MAtek
The Best R&D Partner

2025 Sustainability Report

Materials Analysis Technology Inc.



Contents

» About the Report 2
» Message from the Chairperson 3

» Sustainability Column E: Environmental Sustainability - Supporting Green R&D Technology and Advancing International Green Energy Progress 5
» Sustainability Column S: Social Inclusion - Promoting the Development of Advanced Technologies and Cultivating High-Tech Talent in Material Analysis 7
» Sustainability Column G: Corporate Governance - The Importance of Intellectual Property for Sustainable Operations and Maintaining Key Competitiveness 8

CH1 Blueprint for Sustainable Leadership 10
» 1.1 Plan for Sustainable Development 10
» 1.2 Stakeholder Engagement 15
» 1.3 Identification of Material Issues 18
CH2 Steps Towards Sincere Governance 28
» 2.1 Company Profile 28
» 2.2 Corporate Governance 34
» 2.3 Management Overview 48
» 2.4 Internal Audit and Regulatory Compliance 52
» 2.5 Supply Chain Partners 54
CH3 Beacon of Technology Partners 60
» 3.1 Technical Service and Quality 60
» 3.2 Technological Innovation and Technical Data Management 66
» 3.3 Customer Relationship Maintenance 75
» 3.4 Information Security and Customer Privacy 88

CH4 Growing Together at the Workplace 97
» 4.1 Talent Composition of Professional Teams 97
» 4.2 Diverse Recruitment and Talent Development 100
» 4.3 Excellent Compensation and Benefits 108
» 4.4 Friendly and Caring Workplace 113
» 4.5 Environmental Safety And Health 121
CH5 Industry-Academia Public Welfare 131
» 5.1 Social Participation Strategy 131
» 5.2 A partner of precision analytical instruments for universities 132
» 5.3 Common Prosperity Partners of Society 134
CH6 Green and Sustainable Operations 140
» 6.1 Climate Change Strategy 140
» 6.2 Effective Resource Management 148
» Appendix 1 GRI Sustainability Reporting Standards Disclosure Index 154
» Appendix 2 “Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies” Topic-specific Disclosure Index Table 160
» Appendix 3 Sustainability Accounting Standards Board (SASB) Indicator Reference Table 162
» Appendix 4. Certified Public Accountants’ Limited Assurance Report 165

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.

As the business of Ma-tek is located all over the world, the Company has included the operation sites and laboratories in Japan for the first time this year to expand the scope of sustainable management practices. The scope covers Taiwan (SoC Laboratory, Zhanye Laboratory, Zhubei Taiyuan Laboratory Factory II, Jinshan Laboratory and Tainan Laboratory Factory II), China (Shanghai Laboratory Zhangjiang Plant I, Shanghai Laboratory Zhangjiang Plant II (A), Shanghai Laboratory Zhangjiang Plant II (B), Shanghai Laboratory Zhangjiang Plant II (C), Shanghai Laboratory Jinqiao Plant, Suzhou Laboratory, Xiamen Laboratory, and Shenzhen Laboratory), and Japan (Hokkaido Laboratory, Kumamoto Laboratory, and Nagoya Laboratory). This scope differs from the scope of MA-tek’s consolidated financial statements, and the subsidiaries of Materials Analysis Technology are not fully included. Please refer to the 2025 Annual Report for the list of subsidiaries. The financial data in this report is consistent with the disclosure scope of the consolidated financial report of MA-tek, and the financial figures in the report are in New Taiwan dollars. This report discloses MA-tek’s ESG performance and achievements in 2025 (from January 1, 2025, to December 31, 2025), and the reporting period is consistent with that of the annual report.

» Report Compilation Standards and External Assurance

Internal audit

For this report, the person in charge of the project team in each department aggregates and analyzes the meeting data, and discloses the performance of relevant ESG plans according to the GRI Sustainability Reporting Standards, TCFD, and SASB Standards – Professional Commercial Services as the supplementary guide. The report is included after the head of each department gives approval, the audit executive confirms the content is correct, and the project team prepares it. After completion, submit the report to the Board of Directors with a description of the preparation process of the report.

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 MA-tek Sustainability Report is published on an annual basis in principle. This year's (2025) report will be published in August 2025.

» Feedback - Contact Information

Materials Analysis Technology Inc.
Tel : +886-3-6116678 ext:3766
Address : 300094 1A3, No. 1, Lixing 1st Road, Hsinchu Science Park
Email : ir@ma-tek.com
Website : https://www.ma-tek.com

From Leading to Exemplary: Building a Trusted Sustainable Partner for the Global Semiconductor Industry

MA-tek The Best R&D Partner

As a leading global provider of semiconductor analysis and testing services, the Company grows alongside its customers. To realize its vision of “wherever there is a science park, there is MA-tek,”the company has always approached the responsibilities and challenges accompanying corporate growth with a prudent attitude. We firmly believe that sustainable management is not merely about accumulating past achievements, but rather focuses on whether a company possesses the governance capacity for continuous self-improvement. Guided by the philosophy that “our only competitor is ourselves,” MA-tek requires the organization to evaluate the quality of its decision-making against higher standards at every stage of development and to prudently weigh its long-term impact.



Social Responsibility: Ten-Million Fund Invested to Create a Prosperous Industry–Academia Ecosystem

- The Company makes substantial investments in talent cultivation and academic development, prioritized over short-term returns. Chairperson Hsieh emphasized, “In this regard, we believe it is worthwhile even if it is not profitable or even results in a loss.”
- Promote advanced resource sharing to reduce redundant investment and empower academic research.



Corporate Governance: A Sustainability Strategy Centered on “Transcending Oneself”

- Maintain MA-tek’s leading position in the Taiwan and China markets by adopting a governance mindset centered on self-evolution.
- Following the establishment of the Nagoya Laboratory in 2019 and the Kumamoto Laboratory in 2024, the Hokkaido Laboratory was officially inaugurated in 2025. In 2026, the Company continues its global expansion across Asian, European, and American markets and activates its second Nagoya plant. These efforts represent a steady expansion to meet local market demands while maintaining high-efficiency operational performance.

In 2025, in addition to achieving a cumulative annual revenue of NT$5.545 billion – an 8.51% year-on-year increase – MA-tek was honored with the “2025 Potential Mid-Cap Award” by the Taiwan Institute of Directors and the Corporate Development Research Center. This award recognizes the company’s outstanding achievements in professional technology, operational strength, and sustainable governance, while underscoring its growth potential in the international market.

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

Leveraging industry-leading advanced process and packaging analysis technologies, MA-tek has long provided global semiconductor leaders with advanced packaging failure analysis solutions for GAAFET, CoWoS, InFO, and other technologies. By leveraging continuous innovation and a competitive edge in technological leadership, we provide the most advanced and precise semiconductor analysis and inspection services to global customers, further consolidating our market leadership. MA-tek has invested over US$5 million to officially launch the world’s leading ultra-angstrom resolution spherical aberration-corrected transmission electron microscope (Cs-corrected TEM) in April 2025, assisting major wafer manufacturers in advancing the R&D and mass production of sub-2 nm processes. In addition, to meet the reliability testing requirements for high-end AI chips, the company completed the installation of Incal/Sonoma and MCC/HPB6 systems in the first quarter of 2025, establishing itself as a world-leading laboratory. The company has also secured validation projects from top-tier autonomous driving and AI chip manufacturers in Europe and the United States, becoming a provider of critical reliability verification services in the global AI market.

In 2025, MA-tek introduced innovative radiation testing and analysis services. In October 2025, the company signed a “Memorandum of Understanding for Radiation Technology Consultation and Testing Services” with the National Atomic Research Institute and SGS Taiwan. This partnership provides stability testing for materials and components in radiation environments, assisting the low-earth orbit (LEO) satellite and automotive industries in real-time risk prediction and protective design during the product design phase, thereby shortening development timelines. MA-tek will continue to uphold the spirit of “precise analysis and quality protection” as it works hand in hand with partners to establish new milestones for Taiwan in the fields of high-reliability testing and radiation testing analysis.

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

MA-tek considers “talent cultivation” a core driver for corporate sustainability and technological leadership. In 2025, under its existing systematic training framework, MA-tek continues to deepen the cultivation of professional skills, cross-disciplinary learning, and the accumulation of practical experience. Through comprehensive education and training programs, a skill allowance system, and differentiated incentive mechanisms, the Company encourages employees to refine their cutting-edge technical capabilities in material analysis, failure analysis, reliability verification, and advanced packaging, thereby strengthening its long-term competitiveness.

