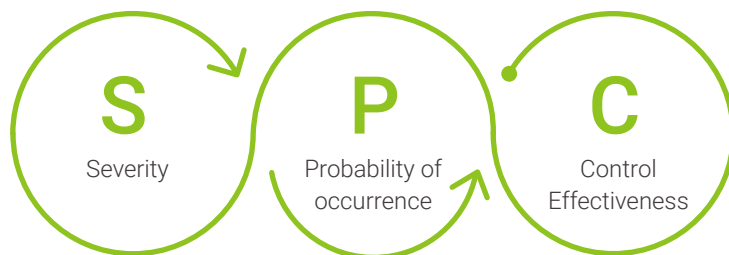
Initiated by the Environmental Safety Division, the execution plan follows the "Plan-Do-Check-Action" approach. The Occupational Health and Safety Committee is convened to explain the execution of risk assessment. Committee members from each unit are tasked with assessing high-risk factors specific to their units. The Environmental Safety Division will determine if the assessment methods are practical, propose improvement suggestions, and verify the outcomes post-implementation.

High-risk factors in each unit are evaluated across four dimensions: "Harm," "Accident," "Incident," and "Risk."

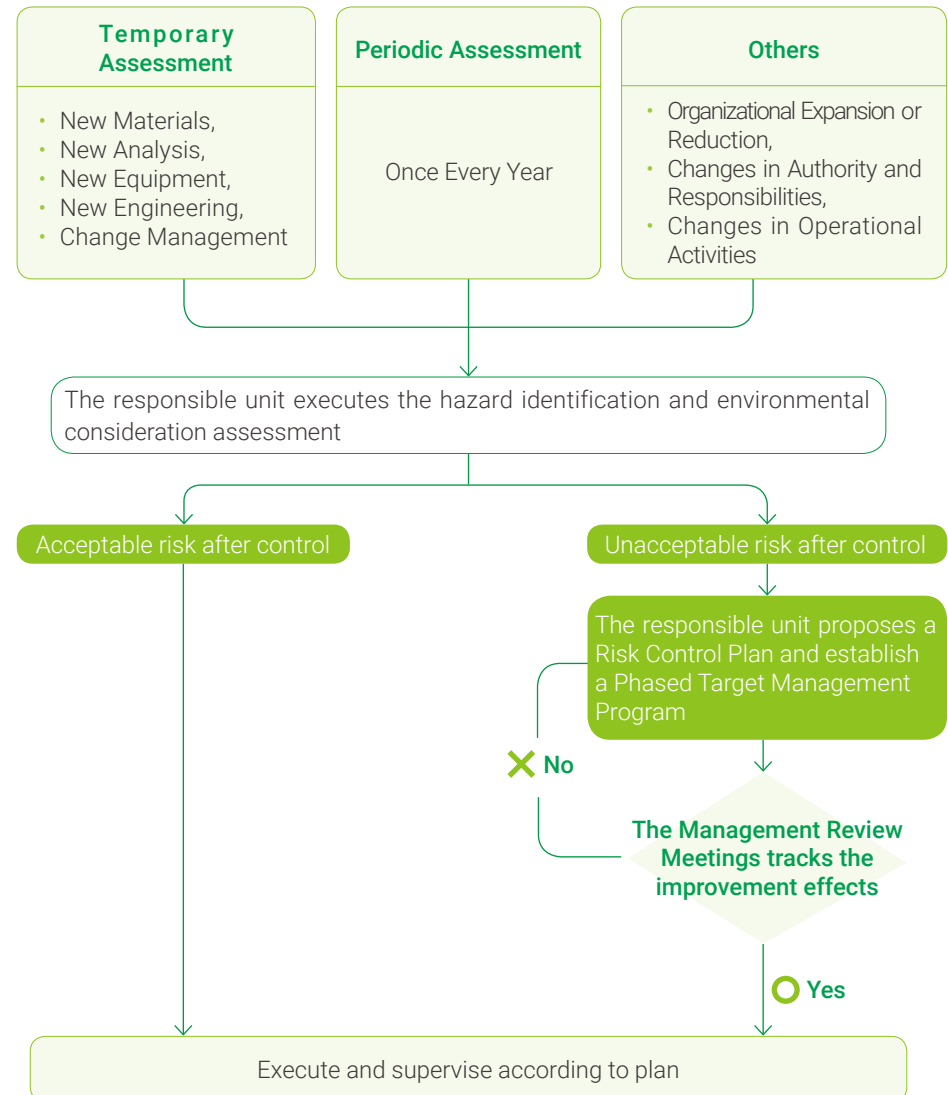


Score calculation

Conduct evaluation for each type of "Hazard Factors" and "Environmental Impacts," by Severity (S), Probability of occurrence (P), and Control Effectiveness (C).

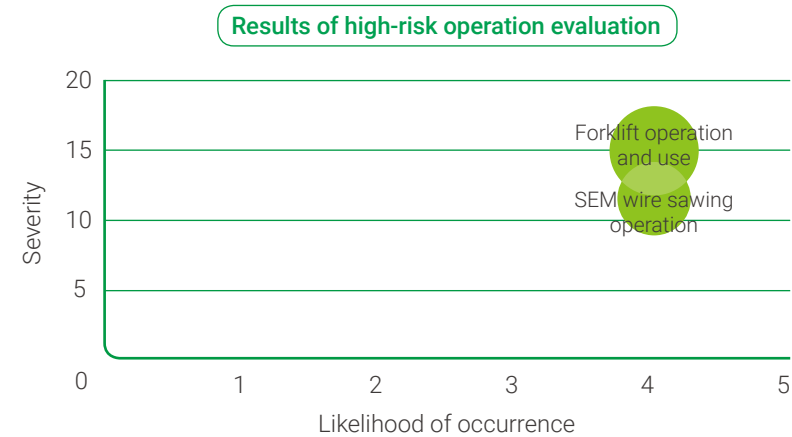


Identification flow chart



MA-tek primarily serves as a high-tech testing and analysis laboratory, conducting business that involves assisting clients with sample analysis. The main high-risk operations at their workplace involve handling hazardous chemicals. Employees involved in hazardous material operations undergo pre-job education and training focused on high-risk hazardous operations. Personal protective equipment is distributed, emergency response equipment is installed, and regular on-the-job training for hazardous material operations is conducted to reduce workplace risks and ensure employee safety. Throughout 2023, MA-tek's laboratories did not experience any significant abnormal occupational accidents.

In 2023, MA-tek conducted high-risk operation assessments for various laboratory operations, evaluating two hazardous risks: "SEM line sawing operation" and "forklift operation and usage." According to MA-tek's Risk Hazard Identification Operation Procedure, the assessment scores for these projects did not meet unacceptable score thresholds and will be continuously monitored by responsible units. Additionally, MA-tek continues to provide equipment like radiation dosimeters and ensures compliance with regulations through training and certification. The Occupational Safety and Health Committee also regularly holds quarterly meetings to review and optimize processes, assisting colleagues in effectively monitoring operational environment safety.



In addition, MA-tek conducts semi-annual fixed monitoring of the employee working environment. Throughout 2023, all environmental monitoring results have been compliant with regulations. MA-tek had no occupational injury incidents in 2023, detailed as follows in the table:

2023 Occupational Injury Statistics	Employees			Interns			Contractors		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total work hours	92,887.5	596,312.5	1,099,738	0	0	0	1,936	11,616	16,456
Number of deaths due to occupational injuries	0	0	0	0	0	0	0	0	0
Serious occupational injuries (excluding deaths)	0	0	0	0	0	0	0	0	0
Recordable occupational injuries	0	0	0	0	0	0	0	0	0
Death rate due to occupational injuries	0%	0%	0%	0%	0%	0%	0%	0%	0%
Serious occupational injury rate (excluding deaths)	0%	0%	0%	0%	0%	0%	0%	0%	0%
Recordable occupational injury rate	0%	0%	0%	0%	0%	0%	0%	0%	0%

Notes: 1. Death Rate due to Occupational Injuries = (Number of Deaths due to Occupational Injuries / Total Work Hours) * 200,000

2. Serious Occupational Injury Rate = (Number of Serious Occupational Injuries / Total Work Hours) * 200,000

3. Recordable Occupational Injury Rate = (Number of Recordable Occupational Injuries / Total Work Hours) * 200,000

• ESH Education and Training

MA-tek emphasizes workplace safety and actively promotes occupational health to prevent workplace accidents, aiming to provide a safe working environment for all employees. Employees operating controlled radiation equipment are required to undergo training and obtain operational certificates, with annual refresher courses, to minimize occupational safety incidents.

Environmental Health and Safety Education Training in 2023

Training program	Number of participants	Total training hours (training hours per session * number of participants per session)
Occupational health and safety training	149	48
Hazardous materials training	105	81
Initial training for radiation operators	7	126
Refresher training for radiation operators	46	138
Refresher training for Class A operation supervisors	4	24
Refresher training for fire prevention management personnel	1	6
Initial training for first-aid personnel	1	16
Refresher training for first-aid personnel	3	9
In-service refresher retraining for occupational health and safety management personnel	1	18
2023 Training at Minghu Fire Training Center	18	6
Refresher training for fixed cranes	1	3
Protective team training	4	4
Fire self-defense group training	140	4
Total	481	645

Employee Health Promotion

MA-tek adheres to the Labor Health Protection Regulations by employing 1 on-site occupational nurse and establishing a health center. The health center provides employees with health education, care, and assistance in conducting physical health data analysis, helping employees become more aware of their health conditions.



Occupational Safety and Health Management Plan

- ✓ Maternal Caring Center
- ✓ Employee Overload Analysis
- ✓ Workplace Violence Questionnaire



Employee Health Caring

- ✓ Occupational Physician On-site Service
- ✓ Employee Health Consultation
- ✓ Milking Center
- ✓ Laboratory Medical Equipment Check
- ✓ Health Lecture



Annual Employee Health Examination

- ✓ Employee Health Classification: Classified according to the annual health report summary and medical level.
- ✓ Employee Health Tracking: Track the high-risk groups from time to time.

MA-tek conducts annual employee health checks, and if there are any concerns based on the health check data, the Company will arrange for a physician to be onsite to provide consultation to employees. Additionally, the Company implements a "Employee Health Grading and Care Tracking" mechanism where health center nurses analyze and classify employees based on their health examination results into four levels of health risks. Employees categorized in the 4th level of severity are required to undergo further follow-up checks at hospitals. MA-tek also issues health status tracking forms to continually monitor employees classified in the 3rd level. In 2023, a total of 717 employees underwent health checks, marking a significant increase from 581 in 2022 by 136 individuals (more than doubled), showcasing MA-tek's dedication to enhancing employee physical health.