In addition to internal talent cultivation, MA-tek has continued to deepen industry-government-academia collaboration, including an industry–academia collaboration program initiated in 2021 with an annual allocation of NT$20 million. In 2025, MA-tek signed the “Letter of Intent for the Partnership to Achieve Sustainable Development Goals” with National Tsing Hua University and six other enterprises to accelerate the commercialization of academic innovations and jointly cultivate technical talent possessing both theoretical depth and industrial insight. Meanwhile, the “MA-tek Materials Academy” will be officially launched in 2025. The curriculum covers semiconductor and material analysis, testing technologies, and equipment applications, while also providing a series of technical columns. We actively promote cross-sector knowledge sharing through open technical exchange platforms, industry–academia forums, and collaborative columns, fostering a virtuous cycle of the latest research trends and industrial applications among industry, government, and academia.

MA-tek has long supported the promotion of science education and the cultivation of youth talent, aiming to continuously inject innovative momentum into the industry from basic education to high-level R&D. In 2025, the Company donated NT$1 million to facilitate the “27th “Wu Chien-Shiung Science Camp.” Furthermore, NT$1.5 million was invested in the “2025 MA-tek Future Chip Scholarship Program” to support students with potential and professional expertise in their pursuit of learning and research in related fields. Additionally, the Company has provided annual sponsorship of NT$175,000 for the “2025 Taiwan Materials Science Microstructure Image Aesthetics Competition.” This initiative aims to showcase the aesthetic qualities inherent in scientific imagery by combining imagination and creativity, while encouraging participants to present the charm of materials science through innovative perspectives and artistic interpretations.

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 of MA-tek

Sustainability Column E: Environmental Sustainability - Supporting Green R&D Technology and Advancing International Green Energy Progress

In response to the impact of extreme climate on the environment, countries around the world are actively engaged in energy transition, adjusting their national energy policies and focusing on strategies such as energy conservation, energy generation, energy storage, and smart system integration. Under this trend, green energy materials have become one of the key development directions 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.



SDGs 7 - Ensure access to affordable, reliable, sustainable and modern energy for all

In recent years, electricity consumption has continued to grow, and the issue of power shortages has been frequently discussed. Taiwan's energy policy is also undergoing a major transformation. With the government's decision to gradually phase out nuclear energy, Taiwan's energy structure is being significantly adjusted. The nuclear power shutdown will make Taiwan's energy more dependent on green and renewable energy. In addition to renewable energy development, energy-saving and energy-removal equipment are poised for rapid growth. MA-tek provides comprehensive testing solutions for the LED and solar cell industries, and other environmentally friendly and sustainable energy sectors. By fostering the mutual success of its suppliers and customers, we strengthen the enterprise's sustainable value chain.

As global environmental awareness rises, the European Union's Carbon Border Adjustment Mechanism (CBAM) has come into effect, and countries have begun prohibiting the sale of new fuel-powered vehicles, marking 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.

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

Sustainability Column E: Environmental Sustainability - Supporting Green R&D Technology and Advancing International Green Energy Progress



SDGs 13 - Take urgent action to combat climate change and its impacts.

On its website, MA-tek publishes the “New Technological Pathways – Collaboration Column,” which extends industry–academia collaboration beyond technological innovation by sharing progress and results 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.



1.Theory and Application of Energy-Saving Ferroelectric Hafnium Zirconium Oxide in the Energy Sector

Explore the crystal structure characteristics of ferroelectric materials, which enable them to exhibit thermodynamically reversible interactions between electrical, thermal, and mechanical variables. The coupling between the electrical and thermal properties of ferroelectric hafnia-based oxides enables significant potential in energy storage, thermoelectric energy harvesting, and electrocaloric cooling applications. In the future process nodes of Intel and TSMC, Backside Power Delivery Network (BS-PDN) technology presents potential challenges regarding heat distribution. Significant energy efficiency improvements could be achieved if this waste heat is recycled as a power source or if the electrocaloric effect is utilized to reduce chip temperatures, particularly when integrated with high-power-consumption chips.



2.Next-Generation Energy Storage Technology: Advanced Lithium-Sulfur Batteries

The development of lithium-sulfur batteries aims to overcome the energy density bottlenecks and high cost constraints of current commercial lithium-ion batteries. Research into advanced lithium-sulfur batteries corrects the previous approach of applying lithium-ion battery development frameworks to lithium-sulfur technology; furthermore, it dispels past misunderstandings and legacy concepts regarding the overestimated performance of lithium-sulfur batteries. By integrating solid-state electrolytes – a hallmark of next-generation batteries – with advanced lean-electrolyte and solid-state lithium-sulfur (Li-S) batteries, the reaction mechanism of Li-S batteries has been revolutionized. This integration enables the combination of high-capacity, low-cost sulfur electrodes with lithium electrodes to achieve high-energy-density Li-S batteries. Furthermore, by optimizing process parameters and structural components, advanced Li-S batteries have become more academically and industrially viable, allowing for the pioneering development of high-energy-density batteries with superior cycle stability and safety.



3.Silicon Photonics Technology Facilitates Advanced High-Performance Computing

The defining highlight of germanium quantum dots lies in their preparation via thermal oxidation at 900°C, which affords them superior high-temperature thermal stability. Furthermore, the germanium quantum dot fabrication technology directly utilizes CMOS process technology, offering excellent process controllability and engineering advantages for component design. This allows for the direct fabrication of qubits, single-electron transistors, and phototransistors, demonstrating significant potential for practical application and industrialization. This will facilitate the development of quantum computing and optical interconnect technologies.

ESG

Sustainability Column S: Social Inclusion - Promoting the Development of Advanced Technologies and Cultivating High-Tech Talent in Material Analysis

Since 2021, MA-tek has established a substantial Industry–Academia Cooperation Fund, allocating NT$20 million annually to provide internships for university students and cultivate future high-tech talent. In 2025, 20 projects across five universities were approved for subsidies, covering research topics in cutting-edge technological fields such as semiconductor materials, advanced components and processes, silicon photonics, 6G communication, new energy, nanomedicine (K-kit), and artificial intelligence. The program provides research funding through industry–academia collaborations to accelerate the execution of professors' forward-looking research projects. This initiative aims to enhance the quality of domestic academic analysis and testing while fostering the development of advanced technologies for the future. 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.

4 HOCHWERTIGE BILDUNG

SDGs 4 -Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

In 2025, MA-tek regularly invited professors to present their research findings, covering topics such as development trends in precision analysis technologies and focusing on industry demand for automotive and AI-driven applications. These presentations combined advanced packaging and compound semiconductor technology solutions; for further details, please refer to the "Technical Articles" section on the official website.

Technical Articles Section



ESG

Sustainability Column G: Corporate Governance - The Importance of Intellectual Property for Sustainable Operations and Maintaining Key Competitiveness

In order to strengthen its industry leadership and safeguard hard-earned advanced technologies, MA-tek has not only introduced intellectual property disclosure systems and strengthened management but also systematically continued to invest in R&D and the accumulation of intellectual property assets. Through the regular annual publication of our Intellectual Property Report, we demonstrate the uniqueness, market advantages, and innovative energy generated through our intellectual property, thereby reinforcing the Company's image as a technology leader.

In 2025, a total of NT$235.2 million was invested in R&D, accounting for 4.24% of overall operating revenue. The company continues to invest in forward-looking R&D, demonstrating its commitment to deepening technical capabilities. Of these, three green innovative R&D achievements were completed, including energy storage materials, wide-bandgap silicon materials and components, and two-dimensional materials. These technologies have been applied to over 3,100 actual analysis cases, demonstrating their practical effectiveness in energy saving, carbon reduction, and high-performance component analysis. Further promoting industry upgrades and sustainable supply chain development serves as the foundation for building strong technological innovation and market competitiveness. Maintaining intellectual property rights helps establish and retain competitive advantages, create value, and ensure continuous innovation and growth, thereby laying a solid foundation for the sustainable development of MA-tek and delivering the following five benefits:

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.

ESG

Sustainability Column G: Corporate Governance - The Importance of Intellectual Property for Sustainable Operations and Maintaining Key Competitiveness

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, helping 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, improves energy efficiency, reduces environmental impact, and boosts client productivity. It is currently applied across various sectors, including traditional industries, electronics, cosmetics, food, and biomedicine. In 2025, the Company showcased its cutting-edge K-kit innovation at BIO Asia-Taiwan Exhibition, attracting numerous experts and scholars from the pharmaceutical and academic sectors. The event facilitated extensive professional exchange and fully demonstrated K-kit's technological breakthroughs and application potential within the biomedical field.
2025 Achievements	Regarding education and training, MA-tek held one 2-hour course with a total of 150 participants to continuously strengthen employees' intellectual property foundation and management awareness. In terms of intellectual property rights, the company has been granted 65 invention patents, 101 utility model patents, and 14 copyright and 8 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 use the TIPS system as its governance core to systematically implement R&D management, intellectual property applications, confidential information protection, and employee training, gradually building a comprehensive intellectual property strategy for the short, medium, and long term. In response to the rapidly growing key application areas of third-generation semiconductors, AI, and automotive electronics, MA-tek does not engage directly in product manufacturing. Instead, it focuses on high-value-added technologies such as failure analysis, material analysis, and verification methods. Furthermore, the company deepens technical sharing with partners to ensure the reasonable protection and effective utilization of intellectual property rights. Building on this foundation, MA-tek envisions intellectual property as a key engine that bridges R&D innovation, customer trust, and value chain sustainability. While advancing toward its corporate sustainability goals, the company aims to amplify its positive impact on the industry, society, and the environment, progressing toward a vision of long-term, inclusive development.

1 Blueprint for Sustainable Leadership

1.1 Plan for Sustainable Development

Upholding the philosophy of ethical corporate management, MA-tek is committed to being a trusted R&D and analysis partner for the high-tech industry. We serve as a premium instrument center for industrial development, an indispensable functional unit within high-tech parks, and a “medical center” for high-tech products, assisting customers in diagnosing critical issues to enhance product quality and R&D efficiency.

As emerging technologies such as semiconductors, advanced packaging, and silicon photonics CPO continue to evolve rapidly, MA-tek will further refine its professional analytical capabilities and the depth of its technical services to support customers in addressing future industrial shifts and innovation requirements. Meanwhile, the Company has steadily integrated sustainable management principles by advancing key pillars across talent, society, the environment, and the economy. We are dedicated to building a supportive workplace with comprehensive communication channels, while leveraging corporate resources to give back to society and fulfill our environmental protection responsibilities. MA-tek aims to exert a positive influence through its professional services and concrete actions, partnering with stakeholders to weave sustainable value into every corner of the industry and society.

» 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. Comprising 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. In 2025, MA-tek held two meetings, achieving a 100% attendance rate, including proxy attendance. MA-tek is committed to continually implementing the contents of its "Sustainable Development Best Practice Principles" to help us fulfill our corporate social responsibility, managing the economic, environmental, and social risks and impacts of its overall operations, and actively pursuing its sustainable development goals.

Meetings of the Sustainable Development Committee in 2025

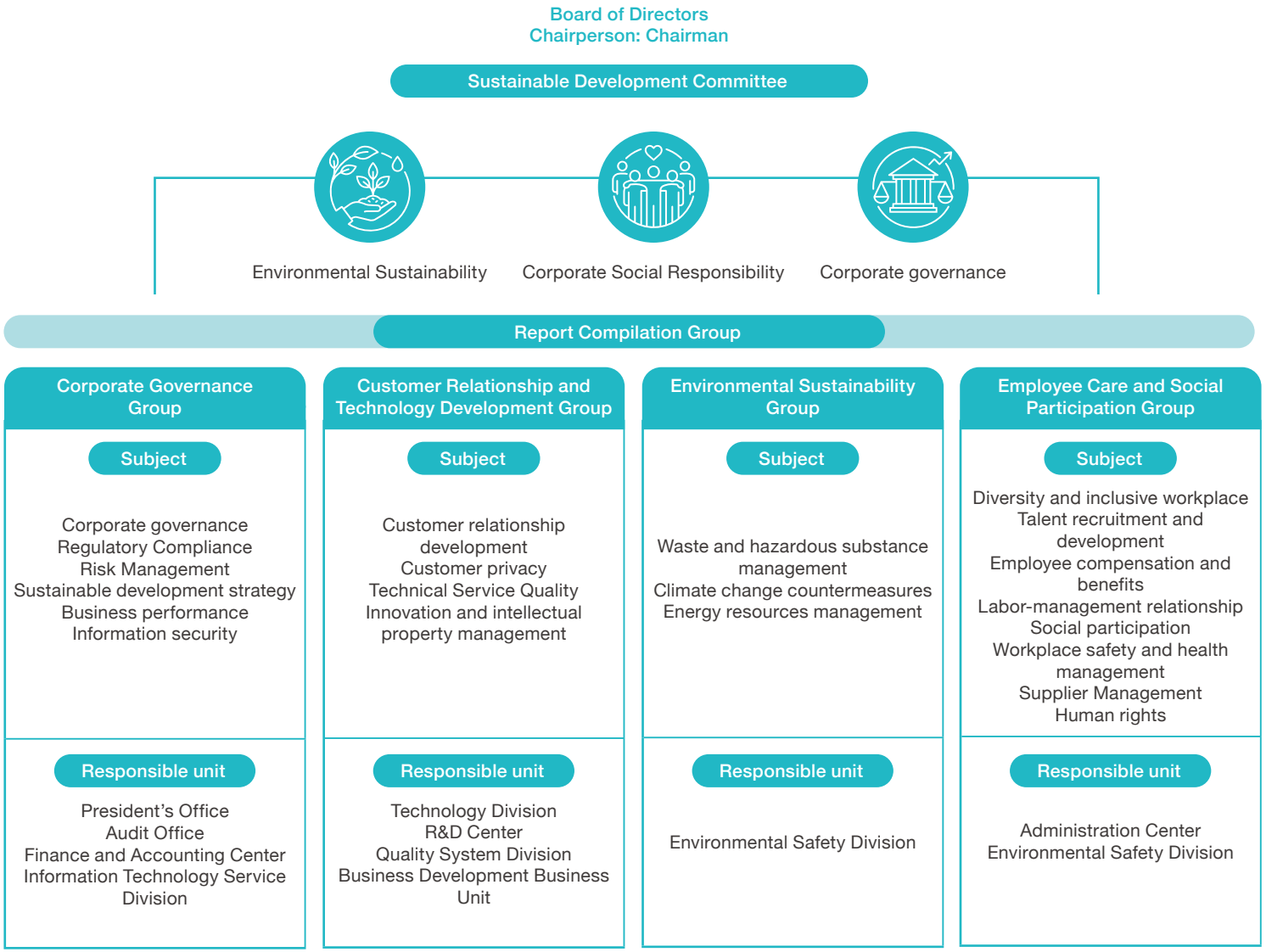
Meeting time	Meeting Highlights
2025/08/01	1.2024 Sustainability Report – Implementation Progress and 2025 Planning Report 2.Report on the planning of the schedule for greenhouse gas inventory and verification (including subsidiaries)
2025/11/07	1.2025 greenhouse gas inventory and verification schedule report. 2.Report on the Implementation of Ethical Corporate Management 3.Report on the Operation of Risk Management 4.Report on stakeholder communication.

永續發展委員會

永續發展實務守則

» 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 Strategy and Goals

MA-tek has established the “Sustainable Development Best Practice Principles,” fully integrating the concept of sustainable development into its corporate governance and operational management systems to serve as a vital guide for the company’s long-term operations. While pursuing steady growth and reasonable profits, we systematically integrate environmental, social, and governance (ESG) factors into our management policies and daily operational decisions. We are committed to balancing economic benefits, social responsibility, and environmental protection to achieve our corporate sustainable development goals.

Sustainable Development Best Practice Principles

Sustainable Development Goals



Implementing Corporate Governance



Development of Sustainable Environment

Corresponding SDGs





MA-tek’s Sustainable Strategy

1. 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.
2. 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.
3. 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.

1. 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.
2. Regularly assess the potential risks and opportunities posed by climate change to MA-tek, both now and in the future. The Company developed relevant strategic plans and officially launched an assessment project in September 2023. It continues to obtain ISO 14064-1:2018 organizational greenhouse gas inventory certification for its consolidated financial statements. Future policies will focus on energy conservation, carbon reduction, greenhouse gas reduction, water conservation, and waste management for incorporation into the Company's carbon reduction strategy.

2025 Annual Performance

We continue to ensure that the (highest) management possesses up-to-date sustainability management capabilities through continuing education for directors and corporate governance officers. This enables the Sustainability Committee and the Board of Directors to supervise MA-tek’s sustainable development path and decision-making, ensuring alignment with stakeholder expectations.

Through TCFD scenario analysis, MA-tek identifies the financial impacts corresponding to its transition risks and establishes carbon reduction targets and management measures to reduce its external costs while minimizing harmful impacts on the environment.

Sustainable Development Goals

Safeguarding Social Welfare

Corresponding SDGs



MA-tek's Sustainable Strategy

1. 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.
2. 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 have established confidential information management measures to respect customers' privacy by protecting their personal information.
3. Evaluate the Company's impact on the community and appropriately hire local workforce at operational sites to enhance community recognition. Regularly participate in community development and education activities through business initiatives, in-kind donations, corporate volunteer services, or other charitable professional services, collaborating with civic organizations, charitable groups, and local government agencies to promote community development.
4. 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.