Addressing individual employee health care needs based on the 2023 overall employee health check results, MA-tek organized aerobic boxing classes for employees after work to stretch and reduce the risk of cardiovascular diseases. Moreover, in October 2023, MA-tek held a physical and online simultaneous health seminar on "Lower Back Pain Alleviation", where the speaker shared valuable insights on maintaining good posture, habits, and methods to alleviate lower back pain.

• Workplace Optimization

MA-tek understands that an excellent working environment enhances productivity. Therefore, we are committed to providing employees with a comfortable, clean, and professional environment to ensure a pleasant working atmosphere for everyone. Our goal is to achieve a happy workplace with low absenteeism and high work quality through such a positive cycle.

• Occupational Health and Safety Expenses

To ensure the overall safety of its employees, MA-tek has made significant efforts to create a secure work environment. In 2023, the Company invested NT\$2,905,436 in occupational health and safety expenditures. This amount is divided into NT\$837,771 for employee health, NT\$2,050,225 for occupational safety, and NT\$17,440 for occupational environment. These expenditures include employee health management, National Health Insurance medical equipment expenses, occupational safety and health education training, epidemic prevention supplies, and environmental safety maintenance equipment and safety inspections.

Type (Safety/Health)	Item	Amount (NT\$)
Health	2023 employee health check-up fees	611,200
Health	On-site physician consultation fees	87,000
Health	National health insurance medical equipment expenses	108,000
Health	Health promotional activities	31,571
Safety	Occupational health and safety training fees	108,350
Safety	Work environment measurement fees	342,000
Safety	Safety inspection of detection equipment	236,200
Safety	Safety protection expenses	821,790
Safety	Fire safety inspection	112,800
Safety	Safety inspection of regulated radiation equipment (5-year periodic inspection)	14,000
Safety	Employee radiation badge fees	86,520
Safety	Purchase of laboratory emergency response equipment	328,565
Environment	Periodic testing of regulated wastewater discharge	17,440



Employee Rest Area



Lobby



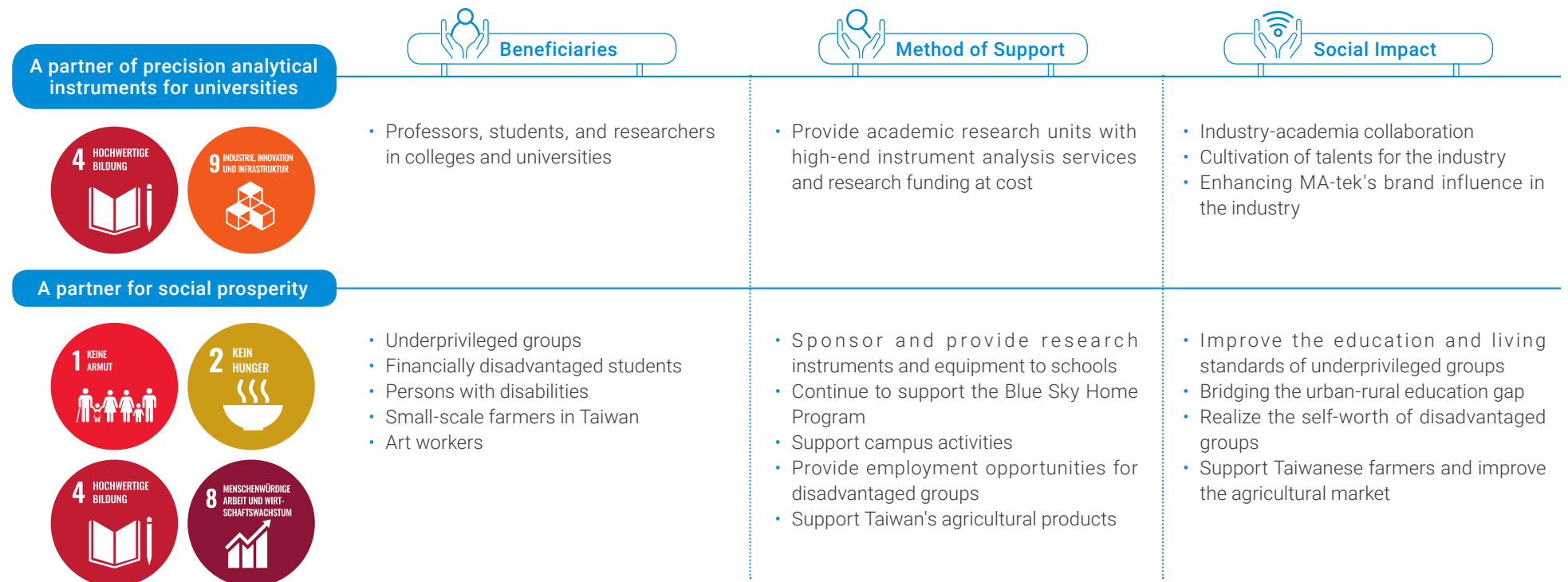
Laboratory Environment

CH5 Industry-Academia Public Welfare



5.1 Social Participation Strategy

MA-tek integrates its commitment to sustainable development and social prosperity into every aspect of its operations, tirelessly striving for corporate sustainability. In 2015, the United Nations announced the "2030 Sustainable Development Goals" (SDGs), and MA-tek aims to align with the SDGs' key themes of environmental, social, and economic issues. Presently, MA-tek's social engagement strategy focuses on becoming "a partner of precision analytical instruments for universities" and a "partner for social prosperity" by leveraging its professional expertise and equipment to contribute to social development. Through initiatives like industry-academia collaboration via the "Precision Analytical Instruments Center", charitable donations, support for diverse education, care for the underprivileged, and promotion of Taiwanese agricultural products and arts and culture activities, MA-tek actively pursues multiple goals, successfully implementing social welfare projects and partnering with the community for mutual benefit.

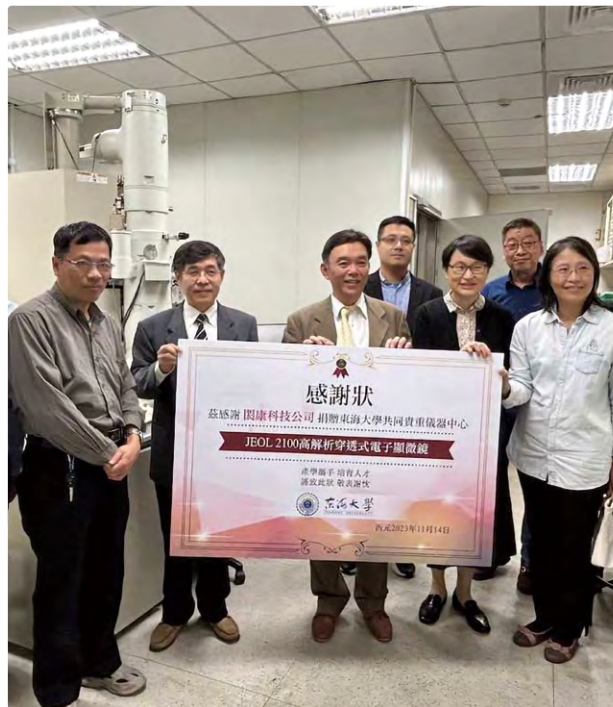


5.2 A partner of precision analytical instruments for universities

Industry-academia collaboration

For a long time, MA-tek has been dedicated to promoting the application of materials analysis and implementing a "people-oriented" corporate philosophy. We actively cultivate talent and collaborate with major universities through industry-academia partnerships, offering experimental facilities at cost-effective prices at our Precision Analytical Instruments Center. Since the establishment of Center, hundreds of professors and graduate students have utilized MA-tek's laboratories for research and development, allowing academic researchers to access the most advanced electronic products, the latest materials, and the most comprehensive R&D processes. By integrating academic research resources, we jointly promote both basic and applied research, creating a win-win situation for both academia and industry. Not only that, MA-tek periodically donates second-hand instruments to institutions and academic units in need, thereby expanding our industrial influence and setting a benchmark in the industry while enhancing our brand reputation and competitiveness in industrial R&D. In 2023, MA-tek donated high-end materials analysis instruments to Tunghai University, National Yang Ming Chiao Tung University, and Scientific Gear Service Co., Ltd.

MA-tek has spared no effort supporting academic research units, striving to enhance the quality of analytical testing in cutting-edge research and accelerate R&D progress. We continue to invite outstanding scholars to participate in research and development, including those from eight national universities: National Taiwan University, National Taiwan Normal University, National Tsing Hua University, National Yang Ming Chiao Tung University, National Central University, National Chung Hsing University, National Cheng Kung University, and National Sun Yat-sen University. MA-tek provides high-end analytical instrument services and invests NT\$20 million annually in developing high-tech products and topics such as manufacturing, packaging, testing, and systems, with a priority on semiconductor and optoelectronic materials, manufacturing, and packaging. This initiative aims to foster innovative talent and technology, thereby strengthening MA-tek's technical core and promoting industry upgrades.



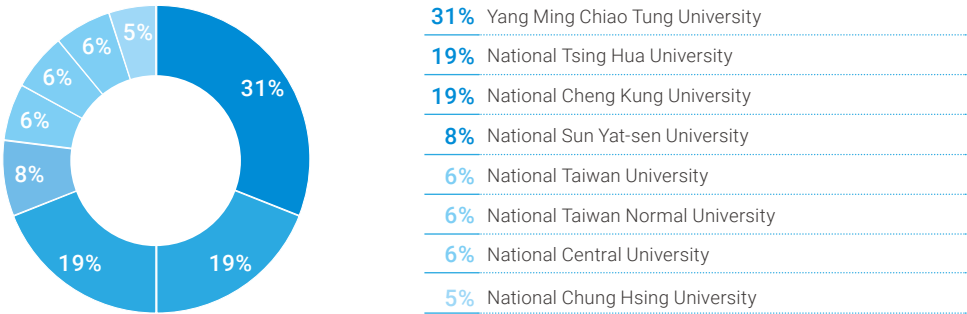
MA-tek donating equipment to Tunghai University



MA-tek donating equipment to Yang Ming Chiao Tung University

From May 4, 2023, MA-tek publicly solicited industry-academia collaboration projects for the 2023, with submissions accepted until June 15. We received dozens of proposals covering fields including quantum computing, optoelectronic materials, advanced processes, compound semiconductors, ferroelectric memory, manufacturing and packaging, and biomedical sectors. Ultimately, 16 projects were approved and granted research funding. For those not selected, MA-tek offered discounted rates for academic research, aiming to support and enrich leading research projects. By providing research funding and preferential pricing, MA-tek endeavors to enhance the quality of analytical testing in R&D processes and assist in nurturing the future of advanced technology development.