2025 Annual Performance

1. The average salary ratio across Taiwan, mainland China, and Japan stands at 0.89:1, clearly demonstrating MA-tek's commitment to fostering an equitable work environment based on the principle of equal pay for equal work.
2. Customer satisfaction surveys across various dimensions indicated that 78%-99% of customers were very satisfied, and no customer complaints were received.

Sustainable Development Goals

Enhancing the Disclosure of Corporate Sustainability Information

Corresponding SDGs



MA-tek's Sustainable Strategy

1. 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.
2. 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:

- 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.

2025 Annual Performance

1.We have consistently obtained numerous third-party international quality certifications, sustainability report assurance, and greenhouse gas inventory verification.
2.The absence of legal violations resulting in litigation or monetary losses demonstrates the effectiveness and accountability of MA-tek's governance system.

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 2025, MA-tek included its laboratory in Japan within the reporting boundary. Considering that the business model of the Japan laboratory is similar to that of the laboratories in China, the results of the 2024 stakeholder identification were applied. A total of nine major stakeholders were identified, including employees, customers, shareholders/investors, suppliers/contractors/partners, government agencies, communities/NGOs, research institutions/academic units, media, and creditors/banks. We engaged with stakeholders differently based on their type to understand their needs and expectations, strengthen communication strategies and practical responses, and ensure the completeness and applicability of stakeholder identification and communication strategies. Finally, we incorporated their concerns into the Company's future development plans.



Figure. 9 Key Stakeholders of MA-tek in 2025

9 Key Stakeholders in 2025 and Engagement Methods

	Employees	Customer	Shareholders/ investors	Suppliers/ contractors/ partners
Issues of concern	• Economic Performance • Customer relationship and development • Human rights • Labor-management relationship • Workplace safety and health management • Corporate governance	• Technical Service Quality • Customer relationship and development • Customer privacy • Information security • Workplace safety and health management	• Innovation and intellectual property management • Risk Management • Technical Service Quality • Information security • Human rights	• Customer privacy • Information security • Climate change countermeasures • Energy resources management • Corporate governance
Engagement method and frequency	• Labor-management meetings (quarterly) • Employee suggestion box (sporadic) • Employee satisfaction survey (annual) • Monthly/bimonthly supervisor meeting (monthly/bimonthly) • Employees - New employee meetings (quarterly) • Performance evaluations (annual)	• Consulting services provided by company website (regular) • Customer satisfaction survey (annual) • Telephone and email correspondence (regular)	• Company spokesperson (sporadic) • Stock agency institution and dedicated personnel (sporadic) • Investor section on company website (sporadic) • General shareholders' meeting (annual) • Revenue announcements (monthly)	• Supplier evaluation procedure and management operation platform (sporadic) • Telephone and fax (sporadic) • Email correspondence (sporadic)
Corresponding chapter	2.2 Corporate Governance 2.3 Management Overview 3.3 Customer Relationship Maintenance 4.4 Friendly and Heart-warming Workplace 4.5 Environmental Safety and Health	3.1 Technical Service and Quality 3.3 Customer Relationship Maintenance 3.4 Information Security and Customer Privacy 4.5 Environmental Safety and Health	1.2 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 Heart-warming Workplace	2.2 Corporate Governance 3.4 Information Security and Customer Privacy 6.1 Climate Change and Adaption 6.2 Effective Resource Management

	 Government agencies	 Community/ non-profit organization/ non-governmental organization	 Research institutions/ academic units	 Media	 Creditors/banks
Issues of concern	• Corporate governance • Supplier Management • Customer privacy • Information security • Sustainable development strategy • Regulatory Compliance • Risk Management • Workplace safety and health management	• Employee compensation and benefits • Information security • Technical Service Quality • Energy resources management • Human rights	• Corporate governance • Supplier Management • Energy resources management • Waste and hazardous substance management • Workplace safety and health management	• Technical Service Quality • Corporate governance • Economic Performance • Labor-management relationship • Innovation and intellectual property management	• Economic Performance • Regulatory Compliance • Customer privacy • Sustainable development strategy • Corporate governance
Engagement method and frequency	• Meetings/seminars/regulatory briefings (sporadic) • Official correspondences (sporadic) • Market Observation Post System (disclosure per requirement)	• Contact and cooperation with communities and social groups (sporadic) • Grievance hotline (sporadic)	• Industry-academia cooperation (annual) • Consulting services provided by company website (regular) • Telephone and email correspondence (regular) • Technical seminars (sporadic)	• Press releasees (monthly) • Spokesperson interview (sporadic) • Company website • Fan group/WeChat public account	• Bank visits (sporadic) • Regular announcements of financial report/annual report
Corresponding chapter	1.1 Plan for Sustainable Development 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 Heart-warming Workplace 4.5 Environmental Safety and Health	3.1 Technical Service and Quality 3.4 Information Security and Customer Privacy 4.2 Excellent Compensation and Benefits 4.4 Friendly and Heart-warming Workplace 6.2 Effective Resource Management	2.2 Corporate Governance 2.5 Supply Chain Partners 4.5 Environmental Safety and Health 6.2 Effective Resource Management	2.2 Corporate Governance 2.3 Management Overview 3.1 Technical Service and Quality 3.2 Technological Innovation and Technical Data Management 4.4 Friendly and Heart-warming Workplace	1.1 Plan for Sustainable Development 2.2 Corporate Governance 2.3 Management Overview 2.4 Internal Audit and Regulatory Compliance 3.4 Information Security and Customer Privacy

1.3Identification of Material Issues

In 2025, MA-tek continues to adopt the 2024 material topic assessment results. These results were determined in accordance with the GRI (Global Reporting Initiative) Universal Standards 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 six topics as MA-tek's material sustainability issues for 2025.

Comprehensive Identification Process for Material Issues



Stakeholder Identification

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.

Identification of Material Issues

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 2025, the 21 sustainability issues identified in 2024 are used as the basis for the annual materiality assessment.

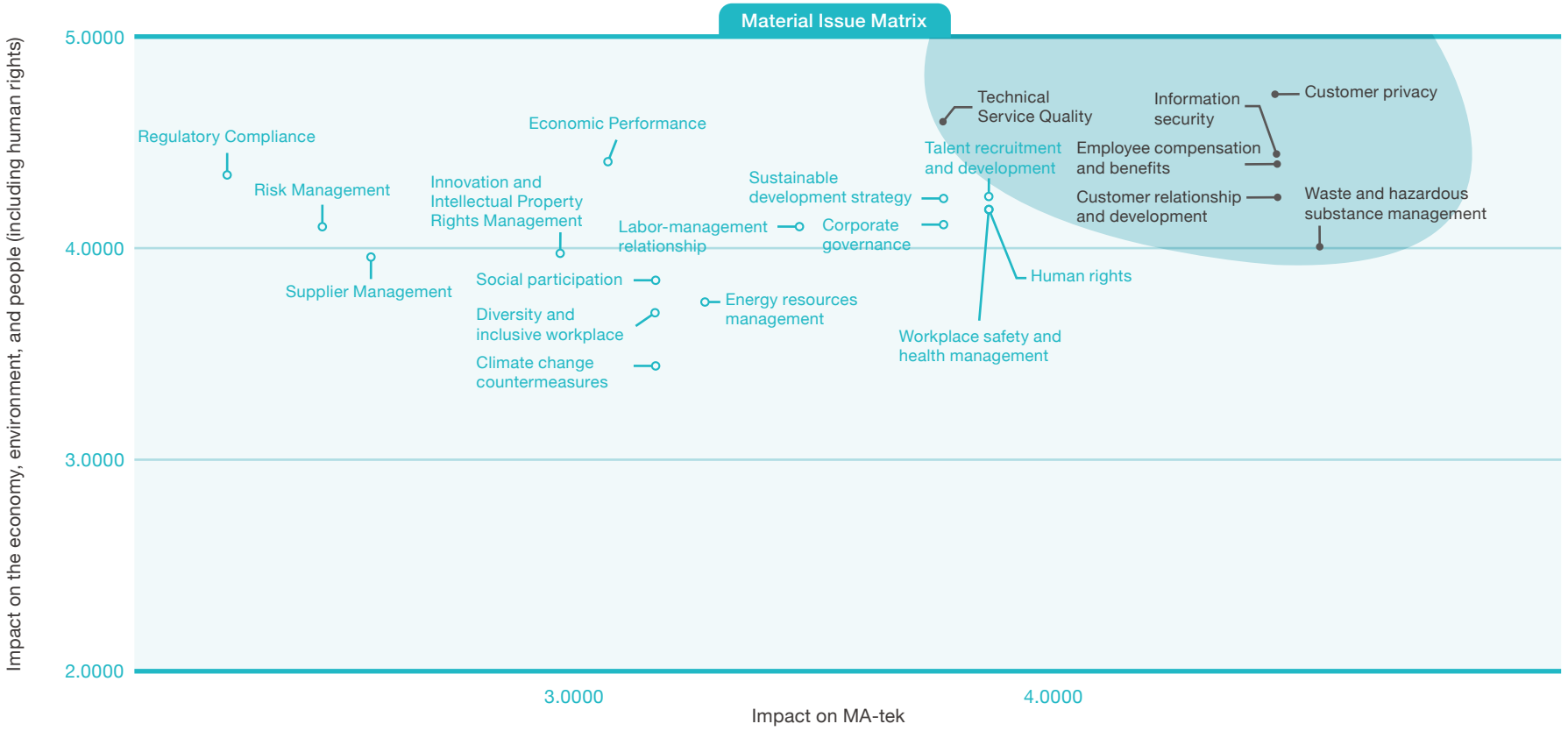
Analysis of Material Issues

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 the comprehensive identification results of these surveys, the material topics for 2024 will continue to be applied in 2025.

Material Issue Matrix

A total of 6 material issues were identified, and the results are illustrated in a matrix representation of material issues.

In 2024, MA-tek re-identified material issues based on industry trends and stakeholder concerns, and for the first time incorporated the perspectives of stakeholders from its China-based laboratories to enhance the completeness of the identification results. Finally, six material issues were identified: customer privacy, information security, employee remuneration and benefits, customer relations and development, waste and hazardous substance management, and technology service quality. We hope to continue strengthening communication with stakeholders, improving information transparency, and enhancing disclosure quality.



Material Issues

1.Customer privacy | 2.Information security | 3.Employee compensation and benefits | 4.Customer relationship and development
5.Waste and hazardous substance management | 6.Technical Service Quality

● 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.	●	○	○	○	○	▲	○	○	○
Information security	GRI 3: Material Issues 2021 GRI	MA-tek values information security management and continues to strengthen our information security protection mechanisms to ensure the data security of our customers and business partners. Lower the risk of confidential information and personal privacy breaches through an information security management system, strengthen external trust, maintain the company's competitive advantage, and prevent a negative impact on society.	●	○	○	○	●	●	○	○	○
Employee ompensation and benefits	GRI 3: Material Issues 2021 GRI 401: Employment 2016 GRI 405: Diversity and Equal Opportunity 2016	Besides meeting employees' basic physiological and safety needs, companies should also focus on fostering their sense of belonging, respect, and self-actualization. This approach can reduce employee turnover, stabilize their lives and families, promote socio-economic stability, further increase the birth rate, and mitigate the impact of population imbalance on the country.	●	○	○	○	●	○	○	○	○

● 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 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.	●	○	○	○	○	▲	○	○	○
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.	●	●	○	○	○	○	○	○	●
Technical Service Quality	GRI 3: Material Topics 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.	●	●	○	○	○	▲	○	○	○

» Material Issue Management Policy

Customer privacy

MA-tek's Management Commitment

On July 21, 2021, the Company officially introduced the "Taiwan Intellectual Property Management System (TIPS)"and passed the Class A certification review on December 30, 2021. This established strict control measures for customer information and privacy, ensuring all employees possess a high level of information security awareness and professional competence. The system has been operating steadily for the recent five years. 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

Short-term

- Establish a DLP information security protection system:
- 1.Confidential file printing watermarks.
- 2.Encrypt sensitive files to prevent unauthorized access.
- 3. Control mobile phone usage by requiring authorized app to prevent the leakage of confidential information.
- Data leakage cases are continuously maintained at 0.
- Continue to conduct social engineering drills to prevent phishing email intrusions.
- Continuously conduct vulnerability scanning and remediation to strengthen the Company's information security defense.
- Continue to implement employee information security education and training to enhance employees' awareness of information security.

Mid-to-Long-term

- Continue to conduct social engineering drills to prevent phishing email intrusions.
- Continuously conduct vulnerability scanning and remediation to strengthen the Company's information security defense.
- Continue to implement employee information security education and training to enhance employees' awareness of information security.
- Regularly review and update information security policies and processes to ensure responses to the latest security threats, aiming to protect the sensitive information of customers and the Company, thereby enhancing competitiveness.

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.

Performance of Actions

- There were no incidents of customer privacy violations in 2025.
- 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.

Management and Optimization Mechanisms

- The laboratory has strengthened the management of portable box seals to ensure the tracking and matching of customer samples with their respective seals.
- The screenshot function is disabled on laboratory computers to prevent the unauthorized capture of confidential information.
- PIP enables screen watermarks on customer computer equipment, displaying copyright and operator information to prevent data leaks through screen photography.
- Implement network protection settings to prevent unauthorized computers from accessing company resources.
- Our overseas laboratories have formulated confidential information management regulations to strengthen the control of customer privacy and security.
- Overseas laboratories have continued to increase the number of surveillance cameras to ensure comprehensive monitoring and recording without blind spots.
- Overseas laboratories: The PIP-controlled areas have implemented two-factor authentication, combining facial recognition with badge access, to manage personnel entry and exit.
- Overseas laboratories automatically delete local data after uploading customer data to PIP to ensure customer data confidentiality and security.
- Implemented network protection settings for overseas laboratories to prevent unauthorized access to corporate resources by non-company computers

Information security

MA-tek's Management Commitment

MA-tek has established a comprehensive and rigorous information security reporting and handling mechanism. In addition to complying with information security laws, regulations, and standards,as well as conducting internal information security audits and risk management, the company has obtained multiple professional management system certifications, including ISO/IEC 27001 Information Security Management System, ISO/IEC 15408 Common Criteria for Information Technology Security Evaluation, and Taiwan Intellectual Property Management System (TIPS) Level A Certification. Furthermore, MA-tek has undergone on-site audits verified by Trade and Economic Association to strengthen corporate information security governance and ethical management while maintaining consistent information security performance.

Corresponding Chapters

1.3 Identification of Material Issues
3.4 Information Security and Customer Privacy

Short-term

- External risky websites are filtered through a web proxy server.
- Optimized the email gateway system to improve phishing email blocking efficiency.
- Strengthen mobile device management (MDM) for data transmission control.

Mid-to-Long-term

- Continue to conduct red team and blue team security exercises.
- Maintained ISO 27001 compliance and successfully passed certification.

MA-tek's Management Measures

- From the perspective of information security, we emphasize strengthening our internal information security protection mechanisms, actively protecting the sensitive data of our company and customers, continuously improving the quality and responsiveness of our technical services, and ensuring effective information security protection across all levels.

Management and Optimization Mechanisms

- The Company implemented Data Loss Prevention (DLP) tools with an investment of over NT$2.93 million.
  1.Netwrix Auditor monitors system changes and access, providing real-time detection of abnormal access and modification behaviors.
  2.The X-FORT electronic data monitoring system ensures the encryption of confidential data and prevents data leakage via instant messaging software.

Performance of Actions

- 0 data leakage incidents in 2025.
- In 2025, a total of six cybersecurity drills were conducted, with two drills carried out at each of the laboratories in Taiwan, China, and Japan.
- In addition to the monthly information security training for new recruits, we also conduct periodic information security training for current employees. In 2025, we held over 23 information security training sessions, including 9 sessions at the Taiwan Laboratories, 10 sessions at the China laboratories, and 4 sessions at the Japan laboratories.

Employee compensation and benefits

MA-tek's Management Commitment

MA-tek deeply understands that company growth stems from having an outstanding team of talent. We are committed to building a diverse, equitable, and inclusive (DEI) workplace. By leveraging competitive compensation, we not only enhance employee cohesion to drive collective progress toward corporate goals, but also amplify our positive social impact.

Corresponding Chapters

1.3 Identification of Material Issues
4.2 Excellent Compensation and Benefits
4.4 Friendly and Heart-warming Workplace

Short-term

- Continue to provide market-competitive compensation and benefits, and optimize and implement a diverse incentive bonus system.

Mid-to-Long-term

- Plan a competitive profit-based incentive system to boost employee contribution and promote performance growth.

MA-tek's Management Measures

- We are committed to providing market-competitive compensation and a diversified bonus incentive system, with annual salary adjustments exceeding industry standards. We offer comprehensive benefits that surpass legal requirements and industry norms, fostering a positive and healthy workplace.

Management and Optimization Mechanisms

- An employee mailbox and suggestion box have been set up to provide diverse anonymous feedback channels.
- Designate a dedicated unit to handle employee opinions and complaints.
- Hold regular employee meetings to promote two-way communication and real-time feedback.
- Execute an anonymous employee satisfaction survey to capture genuine internal feedback.
- Hold regular labor-management meetings to strengthen mutual consensus and stabilize labor relations.