Percentage of Submissions for MA-tek’s 2023 Industry-Academia Collaboration Projects by Universities

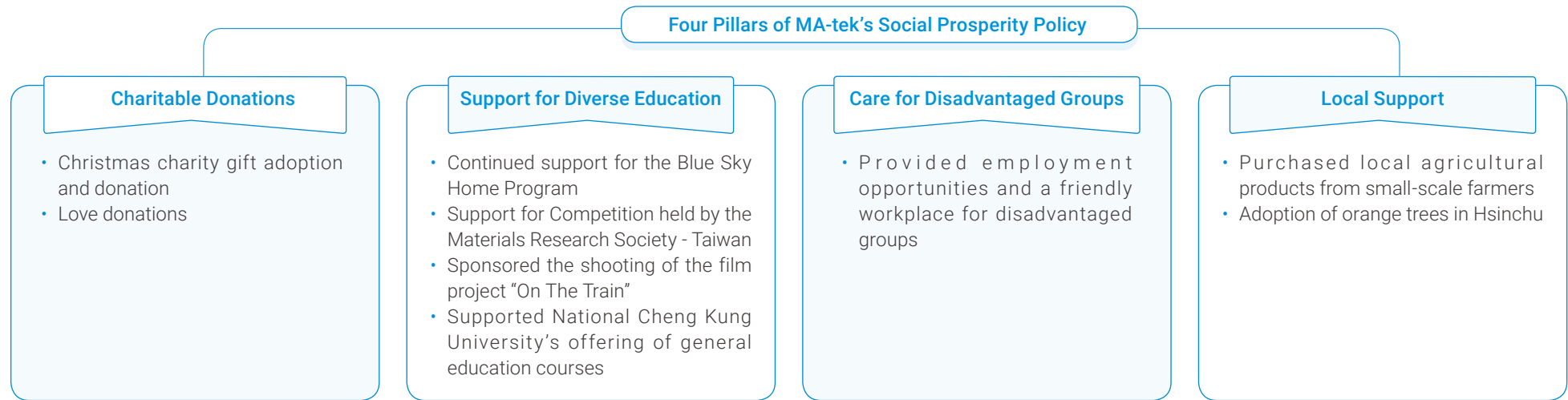


On March 14, 2023, Professor Chen, Shih-Hsin from the Institute of Management at Yang Ming Chiao Tung University led over 20 undergraduate and graduate students on a visit to MA-tek. Through a tour of the laboratory environment, equipment, and interactive discussions with engineers, the students gained practical insights into the industrial applications of intelligent detection technology. This visit also helped them better understand MA-tek’s position and future direction in the tech industry.



Guests from the Institute of Management, National Yang Ming Chiao Tung University visiting MA-tek

5.3 A Partner for Social Prosperity



• Charitable Donations

Christmas charity gift adoption and donation

Since 2017, MA-tek has been actively involved in and supporting charity initiatives. Led by Chairwoman Hsieh, Yong-Fen, the Company encourages employees and their families to voluntarily adopt Christmas wish gifts each year. These gifts include Christmas wish cards and shoeboxes for children in remote areas. Through collective efforts, MA-tek aims to bring warmth and happiness to underprivileged children in need of care.

In addition, in 2023, during MA-tek's Family Day event, 20 partners from the family support center supervised by Chen Wenhui were invited to visit Leofoo Village. Apart from creating a joyful and festive Christmas atmosphere for the children, this event allowed MA-tek colleagues to relax and participate in a prize draw for employees who participated in adopting Christmas wish cards for the children.

Giving Christmas gifts to children in remote townships in Miaoli

In 2023, MA-tek collaborated with the Life of Love Foundation by adopting 122 Christmas wish gifts for children in remote areas of Miaoli.

Love donations

MA-tek employees collectively donated a total of 735 bottles of 590ml soy sauce to the 1919 Food Bank, assisting financially disadvantaged families.

Charity Achievements in 2023



Delivering Christmas gifts to family support center

The Company also delivered 52 of the gifts to the family support center.



• Support for Diverse Education

Blue Sky Home Program

"Never neglect an opportunity for good deeds, no matter how small; nor commit an act of wrongdoing, no matter how insignificant." MA-tek actively engages in social welfare initiatives, with Chairperson Hsieh, Yong-Fen placing a strong emphasis on the learning and development of youth. Over the long term, she has personally assisted underprivileged students and provided various resources. MA-tek believes that youth are the future leaders of our nation, and continuous education is crucial for their hopeful future. This effort aims to inspire others to care for socially vulnerable groups, supporting them and ensuring every child grows up in a nurturing environment.

To prevent children from losing educational opportunities due to family circumstances, MA-tek has partnered with the Office of Student Affairs at Tsinghua University in 2020 to establish a work-study program and initiate the "Blue Sky Home Program". This program establishes halfway homes for marginalized youth, addressing issues such as family crises, adolescent rebellion, academic stress, and peer relationships. It allows children at Blue Sky Homes to receive academic guidance from Tsinghua University students and receive timely counseling tailored to their needs, promoting their holistic development. On the other hand, this program provides Tsinghua University students with work-study opportunities to increase their income while benefiting from public service, thus maximizing its impact.

In 2020, MA-tek contributed NT\$1 million to invite economically disadvantaged Tsinghua University students to provide academic tutoring at Blue Sky Homes. As of December 31, 2023, sponsorship funds totaling NT\$829,078 have been used for tutor wages and related expenses. In 2023, a total of 8 Tsinghua University students participated as tutors in the Blue Sky Home Project, contributing a total of 1,110 hours of teaching.

Blue Sky Home Program

contributed **NT\$1 million**
sponsorship funds totaling **NT\$829,078**



MA-tek's R&D Center Director personally presenting awards at the competition held by Materials Research Society - Taiwan

**Never neglect an opportunity for good deeds,
no matter how small; nor commit an act of
wrongdoing, no matter how insignificant.**

Competition held by the Materials Research Society - Taiwan

MA-tek offered enthusiastic sponsorship for the 2023 annual conference of the Materials Research Society - Taiwan, featuring five main thematic forums and three special forums. The event focused on sustainable development and highlighted Taiwan's research and industrial characteristics, covering forums such as green energy materials, materials sustainability, semiconductor and packaging materials, materials computation and artificial intelligence, high-entropy materials forum, synchrotron radiation forum, and women in science and technology materials forum.

Each year, MA-tek exclusively sponsors the "Taiwan Materials Science Microstructure Image Aesthetic Competition" organized by the Materials Research Society - Taiwan. This competition provides a platform that integrates "materials science microstructure and aesthetics," conveying information about material science characteristics through visual imaging and analysis instruments. It combines scientific images with aesthetic qualities. In 2023, MA-tek invested NT\$150,000 and the award presentation was personally conducted by the head of MA-tek's Research and Development Center to encourage outstanding student participants and commend their brilliant performances in the competition. Moreover, MA-tek proposed an innovative idea to turn the winning entries of the aesthetic photography competition into desk calendars, providing practical awards in addition to medals. In 2023, MA-tek sponsored a total of 1,500 desk calendars.



Desk calendars of the winning entries presented to 2023 MRS-T conference attendees and members

exclusively
sponsors

Competition held by the Materials Research Society - Taiwan

invested NT\$150,000 + 1,500 desk calendars

Participation in the crowdfunded production of the film project "On The Train"

The documentary film "On The Train," directed by Golden Horse Award-winning director Hsiao, Chu-Chen, took over 6 years to produce and faced numerous challenges during filming. Despite these difficulties, MA-tek participated in the crowdfunding campaign to encourage the filming team to preserve Taiwan's precious railway memories. MA-tek's support enabled director Hsiao, Chu-Chen to capture and preserve the valuable images and compelling stories of the South Link Line, ensuring that this cultural heritage of southern Taiwan's railway history is unearthed and shared with future generations.

Offering of National Cheng Kung University's General Education Courses

MA-tek actively sponsors the "Career Planning Elite Forum" course offered by National Cheng Kung University in 2022 and 2023. The course ran from August 1, 2022, to July 31, 2023, with a total investment of NT\$800,000. This sponsorship highlights MA-tek's commitment to campus education and development.



Golden Horse Award director Hsiao, Chu-Chen and MA-tek Chairperson, Hsieh, Yong-Fen

• Care for Disadvantaged Groups

Caring for vulnerable groups has been a long-standing priority for MA-tek. Visually impaired individuals face challenges in daily life, learning, and social interaction due to limited independent mobility, hindering their ability to achieve self-realization similar to those without visual impairments. Traditional social welfare systems and facilities often provide basic daily life support but fall short in enabling them to realize their full potential. Recognizing the importance of rebuilding confidence and dignity among visually impaired individuals, MA-tek actively supports this cause. The Company promotes the integration of physically and visually impaired individuals by offering massage services and employment opportunities, enhancing their social inclusion and affirming their self-worth. These efforts not only benefit the vulnerable groups by providing avenues for societal integration and self-realization but also provide MA-tek employees with stress-relief options, thereby boosting morale and improving overall work efficiency through massage services.

Local Support



• Sourcing from Small-scale Farmers

In 2023, MA-tek supported Taiwan's small-scale agriculture by purchasing 470 custom-made Nantou plum mooncake gift boxes from "2021 Social Enterprise" (Terra Treasures Co., Ltd.), totaling NT\$269,600. The gift boxes were distributed to MA-tek's valued customers. This initiative aims to showcase MA-tek's enthusiasm for Taiwan's land and its care for Taiwanese agriculture. It encourages customers to join MA-tek in supporting local agricultural products during their stable cooperation.



• Orange Tree Adoption

Taiwan's agriculture boasts a vibrant development, earning itself the title of "Kingdom of Fruits." However, many agricultural areas often face decline and operational difficulties due to factors such as population migration from rural areas, aging demographics, and technological advancements. In 2023, MA-tek supported Taiwan's agriculture by adopting four orange trees at Zhongjuan Orchard in Emei Township, Hsinchu County, with an investment of NT\$22,000. These trees yield approximately 275 kg of oranges annually. In addition to aiding struggling farmers, MA-tek also invited employees to participate in a spring harvest event after adopting the orange trees. This event was a gesture of appreciation for the employees' hard work over the past year and a shared commitment to progress together with MA-tek.



MA-tek hires visually impaired people to provide massage service



MA-tek's spring orange-picking activity

CH6 Green and Sustainable Operations



6.1 Climate Change Countermeasures

As a member of the global community, MA-tek not only prioritizes sustainable development and environmental issues but also takes responsibility by improving its environmental management systems to reduce the impact of its economic activities on the environment. Given the increasing severity of climate change, which has led to more frequent heavy rainfall and water shortages in Taiwan, MA-tek recognizes the potential future effects on its operations. Therefore, the Company remains proactive in monitoring climate change impacts on the environment and actively manages typical climate risks. In addition to identifying and addressing climate risks, MA-tek takes a proactive approach to sustainable development by identifying opportunities arising from climate change, ensuring continuous growth amid the global sustainability movement.

Climate Change Management




To effectively manage climate risks, MA-tek has established a Sustainability Committee with divisions focused on Corporate Governance, Environmental Sustainability, and Corporate Social Responsibility (CSR). These divisions develop sustainable strategies and practices covering governance, environmental, and social aspects (ESG) to assess and manage climate-related risks. Furthermore, MA-tek is actively promoting the adoption of the Task Force on Climate-related Financial Disclosures (TCFD) framework. This involves planning around TCFD's key components: Governance, Strategy, Risk Management, and Metrics & Targets. Through systematic disclosure of climate change adaptation efforts, MA-tek aims to deploy preemptive measures to maintain its competitive edge amidst transitional and physical risks posed by climate change, while seizing opportunities for sustainable growth.

MA-tek's TCFD Disclosure Framework and Actions

Climate change is one of the most pressing issues facing society today. Taiwan has recently experienced significant impacts from both heavy rainfall and drought. In response, MA-tek has closely examined climate risks to ensure the safety of its employees and assets. By referencing the Task Force on Climate-related Financial Disclosures (TCFD) released by the Financial Stability Board (FSB), MA-tek has evaluated its current climate-related risks and opportunities through the four elements of the TCFD reporting framework.

Aspects of TCFD Framework

MA-tek's Actions

	Governance	<ul style="list-style-type: none">MA-tek has established a Sustainable Development Committee, which includes an Environmental Sustainability Team to manage climate-related risks and opportunities, and to actively promote sustainable development.The Board of Directors regularly reviews the outcomes of sustainability initiatives and includes them in board agendas for oversight.
	Strategy	<ul style="list-style-type: none">Using MA-tek's climate risk and opportunity methodology, short-term is defined as within 1 year, mid-term as 1-3 years, and long-term as over 3 years. Based on this identification, MA-tek currently faces no short-term risks. Mid-term risks include policy and regulatory risks, and technological risks, while enhanced extreme weather events, reputational risk, market risk, and long-term climate change risks are identified as long-term risks. MA-tek will assess the impact and contribution of climate risks and opportunities on operations based on TCFD framework analysis, and develop response strategies accordingly.
	Risk Management	<ul style="list-style-type: none">The Sustainable Development Committee of MA-tek, considering the industry characteristics, identifies potential climate risks through systematic analysis of industry-specific research, external consultant advice, and related studies.Specific methods include using the TCFD framework to analyze industry research data, international organization reports, relevant regulations, and conducting interviews with responsible department heads. Climate-related data is collected from various departments and climate issues are screened through questionnaire analysis and matrix analysis to determine the risk level based on financial or strategic impact and frequency of occurrence.
	Metrics and Targets	<ul style="list-style-type: none">In 2024, MA-tek obtained the ISO 14064-1:2018 organizational greenhouse gas inventory certification.By 2023, all laboratories in Taiwan have replaced traditional lighting with LED energy-saving tubes, resulting in an annual energy saving of 100,214.4 kWh in 2023.

Climate Change Risks and Opportunities

MA-tek has developed a management process for identifying climate change risks and opportunities. This process involves identifying and analyzing a list of climate risks and opportunities, assessing their impact on the Company, and proposing risk mitigation and response measures.

MA-tek’s TCFD Risk and Opportunity Identification Process

- 1

Interviews and Industry Climate Change Research

 - Gather information on climate change risks and opportunities identified by the industry.
 - Conduct interviews with department heads to collect relevant information and understand how different departments are currently addressing climate change.
 - Consolidate potential risks and opportunities that could impact operations, categorizing them into six major climate change risks and five major opportunity topics.
- 2

Materiality Assessment Questionnaire Design

 - Design a materiality assessment questionnaire tailored to the responsibilities of various units, focusing on climate risks and opportunities.
 - In 2023, the 2022 questionnaire was reused, featuring 19 climate change risks and 7 opportunities, grouped into 6 major risk topics and 5 major opportunity topics.
- 3

Questionnaire Distribution and Completion

 - Distribute the questionnaire to departments relevant to climate change issues, receiving a total of 11 completed questionnaires for subsequent analysis and identification.
- 4

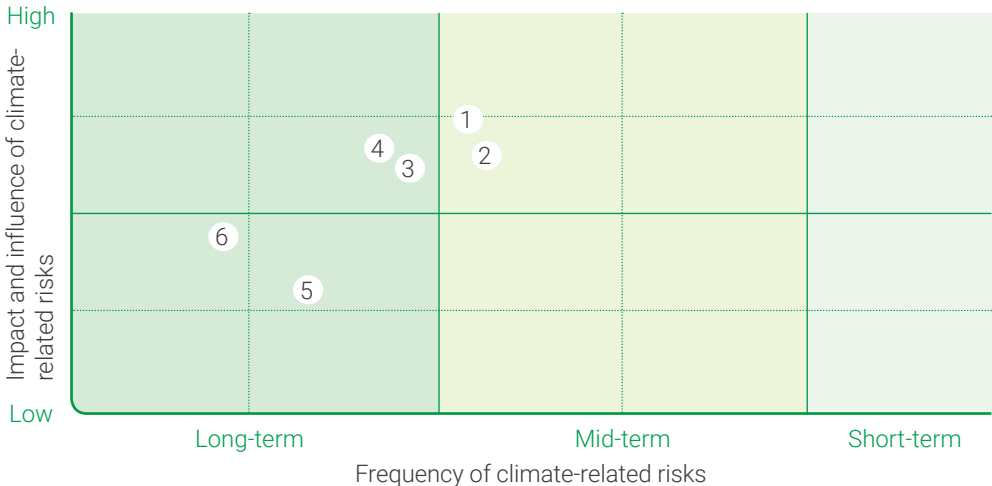
Questionnaire Analysis and Issue Identification

 - Evaluate the major climate change risks and opportunities based on the impact and benefits of each event, as well as the estimated occurrence period, performing analysis and ranking.
 - Based on the analysis results, MA-tek formulates risk response strategies and mitigation measures for each identified risk issue.

Based on potential impacts on operations, MA-tek has categorized climate change risks into six major issues, namely: market risk, reputation risk, technical risk, policy and regulatory risk, strengthened extreme weather events, and long-term climate change risk. These risks are ranked by their expected occurrence period and impact severity to assess high-risk climate change events.

MA-tek’s Climate Change Risk Matrix

According to internal questionnaires and interviews with department heads, MA-tek has currently identified climate change-related risks that fall into medium-term and long-term categories only.



Note: Mid-term risk: happening in 1~3 years / Long-term risk: happening in more than 3 years

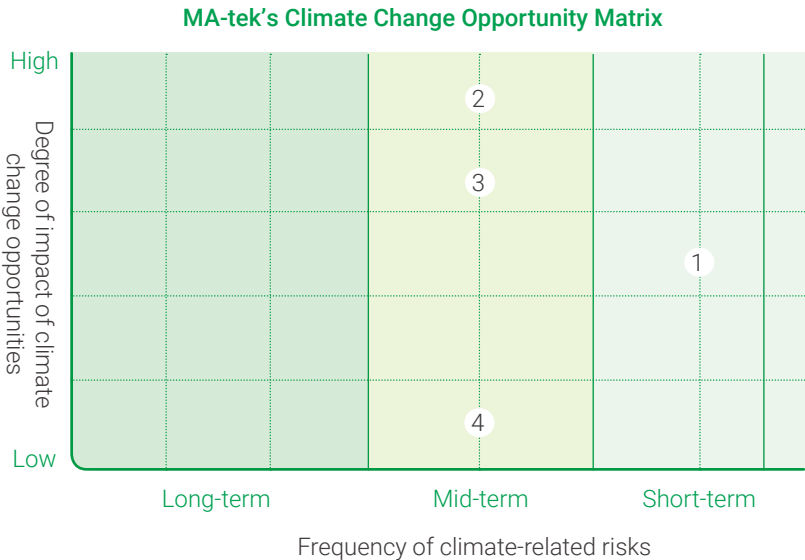
Physical risk			
Risk ranking		Risk item	
③		Strengthened extreme weather events	
⑥		Long-term climate change risk	

Transition risk			
Risk ranking		Risk item	
①	Policy and regulatory risk	④	Reputation risk
②	Technical risk	⑤	Market risk

Physical risk			
Risk item	Impact on Company operations	Potential financial impact	Corresponding actions
Strengthened extreme weather events	<ul style="list-style-type: none"> • Caused by natural disasters 1. Damage to MA-tek's operational buildings and laboratory equipment 2. Potential injuries to MA-tek employees during commute, at the workplace, or while assessing disaster damage 3. Increased import transportation costs for laboratory equipment, possibly leading to shortages 4. Elevated transportation costs for MA-tek's express services during delivery, potentially causing delays 	<ul style="list-style-type: none"> • Damage to buildings and equipment: Increased repair costs, with the need to assess potential asset impairment • Work stoppages: Operational downtime leading to decreased revenue • Order delays: Disruptions to laboratory equipment operations, employee work, and delivery services, resulting in delayed customer orders, revenue loss, and potential reputation damage 	<ul style="list-style-type: none"> • Comply with Hsinchu Science Park's disaster response procedures • Insure assets to transfer risk and cover losses • Increase the ability to allocate laboratory work across different locations to ensure production capacity • Supplier Management: 1. Conduct risk assessments of suppliers to minimize or avoid sourcing from high-risk areas 2. Establish secondary suppliers to diversify and mitigate single-source procurement risks
Long-term climate change risk	<ul style="list-style-type: none"> • Fire • Extreme drought • Rising sea levels that lead to flooding • Shortage of water resources • Abnormally high temperature 	<ul style="list-style-type: none"> • Asset damages: Damage to operational buildings, laboratory, or transportation equipment • Operation disruption: 1. Extreme drought causing water scarcity, leading to interruptions in R&D due to lack of distilled water 2. Increased incidence of infectious diseases affecting employee health • Increase in operational costs: 1. Difficulty in acquiring water resources due to fire or drought 2. Increased number of high-temperature days leading to higher cooling costs and water usage 	<ul style="list-style-type: none"> • Water resource management: 1. Contract water trucks and private water sources to supplement water shortages 2. Continue to monitor and support government efforts to enhance cross-regional water resource allocation 3. Ensure rented facilities have large water storage tanks, providing water supply for approximately 3-10 days • Insure assets to transfer risk and cover losses from fire or flooding • Implement energy-saving measures for air conditioning to reduce building temperatures