Performance of Actions

- The manpower increases in 2025 reached 3.28%.
- The average salary increases in 2025 is expected to reach 4.9%.
- The year-end banquet featured a "Ha Ha Award" of NT$6,000 and a car lucky draw.
- The travel subsidy was NT$34,400 per person, consisting of a NT$25,000 corporate contribution and an additional NT$9,400 from the Employee Welfare Committee for group travel.
- We collaborate with science parks to provide dedicated parking spaces for pregnant employees; those working outside the parks receive a monthly parking subsidy of NT$1,000.
- The maternity allowance has been increased to NT$10,000 per birth.
- Expanded the hospitalization care allowance to include a subsidy of NT$3,600 for employees, their parents, and their spouses.
- Paid family care leave is provided to support employees' caregiving needs. If an employee has a child under the age of 3 or a linear relative aged 80 or above, they are entitled to 2 days of paid family care leave per year.

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

Short-term

- In addition to continuous performance growth, we will also strengthen R&D and technology equipment, deepen our industry layout, expand diverse business opportunities, provide high-quality analysis services, and improve customer satisfaction.
- To address rapidly changing market demands, we are expanding our system application footprint and deepening partner connections to enhance system flexibility and cross-border support capabilities.
  1.We continue to enhance information systems to accelerate data circulation, ensuring customers obtain high-quality data and analytical results with speed.
  2.Core application systems were gradually expanded to laboratories in Mainland China and Japan, with localized adjustments made to meet local regulations and customer requirements (E-commerce system).
  3.Deepen the digital ecosystem and enhance integration with customers' systems to create an agile collaborative environment, thereby consolidating the long-term stable partnership with the Company.

Mid-to-Long-term

- Pay attention to market trends, actively invest in forward-looking industries, develop new markets and customer needs, and expand diverse business opportunities.
- By cultivating a robust foundation in information governance, we drive sustainable operational development through highly efficient and secure information infrastructure.
  1.We implement the highest standards of information security control and have normalized data encryption, masking, and access control to ensure the absolute integrity and confidentiality of our partners' business data.
  2.Drive data integration and service standardization to eliminate information silos through centralized data governance and standardized, automated system workflows.

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.

Performance of Actions

- In 2025, MA-tek's laboratories in Taiwan, China, and Japan will continue to uphold high standards in service, communication, lead times, and report quality; the Company has achieved customer satisfaction ratings of over 92% and 94% in Taiwan and China, respectively.
- MA-tek maintained its record of zero customer complaints across all global locations in 2025, which serves as strong evidence of its success in becoming a vital partner for its customers.

Management and Optimization Mechanisms

- We will continue to optimize digital empowerment and customer service in 2025.
  1.Deepening the Digital Service Experience: Optimize the electronic platform's precise search functionality (e.g. Sample ID queries) to improve the timeliness of customer access to progress updates and reports.
  2.Strengthening Information Security and Privacy Protection: We have implemented whitelist control mechanisms and data masking to strictly protect customers' R&D secrets and consolidate trust in our partnerships.
  3.Drive B2B system integration: Established an automated data exchange mechanism to eliminate manual redundancies, achieving seamless integration between both parties and enhancing operational accuracy.
  4.Optimizing Operations and Multinational Service Efficiency: Automated the generation of quotations and financial documents (such as invoices and delivery notes) for the Japan region, shortening business lead time and reducing human errors.
  5.Integrating cross-system acceptance processes: Deep integration of internal systems with client acceptance procedures ensures data consistency and significantly reduces the time and cost of acceptance for both parties.

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

Short-term

Implement effective waste disposal measures in accordance with local laws and regulations to avoid government fines.

Mid-to-Long-term

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

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.
- Taiwan laboratories have implemented 8 on-site audit items for waste disposal contractors and have completed the audit and assessment of all cooperating collection and processing facilities to ensure compliance with environmental regulations and internal standards. The laboratories in China select qualified waste disposal contractors announced by the local government to ensure the legality and compliance of its operations.

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, stable testing services, positioning ourselves as the premier R&D partner for the high-tech industry.

Corresponding Chapters

1.3 Identification of Material Issues
3.1 Technical Service and Quality

Short-term

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

Mid-to-Long-term

- Enhance the implementation of quality systems across all laboratories, 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

- The ISO 27001 re-certification has been completed and extended to the Tainan Laboratory.
- Completed the three-year ISO/IEC 17025 reassessment for all sites.
- Completed ANSI/ESD S20.20 certification and established a new laboratory in Shenzhen.
- The Jinqiao Laboratory has obtained ISO 15408 certification.
- Promote the online systematization of technician qualification verification to improve professional certification efficiency.

Performance of Actions

- MA-tek provides 24-hour sample collection and delivery services. In 2024, MA-tek's Express Service was used for a total of 171,565 cases, including 108,807 cases for Taiwan laboratories and 6,758 cases for China laboratories, averaging 470 cases per day.
- Optimize and improve quality incidents using the 8D (Eight Disciplines) Problem Solving method, with 214 employees (121 from Taiwan Laboratories and 93 from China Laboratories) participating in workflow improvements in 2024. A total of 10 promotional meetings were held (6 in Taiwan Laboratories and 4 in China Laboratories).
- In 2024, over 140 patent applications and approvals were filed, with the applying laboratories covering Taiwan, Mainland China, Japan, the United States, and Europe.
- Three physical technical seminars were held with collaborators in the laboratories in mainland China.
- Two physical technology seminars were held at the Taiwan Laboratories.
- Conducted 12 quality education and training sessions.

2 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.

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

Established in
2002

16 service locations worldwide

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.

As the new technologies of 5G, high-performance computing (HPC), automotive electronics, and artificial intelligence continue to flourish, countries around the world are increasingly recognizing the strategic importance of the semiconductor industry and supporting their local semiconductor supply chains. For example, the governments of Taiwan, China, and Japan have all introduced incentive measures for the semiconductor industry. As advanced process technology for semiconductors continues to evolve, and as the world transitions into the 5G and AI 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 core strengths 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. We firmly believe that as long as there is a demand for chip manufacturing, the responsibility and value of MA-tek lies in serving wherever that demand exists.

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 globally, 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.

Advanced Instrument Center for the High-Tech 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.

High-tech product medical center

- MA-tek's analytical and testing system operates much like 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.

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

An essential functional unit of high-tech industrial parks

- 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 a strong presence in Taiwan (Hsinchu Science Park, Zhubei Taiyuen Hi-Tech Industrial Park, and the Tainan Science Park Lab), Shanghai (Zhangjiang High-Tech Park and Jinqiao Economic and Technological Development Zone), Xiamen (Torch High-Tech Industrial Development Zone), Shenzhen (Jia'an Science and Technology Park), Suzhou (Suzhou Industrial Park), and Japan (Kumamoto, Nagoya, and Hokkaido). In 2022, it has set up a new fault analysis laboratory in Shenzhen and Shanghai Jinqiao No. 2 Factory. In 2023, the Company also established new laboratories in Kumamoto and Suzhou, along with sales office in Arizona in the hopes of providing prompt and high-quality services to clients worldwide. In 2024, we established a laboratory in Hokkaido, and is scheduled to officially open in 2025, further strengthening our localized and real-time service network.
- 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.

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. Since then, the Company has obtained certifications including ANSI/ESD S20.20, ISO 9001 (Quality Management System), ISO 27001 (Information Security Management System), IECQ 17025 (Laboratory Quality Management System), TUV Nord Recognition (Automotive), and ISO 15408 (Common Criteria for Information Technology Security Evaluation). It has also successfully passed on-site audits by major international clients and achieved Grade A certification under the Taiwan Intellectual Property Management System (TIPS), making it one of the first three companies in Taiwan to pass the guidance and review process for the intellectual property disclosure system.
- MA-tek is one of the few independent laboratories whose microscopic measurement results can be traced back to the standards verified by the National Institute of Standards and Technology (NIST) in the United States, and that can provide accurate analytical data to customers with an internationally certified quality grade. It serves as a shared technology R&D platform and quality assurance laboratory for various industries, including semiconductors, polymers, electronics, metals, ceramics, and nanomaterials.

» 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

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

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

2018

- Passed ANSI/ESD S20.20 Electrostatic Discharge Prevention Certification
- Received the Ernst & Young Entrepreneur Award - Cutting-edge Service Entrepreneur Award
- Chairperson Hsieh, Yung-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

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, Yung-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, Yung-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

2025

- Received the “2025 Mid-Cap Potentials Award” from the Taiwan Institute of Directors and the Corporate Development Research Center
- Chairperson Hsieh, Yung-Fen was honored with the Best Manager Award by EE Times (2025).
- Signed a formal Memorandum of Understanding (MOU) with National Tsing Hua University to jointly promote the establishment of the university’s College of Sustainability.
- Established the MA-tek Hokkaido Laboratory

2024

- MA-tek’s chemical laboratory has passed the accreditation for water-soluble metal testing.
- Established Materials Analysis Technology (Suzhou) Co., Ltd.



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, Yung-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)





» Service Locations of MA-tec Around the World

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, as of current, established a total of 16 service locations, including Taiwan, Shanghai, Xiamen, Suzhou, Shenzhen, Nagoya (Japan), Kumamoto (Japan) and Hokkaido (Japan). We will continue to expand our service locations to meet and satisfy customer needs.

Shanghai Laboratory



Jinqiao Laboratory

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



Zhangjiang Laboratory I

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



Zhangjiang Laboratory II (A)

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



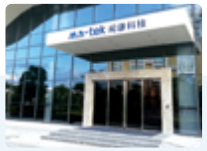
Zhangjiang Laboratory II (B)

Technical service : Failure analysis
Address : Building 15, No. 1500, Zu Chongzhi Road, Zhangjiang Hi-Tech Park, Pudong New Area, Shanghai 201203



Zhangjiang Laboratory II (C)

Technical service : Reliability verification
Address : Building 3, No. 1500, Zu Chongzhi Road, Zhangjiang Hi-Tech Park, Pudong New Area, Shanghai 201203



Xiamen Laboratory

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



Shenzhen Laboratory

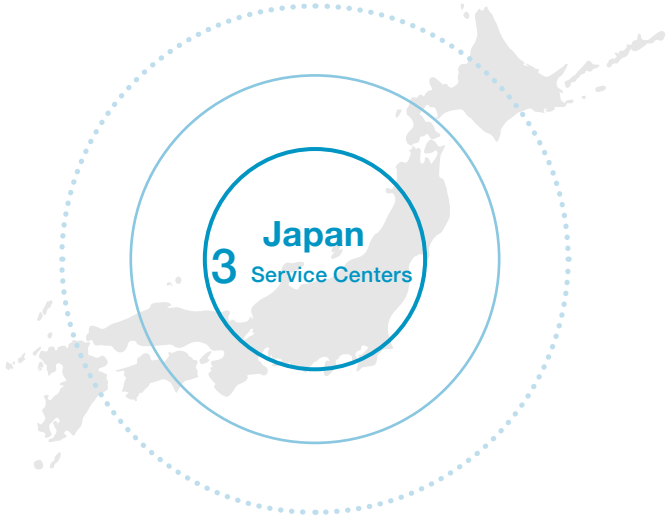
Technical service : Failure analysis
Address : Room 101/102/103, Factory 3, Jia'an Science and Technology Park, Longchang No. 2, Xingdong Community, Xin'an Street, Bao'an District, Shenzhen



Suzhou Laboratory

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







Nagoya Laboratory

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



Kumamoto Laboratory

Technical service : Material analysis
Address : 6-25-17 Oe, Chuo-ku, Kumamoto City, 862-0971, Japan

To be commissioned in 2025



Hokkaido Laboratory

Technical service : Comprehensive analysis
Address : 2-3-5 Shimonopporo Techno Park Atsubetsu-ku, Sapporo City, Hokkaido, 004-0015, Japan.



Taiyuan Laboratory I

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



Taiyuan Laboratory II

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



Zhanye Laboratory

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



Jinshan Laboratory

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



Nanke Laboratory I

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



Nanke Laboratory II

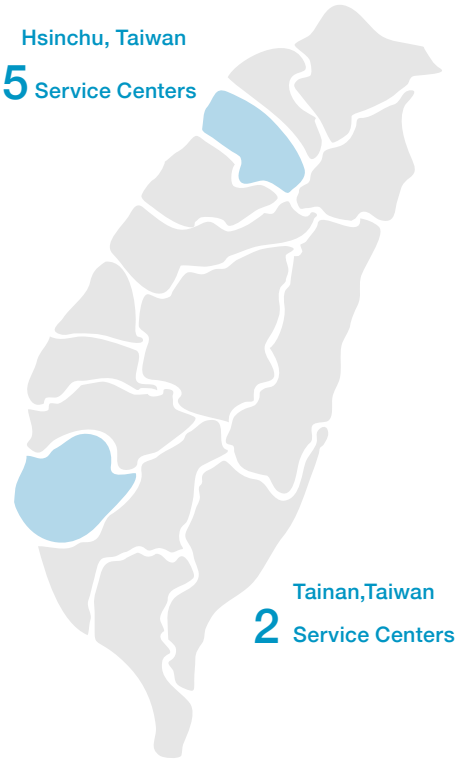
Technical service : Material analysis
Address : 744094 1F, No. 23, Nanke 3rd Road, Xinshi District, Tainan

Head office



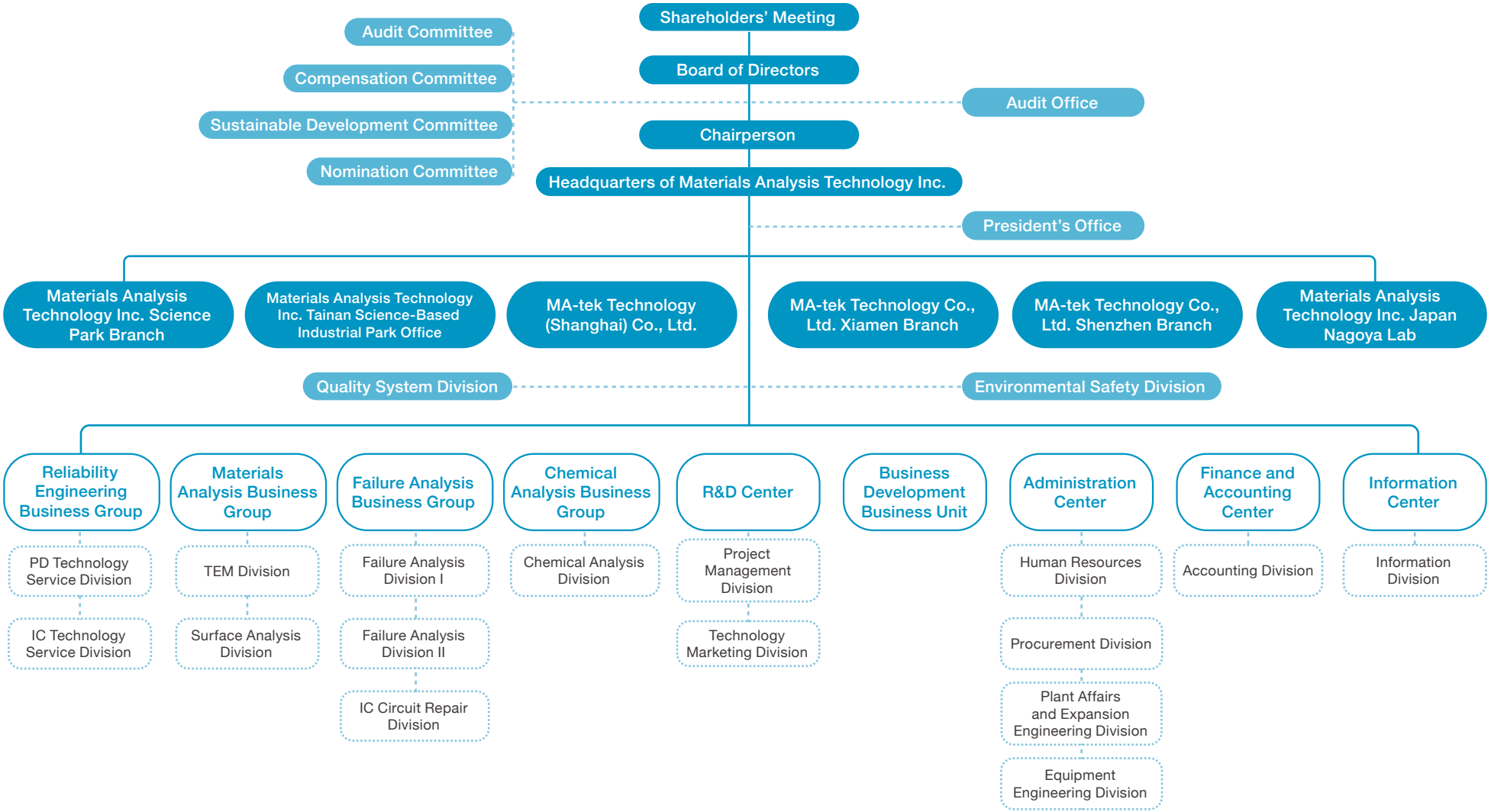
Silicon Conductor Laboratory

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



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. The Committee is to strengthen the Company's focus on and management of sustainability issues, and to promote the implementation and integration of sustainability strategies. Since its establishment, the Committee has actively participated in the planning and supervision of the Company's sustainable development policies, continuously improved the effectiveness of sustainable governance, and promoted relevant actions to align with the Company's long-term goals. An Audit Office is responsible for auditing the internal control system and risk management, and through organizational structure, mutual oversight is achieved to attain the goal of sustainable corporate management.