Physical risk			
Risk item	Impact on Company operations	Potential financial impact	Corresponding actions
Policy and regulatory risk	<ul style="list-style-type: none"> Sudden government-imposed power restrictions or outages Increased stringency in policies or regulations related to greenhouse gas reduction or energy conservation Increased stringency in policies or regulations related to carbon pricing, carbon tax collection or carbon reduction Increased stringency in policies or regulations related to waste recycling, wastewater discharge, soil and ground water pollution detection Increased stringency in policies or regulations related to renewable energy 	<ul style="list-style-type: none"> Increase in operational costs: <ol style="list-style-type: none"> Sudden power restrictions or outages could disrupt normal operations in R&D centers and laboratories, necessitating additional costs for purchasing emergency power from suppliers Increased stringency in policies or regulations regarding waste recycling, wastewater discharge, soil and groundwater contamination, and energy conservation and carbon reduction could increase operational costs to ensure compliance The imposition of carbon fees or taxes would increase operational costs Customer Loss: Irregular demands for emission control may halt operations, potentially delaying schedules and leading to customer loss and revenue decline 	<ul style="list-style-type: none"> Energy management: <ol style="list-style-type: none"> Install UPS systems on critical laboratory equipment to prevent disruption from brief power outages Rent generator equipment to provide emergency power during extended outages Promote energy conservation practices among employees Upgrading energy-saving and carbon-reducing equipment: Replacing all lighting fixtures in employee workspaces with LED energy-saving lamps Partner with certified waste disposal companies and conduct regular audits to ensure compliance with legal requirements Perform regular wastewater testing to ensure compliance with discharge standards
Technical risk	<ul style="list-style-type: none"> Need for investment in developing low-carbon services and technologies Climate change and global fuel price increases necessitate purchasing new energy-efficient equipment or increasing R&D investment costs, adding additional expenses 	<ul style="list-style-type: none"> Increased operational costs: Purchasing low-carbon equipment or developing low-carbon products may increase cost expenditures 	<ul style="list-style-type: none"> Devote efforts to develop higher-tier, more energy-efficient analysis and testing services
Reputation risk	<ul style="list-style-type: none"> Stakeholders (e.g., government agencies, corporate clients) require disclosure of all carbon inventory/footprint information MA-tek fails to respond promptly to climate change issues Customers and the general public perceive MA-tek as an environmentally damaging company 	<ul style="list-style-type: none"> Loss of customers: Damage to image and reputation leads to decreased revenue for MA-tek Inability to attract talent: Image tarnished, MA-tek will struggle to attract top talent 	<ul style="list-style-type: none"> Actively taking specific actions to comply with policies, laws, regulations, or international goals related to climate change Enhance sustainability-related education and training to raise employee awareness and demonstrate reduction efforts Publish sustainability reports to disclose the Company's current achievements in sustainable development affairs
Market risk	<ul style="list-style-type: none"> Heightened societal awareness of environmental sustainability increases corporate client demands for low-carbon analysis technologies MA-tek's existing technologies being replaced by emerging technologies or industries 	<ul style="list-style-type: none"> Increased operational costs: The development of new low-carbon analysis technologies will increase costs Loss of customers: Results in decreased revenue and reduced profitability 	<ul style="list-style-type: none"> Continue to develop higher-tier, more energy-efficient analysis and testing technologies Continue to research the latest trends in the market Assess and plan to purchase green energy sources

MA-tek identifies five key opportunity areas related to climate change. These include the development of new services and technologies, ensuring supply chain stability, promoting low-carbon and green operational practices, renewable energy projects and the carbon trading market, and corporate reputation.



Note: Short-term risk: happening in 1 year / Mid-term risk: happening in 1~3 years / Long-term risk: happening in more than 3 years

Opportunities	
Opportunity ranking	Opportunity item
①	New services and technology development
②	Supply chain stability
③	Promotion of low-carbon and green operations
④	Renewable energy plan and carbon emission trading market
④	Enterprise reputation

Opportunity item	Explanation
Development of new services and technologies.	<ul style="list-style-type: none"> MA-tek aims to enhance competitiveness by focusing on developing low-carbon and highly efficient energy-saving technologies in response to changing market trends. This effort is expected to increase customer orders, thereby boosting company profitability. Additionally, by researching advanced, low-carbon analytical and testing services, MA-tek not only expands opportunities to enter new markets but also helps clients seize emerging market potentials through these new services.
Supply chain stability	<ul style="list-style-type: none"> Implement climate risk identification and conduct regular audits and guidance for high-risk suppliers to effectively manage risks. This ensures that potential disruptions in the supply chain due to climate change are minimized, thus improving overall supply chain stability. Establishes supplier codes of conduct and implement assessment mechanisms to assist suppliers in planning for sustainable development. This helps reduce future compliance costs associated with legal regulations, such as increased expenses from government-imposed carbon taxes or fees.
Promoting low-carbon and green operational practices	<ul style="list-style-type: none"> Our research centers and laboratories will procure the latest energy-efficient equipment and establish more efficient systems. The Company will also replace less energy-efficient lighting, air conditioning, and vehicles with oil-electric hybrids to enhance energy usage efficiency and reduce operational costs. Review the rationality and appropriateness of water resource usage to lower experimental costs and minimize resource wastage.
Renewable energy projects and the carbon trading market	<ul style="list-style-type: none"> Purchase cutting-edge energy-efficient equipment and establish highly efficient systems to boost energy usage efficiency and save on operational costs. Secure public sector rewards and carbon emission reduction cooperation, accumulate carbon rights required for future emission reduction, and reduce potential carbon fees or tax costs in order to improve business performance and achieve net zero emission.
Corporate reputation	<ul style="list-style-type: none"> Align with measures and attitudes related to climate issues that meet international expectations so as to generate a positive impact on our corporate reputation. This will enhance trust among stakeholders, leading to the establishment of stable and enduring relationships with them.

6.2 Effective Resource Management

Despite Earth's abundant resources, human civilization's development has led to their dwindling availability. As a globally operating enterprise, MA-tek views itself as a world citizen concerned about our shared home—the Earth. Not only does MA-tek continue to promote internal awareness, but the Company also mandates that all department heads lead by example, advocating for conservation and resource recycling in their daily lives to contribute to our planet.

Internal environmental protection awareness posters



Energy Saving and Carbon Reduction Management

As a high-tech facility for precision instruments, MA-tek monitors energy usage across its laboratories worldwide and found most of our energy usage can be attributed to electricity used in laboratories and gas used by company cars. In Taiwan alone, our seven laboratories used up a total energy of 58,778.63 gigajoules in 2023, marking an increase due to expanding business demands to support company growth. Over the past three years, however, there has been a decreasing trend in energy intensity, meaning that with each additional dollar of revenue, the energy consumed would be gradually reduced.

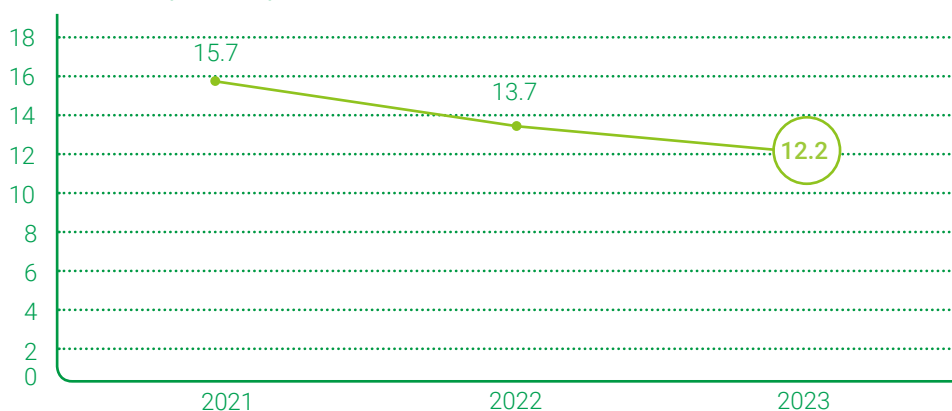
MA-tek's Energy Usage Statistics between 2021 and 2023

Energy consumption within the organization (Taiwan region)	2021	2022	2023
Externally purchased electricity (unit: kilowatt hour)	14,229	14,592	15,770
Gasoline (unit: thousand liters)	47.1	57.1	61.4
Total energy usage (unit: GJ)	52,762.5	54,397.9	58,778.63

Note 1: MA-tek uses non-renewable energy sources in Taiwan.

Note 2: Conversion factors for calorific values are 7,800 kcal/L for gasoline and 3,600 GJ per million kilowatt-hours for electricity.

MA-tek's energy intensity per unit revenue unit from 2021 to 2023



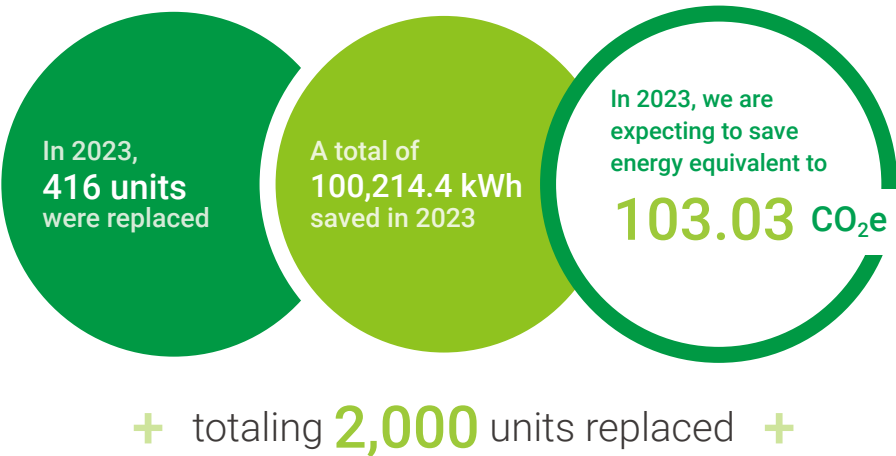
Note: Energy intensity is calculated as the total energy consumption within the organization divided by the revenue (unit: GJ/NT\$ million).

In 2024, MA-tek formally adopted the ISO 14064-1:2018 standard for greenhouse gas inventory. Using 2023 as the base year for our first annual inventory, MA-tek established a mechanism to track greenhouse gas emissions, identifying emission hotspots, and obtaining a third-party verification statement.

Greenhouse gas emission	Unit	2023
Category I (Direct greenhouse gas emission standards)	CO ₂ e ton	5,768.6204
Category II (Indirect greenhouse gas emission standards)	CO ₂ e ton	8,032.8713
Total	CO ₂ e ton	13,801.4917

Note 1: MA-tek has implemented the ISO 14064-1:2018 greenhouse gas inventory standard, conducting the inventory using the operational control approach. The calculation method involves activity data multiplied by emission factors multiplied by Global Warming Potential (GWP) values. The greenhouse gases inventoried include 7 categories: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃.
Note 2: Emission factors are referenced from the Environmental Protection Administration's Greenhouse Gas Emission Factor Management Table version 6.0.4, and GWP values are referenced from the AR6 version.

In 2023, MA-tek completed the replacement of all energy-saving LED lighting equipment. The laboratory transitioned from traditional three-wavelength fluorescent tubes to energy-efficient LED tubes, totaling 2,000 units replaced.



Laboratory LED lighting equipment

Water Resource Management

MA-tek is situated within the Science Park, with all laboratories and facilities sourcing water from municipal supplies, rather than surface water. According to publicly available data from the World Water Institute, MA-tek’s water sources in Taiwan are not located in areas under water stress. Due to its focus on high-tech testing services rather than conventional manufacturing or production, the laboratory’s water usage is minimal, primarily for administrative purposes such as drinking and restroom facilities, similar to typical office use. Additionally, regarding wastewater management, MA-tek falls within the Science Park’s administrative area, discharging wastewater into the park’s sewage system. The Company conducts regular checks on wastewater to ensure compliance with park administration standards.

Water consumption (Taiwan Region)	Unit	2021	2022	2023
Total water consumption	Million liters	13.68	14.86	16.90
Number of employees	Person	678	754	806
Per capita water consumption	Million liters	0.02	0.02	0.02

Note 1: Data for 2021 includes 5 laboratories (SoC Lab, Zhanye Lab, Zhubei Lab 1, Zhubei Lab 2, and Tainan Lab 1); 2022 and 2023 includes 6 laboratories (SoC Lab, Zhanye Lab, Zhubei Lab 1, Zhubei Lab 2, Tainan Lab 1, and Tainan Lab 2).
Note 2: Water sources are all from municipal supplies, classified as freshwater sourced from third-party providers.

Water Saving Measures

Although MA-tek’s overall water usage is only moderate, the Company is nonetheless committed to sustainable development as a long-term operational goal, actively managing water resources and reducing unnecessary consumption. Through various initiatives such as verbal directives from management, posting water-saving slogans in laboratories and offices, installing water-efficient faucets, and conducting regular pipeline inspections, MA-tek not only enhances water efficiency but also raises awareness among employees about conserving water resources. These efforts contribute to advancing MA-tek towards greener operations.



Promote concepts and knowledge about water conservation, fostering good water usage habits among employees.

Conduct periodic checks of pipelines to prevent unnecessary water wastage. Prompt repairs or replacements are carried out upon detection of abnormalities.

Display water-saving slogans near water facilities in offices and laboratories to enhance staff awareness of water conservation.

Install water-saving faucets and regularly monitor water consumption records.

Waste Management

MA-tek, as a testing and analysis laboratory, deals with both general waste and hazardous waste. General waste primarily consists of staff-generated waste, while hazardous industrial waste includes hazardous liquid waste and discarded hardware. General waste is managed centrally by the management committee, while hazardous waste is entrusted to qualified waste management firms for proper disposal and reporting in compliance with regulations. MA-tek signs contracts with waste disposal firms on a yearly basis, ensuring adherence to transport and disposal regulations. Currently, MA-tek is working with two waste disposal firms, conducting annual audits to verify compliance and track any violations or improper handling.

Hazardous Waste Management

For hazardous waste, MA-tek engages qualified waste management firms for proper disposal. In 2023, MA-tek disposed of 2.81 metric tons of hazardous waste, primarily non-recyclable hazardous liquids incinerated for disposal. In addition, during audits of waste handlers, MA-tek would verify contractor's government permits and ensures proper waste disposal practices are followed as evaluation criteria.

In 2023, MA-tek's disposal and recycling efforts included items such as electrical cables, electronic components, and printed circuit boards, managed by certified recyclers. In addition to disposing waste products according to the standard operating practices, the recyclers are also expected to submit disposal report after each operation to the Company for reference purposes. MA-tek's total cost for waste disposal in 2023 amounted to NT\$1,524,454.



Laboratory waste disposal and classification advocacy



Waste and waste liquid disposal and transportation

General Waste Management

MA-tek prioritizes recycling for office-generated waste. Recycling bins for paper, plastic, glass, aluminum cans, and kitchen waste are placed in break rooms and waste disposal areas. Employees are encouraged to reuse paper for printing, promoting waste reduction practices and aiming towards minimizing general business waste generation. Domestic waste is centrally treated by the Management Committee, so there is no record of the total amount.

1. MA-tek ensures compliance with regulatory requirements to obtain operational permits for toxic and hazardous chemicals as part of its management mechanism.
2. Additionally, MA-tek conducts annual maintenance, servicing, and functional testing of environmental detectors.

Management Mechanism of MA-tek's Hazardous Waste Processors

- 1 **Select the vendor**
 - Inspect waste treatment
 - qualification
 - Verify the permit
 - Sign the contract
- 2 **Sample check**
 - Confirm the processing flow
 - Inspect waste treatment method
 - Vendor evaluation
- 3 **On-site audit**
 - Inspect the permit
 - Confirm if there are any violation or improper handling



On site audit items for waste processors

1. Explanation of the certification.
2. Waste removal assessment.
3. Waste treatment (reuse) assessment.
4. assessment.
5. Waste incoming management
6. Vendor safety management.

Appendix 1 GRI Sustainability Reporting Standards Disclosure Index

Disclaimer	MA-tek has reported in accordance with GRI guidelines for the period from January 1, 2023 to December 31, 2023.
GRI 1 Used	GRI 1: Basis 2021
Applicable GRI industry standards	N/A

GRI Standard	Disclosure item		Corresponding Chapters	Page number	Remarks
General disclosure					
GRI 2: General Disclosure 2021	The organization and its reporting practices				
	2-1	Organizational details	About the Report 2.1 Company Profile		
	2-2	Entities included in the organization’s sustainability reporting	About the Report		
	2-3	Reporting period, frequency and contact point	About the Report		
	2-4	Restatements of information	-		No such event in the year
	2-5	External guarantee/assurance	About the Report Appendix 4. Certified Public Accountants’ Limited Assurance Report		
	Activities and workers				
	2-6	Activities, value chain and other business relationships	2.1 Company Profile 2.5 Supply Chain Partners 3.1 Technical Service and Quality		
	2-7	Employees	4.1 Talent Composition of Professional Teams		
	2-8	Workers who are not employees	4.1 Talent Composition of Professional Teams		

GRI Standard	Disclosure item		Corresponding Chapters	Page number	Remarks
GRI 2: General Disclosure 2021	Governance				
	2-9	Governance structure and composition	1.1 Planning for Sustainable Operations 2.2 Corporate Governance		
	2-10	Nomination and selection of the highest governance body	2.2 Corporate Governance		
	2-11	Chair of the highest governance body	2.2 Corporate Governance		
	2-12	Role of the highest governance body in overseeing the management of impacts	1.1 Planning for Sustainable Operations 2.2 Corporate Governance		
	2-13	Delegation of responsibility for managing impacts	1.1 Planning for Sustainable Operations		
	2-14	Role of the highest governance body in sustainability reporting	1.1 Planning for Sustainable Operations		
	2-15	Conflicts of interest	2.2 Corporate Governance		
	2-16	Communication critical concerns	2.2 Corporate Governance		
	2-17	Collective knowledge of the highest governance body	2.2 Corporate Governance		
	2-18	Evaluation of the performance of the highest governance body	2.2 Corporate Governance		
	2-19	Remuneration policies	2.2 Corporate Governance 4.3 Generous Compensation and Benefits		
	2-20	Process to determine remuneration	2.2 Corporate Governance		
	2-21	Annual total compensation ratio	-	-	The highest salary of the Company is confidential information and will not be disclosed to the public.

GRI Standard	Disclosure item		Corresponding Chapters	Page number	Remarks
GRI 2: General Disclosure 2021	Strategy, policies and practices				
	2-22	Statement on sustainable development strategy	Message from the Chairperson		
	2-23	Policy commitments	2.2 Corporate Governance 4.4 Friendly and Caring Workplace		
	2-24	Embedding policy commitments	1.2 Identification of Material Issues 2.2 Corporate Governance 4.4 Friendly and Caring Workplace		
	2-25	Processes to remediate negative impacts	2.2 Corporate Governance		
	2-26	Mechanism for seeking advice and raising concerns	2.2 Corporate Governance 4.4 Friendly and Caring Workplace		
	2-27	Regulatory Compliance	2.4 Internal Audit and Regulatory Compliance		The highest salary of the Company is confidential information and will not be disclosed to the public.
	2-28	Membership associations	2.3 Business Overview		
	Stakeholder engagement				
	2-29	Approach to stakeholder engagement	1.2 Stakeholder Engagement		
	2-30	Collective bargaining agreements	-		The Company has not yet established a union, so no group agreement has been signed.
Material Issues					
GRI 3: Material Topics 2021	3-1	Process to determine material topics	1.3 Identification of Material Issues		
	3-2	List of Material topics	1.3 Identification of Material Issues		

GRI Standard	Disclosure item		Corresponding Chapters	Page number	Remarks
Supplier Management					
GRI 3: Material Topics 2021	3-3	Management of material topics	1.3 Identification of Material Issues		
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	2.5 Supply Chain Partners		
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	2.5 Supply Chain Partners 4.4 Friendly and Caring Workplace		
Technical Service Quality					
GRI 3: Material Topics 2021	3-3	Management of material topics	1.3 Identification of Material Issues		
Economic Performance					
GRI 3: Material Topics 2021	3-3	Management of material topics	1.3 Identification of Material Issues		
GRI 3: Material Topics 2021	201-1	Direct economic value generated and distributed	2.3 Business Overview		For detailed information, please refer to MA-tek's annual report for 2023.
	201-4	Financial assistance received from government	2.3 Business Overview		For detailed information, please refer to MA-tek's annual report for 2023.
GRI 207: Tax 2019	207-1	Approach to tax	2.3 Business Overview		
	207-2	Tax governance, control and risk management	2.3 Business Overview		
	207-3	Stakeholder engagement and management concerns related to tax	2.3 Business Overview		
	207-4	Country-by-country reporting	2.3 Business Overview		
Customer privacy					
GRI 3: Material Topics 2021	3-3	Management of material topics	1.3 Identification of Material Issues		
GRI 418: Customer privacy 2016	418-1	Substantiated complaints of breaches of customer privacy or losses of customer data	3.4 Information Security and Customer Privacy		

GRI Standard	Disclosure item		Corresponding Chapters	Page number	Remarks
Customer relationship and development					
GRI 3: Material Topics 2021	3-3	Management of material topics	1.3 Identification of Material Issues		
Waste and hazardous substance management					
GRI 3: Material Topics 2021	3-3	Management of material topics	1.3 Identification of Material Issues		
GRI 306: Waste 2020	306-3	Management of material topics	6.2 Effective Resource Management		
Labor-management relationship					
GRI 3: Material Topics 2021	3-3	Management of material topics	1.3 Identification of Material Issues		
GRI 401: Labor-management relationship 2016	401-1	New employee hires and employee turnover	4.1 Talent Composition of Professional Teams		
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.3 Generous Compensation and Benefits		
	401-3	Parental leave	4.4 Friendly and Caring Workplace		
General issues					
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	2.4 Internal Audit and Regulatory Compliance		
GRI 206: Anti-competitive behavior 2016	206-1	Legal actions for anti-competitive behavior, practices, anti-trust and monopoly practices	-		
GRI 302: Energy 2016	302-1	Energy consumption within the organization	6.2 Effective Resource Management		
	302-3	Energy intensity	6.2 Effective Resource Management		
GRI 303: Water 2018	303-3	Water withdrawal	6.2 Effective Resource Management		

GRI Standard	Disclosure item		Corresponding Chapters	Page number	Remarks
GRI 305: Emission 2016	305-1	Direct (Scope 1) GHG emissions	6.2 Effective Resource Management		
	305-2	Indirect (Scope 2) GHG emissions	6.2 Effective Resource Management		
GRI 403: Occupational health and safety 2018	403-5	Worker training on occupational health and safety	4.5 Environmental Safety and Health		
	403-6	Promotion of worker health	4.5 Environmental Safety and Health		
	403-9	Work-related injuries	4.5 Environmental Safety and Health		
GRI 404: Education and training 2016	404-1	Average hours of training per employee	4.2 Diverse Recruitment and Talent Development		
	404-3	Percentage of employees receiving regular performance and career development reviews	4.2 Diverse Recruitment and Talent Development		
GRI 405: Employee diversity and equal opportunities 2016	405-1	Diversity of governance bodies and employees	2.2 Corporate Governance 4.1 Talent Composition of Professional Teams		
	405-2	Ratio of basic salary and remuneration of women to men	4.3 Generous Compensation and Benefits		
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	4.4 Friendly and Caring Workplace		In 2023, there were no discrimination incidents related to race, skin color, gender, religion, politics, nationality or social background as defined by the International Labor Organization, and no discrimination involving internal/external stakeholders of the organization.
GRI 411: Rights of indigenous peoples 2016	411-1	Incidents of violations involving rights of indigenous people	-		In 2023, no incidents of infringement on the rights of indigenous peoples' rights were identified, and there were no related incidents.
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-		No such event in the year.

Appendix 2 “Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies” Topic-specific Disclosure Index Table

Appendix 1-14, Article 4: Sustainability Metrics of the “Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies”						
Business	Code	Index	Index type	Annual Disclosure Status	Corresponding Chapters	Page number
Other electronics businesses	I.	Total energy consumption, percentage of purchased electricity, and utilization rate of renewable energy	Quantitative	The total energy consumption in 2023 was 58,778.63 GJ, with purchased electricity accounting for 96.59% of the total energy consumption. The Company currently does not use renewable energy, mainly due to the fact that the laboratories are rented, and it is not possible to set up renewable energy facilities on our own. In the future, we will comply with the government's plan to implement.	6.2 Effective Resource Management	
	II.	Total water intake and total water consumption	Quantitative	The total water intake in 2023 was 16,540 m ³ ; the Company mainly uses water for administrative affairs (such as drinking water for employees, toilets, and water for laboratory operations).	6.2 Effective Resource Management	
	III.	Weight and recovery percentage of hazardous waste generated	Quantitative	In 2023, the total weight of hazardous business waste was 2.81 tons, which was mainly laboratory waste liquid difficult to recycle. All the Company's waste has been subsequently disposed of by qualified waste processors.	6.2 Effective Resource Management	
	IV.	Describe the type, number of people and ratio of occupational accidents	Quantitative	There were no occupational injury accidents in 2023.	4.5 Environmental Safety and Health	
	V.	Disclosure of product lifecycle management: including the weight of scrapped products and electronic waste, and the percentage of recycling	Quantitative	MA-tek is a technical service company and these indicators do not apply.	-	
	VI.	Describe risk management related to the use of key materials	Qualitative description	MA-tek asks relevant suppliers to sign a "Conflict Minerals Declaration" to ensure that the materials supplied to the Company comply with the "Conflict Mineral Policy".	2.5 Supply Chain Partners	
	VII.	Total monetary loss caused by legal proceedings related to the anti-competitive practice regulations	Quantitative	There were no financial losses caused by legal proceedings related to anti-competitive practice regulations in 2023.	-	
	VIII.	Production volume of main products by product category	Quantitative	MA-tek is a technical service company and these indicators do not apply.	-	

Article 4-1: Climate related information of TPEX listed companies of the "Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies"			
Category	Item	Corresponding chapter and content	Page number
The risks and opportunities from climate change to the Company and the countermeasures taken by the Company	1. Describe the board and management's oversight and governance of climate related risks and opportunities.	6.1 Climate Change Countermeasures	110
	2. Describe how the identified climate hazards and opportunities affect the Company's business, strategy and finance (short-term, medium-term and long-term).	6.1 Climate Change Countermeasures	110
	3. Explain the financial impact of extreme climate events and transformation actions.	6.1 Climate Change Countermeasures	110
	4. Describe how the identification, assessment, and management process of climate risks are integrated into the overall risk management system.	6.1 Climate Change Countermeasures	110
	5. If scenario analysis is used to assess the resilience to climate change risks, describe the scenarios, parameters, assumptions, analysis factors and main financial impacts used.	The Company has not yet established a scenario analysis.	-
	6. If there is a transformation plan for managing climate related risks, describe the content of the plan and the indicators and objectives used to identify and manage physical and transformation risks.	6.1 Climate Change Countermeasures	110
	7. If internal carbon pricing is used as a planning tool, describe the pricing basis.	The Company currently has not adopted internal carbon pricing.	-
	8. If there are climate related goals set, describe the activities covered, the scope of greenhouse gas emissions, the planning period, and the annual progress achieved; if carbon replacement or renewable energy certificates (RECs) are used to achieve relevant goals, describe the source and quantity of carbon credits used or the number of renewable energy certificates (RECs).	6.1 Climate Change Countermeasures	110
	9. GHG inventory and assurance status, as well as reduction goals, strategies, and specific action plans.	We have introduced the ISO 14064-1: 2018 greenhouse gas inventory standard for the first time, and calculated the greenhouse gas inventory information in 2023. Please refer to the following table 1-1 for the 2023 inventory results. In the future, MA-tek will follow the regulatory timeline of the competent authorities to disclose the reduction goals, strategies, and specific action plans.	-

Table 1-1 The Company's GHG inventory check and assurance in the last 2 years

1-1-1 Greenhouse Gas Inventory Information	2023 (Scope of inventory: Taiwan office)	
	Total emissions (tons of CO ₂ e)	Intensity (tCO ₂ e / NTD million)
Scope 1	5,768.6204	1.20
Scope 2	8,032.8713	1.67
Scope 3	2,099.4171	

1-1-2 GHG Assurance Information	2023
Scope of assurance	Taiwan Office
Assurance Organization	DNV Business Assurance Co. Ltd. (DNV)
Assurance Standards	ISO 14064-1:2018
Assurance opinion	Level of Reasonable Assurance (Categories 1-2), Level of Limited Warranty (Categories 3-6)

Appendix 3 Sustainability Accounting Standards Board (SASB) Indicator Reference Table




Sector: services

Industry: professional & commercial services

Disclosure Topic	Indicator Code	Properties	Disclosure Indicators	Summary and description	Corresponding Chapters	Page number
Data security	SV-PS-230a.1	Qualitative	Describe the identification of data security risks and countermeasures	In order to actively block information security violations, the Company has installed the Security Scorecard Report information security risk management system, paying attention to the potential risks posed by every third party in the information security ecosystem. In addition, annual risk assessment is conducted through the ISO27001 risk identification process, targeting the four key issues developed by the Information Safety Management Promotion Group, and immediate risk improvement is needed if the risk index of the identification results exceeds a certain threshold.	3.4 Information Security and Customer Privacy	
	SV-PS-230a.2	Qualitative	Describe the policies and practices related to the collection, application and retention of customer information.	When collecting, processing and utilizing personal data, the Company not only takes necessary protective measures, but also ensures compliance with legal regulations. For customers, the Company jointly implements the protection of confidential information through the signing of confidentiality agreements. When employees leave the Company, they also need to go through declassification operations to reduce the risk of information leakage and ensure the best interests of all customers.	3.4 Information Security and Customer Privacy	
	SV-PS-230a.3	Quantitative	(1) number of data leakage; (2) percentages of confidential business information (CBI) or personally identifiable information (PII) related to customers; (3) number of customers affected.	(1) 0; (2) 0%; (3) 0.	3.4 Information Security and Customer Privacy	

Disclosure Topic	Indicator Code	Properties	Disclosure Indicators	Summary and description	Corresponding Chapters	Page number									
Employee diversity and engagement	SV-PS-330a.1	Quantitative	Ratio of gender and race/ethnic group among management and all other employees	<div>1.The proportion (%) of gender of managerial personnel and all other employees in 2023 is as follows:<table><tr><th>Taiwan region</th><th>Male</th><th>Female</th></tr><tr><td>Managerial personnel</td><td>11.74%</td><td>5.41%</td></tr><tr><td>Non-managerial personnel</td><td>49.83%</td><td>33.02%</td></tr></table></div> <div>2. Race/ethnicity percentage of U.S. employees: This report does not disclose the data on employees of overseas subsidiaries.</div>	Taiwan region	Male	Female	Managerial personnel	11.74%	5.41%	Non-managerial personnel	49.83%	33.02%	4.1 Talent Composition of Professional Teams	
	Taiwan region	Male	Female												
	Managerial personnel	11.74%	5.41%												
Non-managerial personnel	49.83%	33.02%													
SV-PS-330a.2	Quantitative	Voluntary and involuntary resignation rate	<table><tr><th>Taiwan region</th><th>Voluntary resignation</th><th>Involuntary resignation</th></tr><tr><td>Number of people in 2023</td><td>105</td><td>9</td></tr><tr><td>As a proportion of all employees</td><td>7.1%</td><td>0.80%</td></tr></table>	Taiwan region	Voluntary resignation	Involuntary resignation	Number of people in 2023	105	9	As a proportion of all employees	7.1%	0.80%	4.1 Talent Composition of Professional Teams		
Taiwan region	Voluntary resignation	Involuntary resignation													
Number of people in 2023	105	9													
As a proportion of all employees	7.1%	0.80%													
SV-PS-330a.3	Quantitative	Employee engagement percentage	MA-tek conducted an employee engagement survey, and in 2023, 86% of MA-tek employees achieved the "Actively Engaged" level of engagement.	4.4 Friendly and Caring Workplace											
Professional ethics	SV-PS-510a.1	Qualitative	Explain the method to ensure professional ethics.	Please refer to MA-tek's "Code of Ethics" and "Employee Code of Conduct" for details.	2.2 Corporate Governance										
	SV-PS-510a.2	Quantitative	The total financial losses caused by legal proceedings related to professional ethics.	There were no financial losses caused by legal proceedings related to professional ethics in 2023.	2.2 Corporate Governance										
Activity Indicator	SV-PS-000.A	Quantitative	Number of employees classified by full-time and part-time, and temporary and contractual.	<table><tr><th>Taiwan region</th><th>Number of people in 2023</th></tr><tr><td>Full-time employees</td><td>867</td></tr><tr><td>Part-time employees</td><td>2</td></tr><tr><td>Temporary and contractual employees</td><td>0</td></tr></table>	Taiwan region	Number of people in 2023	Full-time employees	867	Part-time employees	2	Temporary and contractual employees	0	4.1 Talent Composition of Professional Teams		
	Taiwan region	Number of people in 2023													
Full-time employees	867														
Part-time employees	2														
Temporary and contractual employees	0														
SV-PS-000.B	Quantitative	Employee working hours presented as a percentage of computable expenses	In 2023, MA-tek's employees provided a total of 1,542,044 working hours, and the salary percentage rate was 100%.	-	-										

Appendix 4. Certified Public Accountants' Limited Assurance Report

<div><p>安永聯合會計師事務所 // / 0 台北市基隆路一段111號7樓 70° Lin 111° Qia, / 1 capital Pingh 凡東亞會計師事務所 / 凡東亞 Tel: 886 2 2757 8888 Fax: 886 2 2757 6050 www.ey.com/ta</p></div> <div>AUDITORS' LIMITED ASSURANCE REPORT</div> <div>Materials Analysis Technology Inc.</div> <div>Scope We have been engaged by Materials Analysis Technology Inc. ("MA-tek") to perform a 'limited assurance engagement,' as defined by Accounting Research and Development Foundation of the Republic of China on Assurance Engagements, to report on sustainability performance information (the "Subject Matter") contained in MA-tek's Sustainability Report ("the Report") for the year ended December 31, 2023.</div> <div>Subject Matter and Criteria applied The Subject Matter of MA-tek and its applicable criteria are detailed in Appendix I.</div> <div>Management's responsibilities Management is responsible for the preparation of the Report in accordance with Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies, or local equivalent standard, Standards and Sector Guidance published by the Global Reporting Initiatives (GRI) on 2021, Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD) and other applicable rules according to its sector features, in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.</div> <div>EY's responsibilities Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained. We have planned and performed our assurance work in accordance with Assurance Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ISAE 3000'), issued by the Accounting Research and Development Foundation of the Republic of China. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error. We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.</div> <div>Our independence and quality management We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for</div> <div><p>Accountants and have the required competencies and experience to conduct this assurance engagement. EY also applies International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. Description of procedures performed Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance. Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems. A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information, and applying analytical and other appropriate procedures. Our procedures included: <ul style="list-style-type: none">conducting interviews with personnel from MA-tek to understand the overall situation of MA-tek's business and its commitment to sustainability, as well as the sustainability reporting process;understanding the main stakeholders of MA-tek and their expectations and needs through interviews and examination of relevant documents, the specific communication channels between both parties, and how responds to such expectations and needs;interviewing relevant personnel of MA-tek to understand the processes related to the collection, organization, and reporting of target information;checking whether the calculation standards have been correctly applied according to the methods outlined in the applicable criteria;performing analytical procedures on the Subject Matter in the report; collecting and evaluating other supporting evidence and management representations obtained; if necessary, selecting samples for testing;conducting analytical procedures to support the reasonableness of the data;identifying and testing the assumptions supporting the calculations;selecting samples from relevant documents of the source information for testing their accuracy;reading MA-tek's sustainability report to ensure that it is consistent with the understanding obtained by us regarding the overall performance of sustainability.</p></div> <div><p>Inherent Limitations Due to the measurement uncertainties affecting the non-financial information included in the sustainability report, choosing different measurement methods may lead to significant variances in performance measurement. Furthermore, since the assurance work is conducted on a sampling basis, any internal controls are subject to inherent limitations, and therefore may not necessarily detect all material misstatements that already exist, whether they arise from fraud or error. Conclusion Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the Subject Matter, in order for it to be in accordance with the Criteria. Other Matters We shall not be responsible for conducting any further assurance work for any change of the subject matter information or the criteria applied after the issuance date of this report. Hu, Shen-Chieh Ernst & Young, Taiwan June 14, 2024 <i>Notice to Readers</i> For the convenience of readers, the independent auditors' limited assurance report and the accompanying summary of identified subject matter information have been translated into English from the original Chinese version prepared and used in the Republic of China. If there is any conflict between the English version and the original Chinese version or any difference in the interpretation of the two versions, the Chinese-language independent auditors' limited assurance report and summary of identified subject matter information shall prevail.</p></div>

Appendix 4. Certified Public Accountants' Limited Assurance Report



Appendix I

No.	Corresponding Section	Description of Indicators	Assurance Subject Matter																		
1	Ch6.2 Effective Resource Management	Water Resources Management	GRI 303-3:2018 Water withdrawal																		
		The water sources of MA-tek in Taiwan do not fall in water pressure areas.	a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by sources.																		
		<table><tr><th>Water consumption (Taiwan Region)</th><th>Unit</th><th>2023</th></tr><tr><td>Total water consumption</td><td>million liters</td><td>16.90</td></tr><tr><td>Number of employees</td><td>person</td><td>806</td></tr><tr><td>Per capita water consumption</td><td>million liters</td><td>0.02</td></tr></table>	Water consumption (Taiwan Region)	Unit	2023	Total water consumption	million liters	16.90	Number of employees	person	806	Per capita water consumption	million liters	0.02	b. Total water withdrawal from all areas with water stress in megaliters.						
		Water consumption (Taiwan Region)	Unit	2023																	
		Total water consumption	million liters	16.90																	
		Number of employees	person	806																	
		Per capita water consumption	million liters	0.02																	
		Note 1 : In 2023, it includes 6 laboratories (SoC Lab, Zhanye Lab, Zhubei Lab 1, Zhubei Lab 2, Tainan Lab 1, and Tainan Lab 2).																			
		Note 2 : Water sources are all from municipal supplies, classified as freshwater sourced from third-party providers.																			
2	Ch4.1 Talent Composition of Professional Teams	2023 MA-tek (Taiwan region) Statistics of new employees	GRI 401-1:2016 New employee hires and employee turnover																		
		<table><tr><th>Total</th><th>Under 30 years old</th><th>30-50 years old</th><th>Over 50 years old</th><th>Female</th><th>Male</th></tr><tr><td>Number of people</td><td>Number %</td><td>Number %</td><td>Number %</td><td>Number %</td><td>Number %</td></tr><tr><td>175</td><td>96 11</td><td>76 9</td><td>3 0</td><td>56 6</td><td>119 14</td></tr></table>	Total	Under 30 years old	30-50 years old	Over 50 years old	Female	Male	Number of people	Number %	Number %	Number %	Number %	Number %	175	96 11	76 9	3 0	56 6	119 14	a. Total number and rate of new employee hires during the reporting, by age group, gender and region.
		Total	Under 30 years old	30-50 years old	Over 50 years old	Female	Male														
		Number of people	Number %	Number %	Number %	Number %	Number %														
		175	96 11	76 9	3 0	56 6	119 14														
			b. Total number and rate of employee turnover during the reporting, by age group, gender and region.																		
		2022 MA-tek (Taiwan region) Statistics of resigned employees																			
		<table><tr><th>Total</th><th>Under 30 years old</th><th>30-50 years old</th><th>Over 50 years old</th><th>Female</th><th>Male</th></tr><tr><td>Number of people</td><td>Number %</td><td>Number %</td><td>Number %</td><td>Number %</td><td>Number %</td></tr><tr><td>114</td><td>41 5</td><td>67 8</td><td>6 0</td><td>45 5</td><td>69 8</td></tr></table>	Total	Under 30 years old	30-50 years old	Over 50 years old	Female	Male	Number of people	Number %	Number %	Number %	Number %	Number %	114	41 5	67 8	6 0	45 5	69 8	
		Total	Under 30 years old	30-50 years old	Over 50 years old	Female	Male														
		Number of people	Number %	Number %	Number %	Number %	Number %														
114	41 5	67 8	6 0	45 5	69 8																
Note 1 : The ratio represents the proportion of each category relative to the total number of employees for that year.																					
Note 2 : The proportion of new employees and departures over 50 years old is 0.34% and 0.69%, which is 0% after rounding.																					

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No.	Corresponding Section	Description of Indicators	Assurance Subject Matter
3	Ch 2.5 Partner of supply and cooperation	Green Procurement Ratio in 2023 	Designated indicator a. The percentage of purchasing personal computers and laptops with eco-labels. b. The percentage of purchasing office machines with eco-labels. c. The percentage of purchasing papers with eco-labels.
4	Ch3.4 Information Security and Customer Privacy	a. The number of data leakage is zero. b. The data leakage percentages of confidential business information (CBI) or personally identifiable information (PII) related to customers is 0%. c. The affected customers of data leakage is zero.	SV-PS-230a.3:2018 a. Number of data leakage b. Data leakage percentages of confidential business information (CBI) or personally identifiable information (PII) related to customers c. Number of customers affected
5	Ch3.2 Technological Innovation and Technical Data Management	Number of patent applications and approvals Note 1: The scope of data on the number of patent applications and number of approvals includes the Taiwan Parent Company and Mainland China Subsidiaries. Note 2 : The statistical information regarding the number of patents in 2021 is not within the scope of this limited assurance engagement.	Designated indicator a. The number of patents applied during the reporting period. b. The number of patents approved during the reporting period.

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