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.



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



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.

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.

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.

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.

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.

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.

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. The board of directors of MA-tec is composed of 8 directors (including 4 independent directors), with term of office of 3 years. The Chairperson also acts as the General Manager of MA-tek to increase operating efficiency and streamline decision-making. However, to enhance the Company's system of checks and balances, a majority of the Company's directors do not concurrently serve as managers or employees, and the number of independent directors exceeds the statutory requirement by one seat, thereby ensuring the objectivity and supervisory power of the Board of Directors.

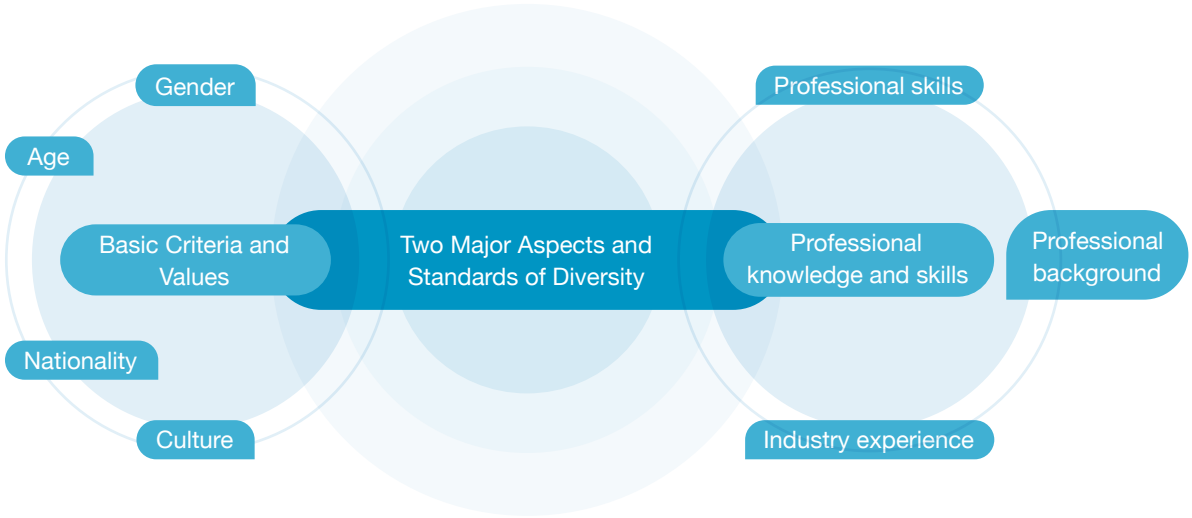
According to MA-tek's "Board Meeting Regulations", the board must convene at least once per quarter. Independent directors and audit supervisors must attend the board meetings, with the audit supervisor reporting on internal audit matters at each meeting. In 2025, MA-Tek held 5 board meetings with an actual attendance rate of about 96%. Regarding sustainability issues, MA-tek regularly reports its annual implementation results and key milestones for sustainable development to the Board of Directors. In 2025, MA-tek reported the 2024 sustainability implementation details and results, the planned ESG projects for 2025, and the 2024 greenhouse gas inventory and verification results at the Board of Directors meeting on August 1. Additionally, at the Board of Directors meeting on November 7, the company presented the schedule for the 2025 greenhouse gas inventory and verification, alongside reports on ethical management implementation, risk management operations, and stakeholder communication.

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 2025, 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.



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, Yung-Fen	Chairperson	ROC	Female		v		v	v	v	v	v	Semiconductor	Technology
Huang, Ming-Shun	Director	Singapore	Male		v		v	v	v	v	v	Business administration	Technology
Guan, Chun	Director	ROC	Male		v		v	v	v	v	v	Finance and accounting	Technology
Wu, Hsin-Lin	Director	USA	Male	v			v	v	v	v	v	Business administration	Technology
Hsu, Ching-Hsiang	Independent Director	ROC	Male		v		v	v	v	v	v	Semiconductor	Technology
Tsai, Neng-Hsian	Independent Director	ROC	Male		v		v	v	v	v	v	Semiconductor	Technology
Juine-Kai Tsang	Independent Director	USA	Male			v	v	v	v	v	v	Business administration	Technology/ Finance
Li, Chia-Wei	Independent Director	ROC	Male			v	v	v	v	v	v	Business administration	Technology/ Environmental Protection

Figure. Board Members by Age Group

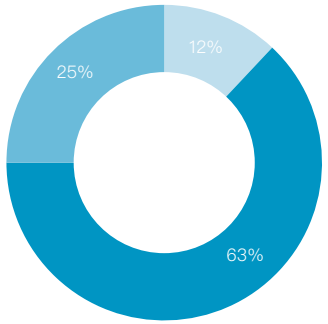


Figure. Board of Directors by Nationality

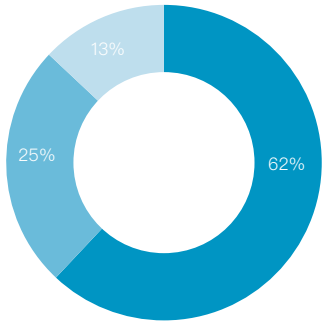


Figure. Board Gender Diversity

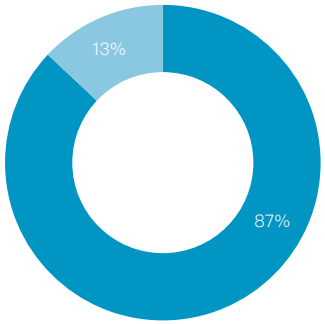
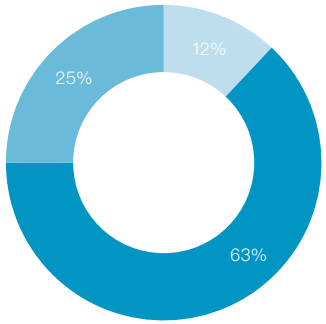


Figure. Directors' Tenure



Board Election Procedures

Board Meeting Regulations

Status of Continuing Education for the Board

In 2025, 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.

Position	Name	Date of Training	Organizer	Course name	Number of hours
Corporate Director Representative and Chairperson	Hsieh, Yong-Fen	2025/04/29	Taiwan Corporate Governance Association	Smart Manufacturing Trends and the Application of Digital Technology in Business Management	3
		2025/06/04	Taiwan Institute of Directors	2025 Directors' Institute Annual Summit: Exemplary Practices in the Era of Co-governance	3
		2025/07/31	Corporate Operating and Sustainable Development Association	Trade Secret Protection and Response Strategies	3
		2025/11/10	Taiwan Corporate Governance Association	Sustainability, Risk, and Cybersecurity in the Era of AI	3
Director	Guan, Chun	2025/07/30	Corporate Operating and Sustainable Development Association	Establishing Workplace Gender Equality Awareness and Sexual Harassment Prevention Practices	3
		2025/08/07		Recent Business Mergers and Acquisitions Act and Corporate Governance: Practical Cases	3
Corporate Director Representative	Huang, Ming-Shun	2025/11/05	Allied Association for Science Park Industries	Duties and Responsibilities of Directors and Supervisors in Corporate Mergers and Acquisitions	3
				Legal Issues for Directors and Supervisors of Listed, OTC, Emerging Stock, and Public Companies	3
Corporate Director Representative	Wu, Hsin-Lin	2025/08/20	Corporate Operating and Sustainable Development Association	Identifying corporate irregularities or operational crises from financial statements	3
		2025/09/03		NVIDIA's Three-Trillion-Dollar Miracle: New Thinking on the Semiconductor Industry Revolution Behind Artificial Intelligence	3
Independent Director	Hsu, Ching-Hsiang	2025/08/14	Taiwan Corporate Governance Association	Analysis of the Global Economic Landscape Following the Election of Donald Trump	3
		2025/11/21	Taiwan Project Management Association	Digital Technology and AI Trends: Risks and Opportunities for Corporate Management	3
Independent Director	Tsai, Neng-Hsian	2025/07/25	Taiwan Investor Relations Association	Corporate Social Impact: From Concept to Action	3
		2025/09/17	Corporate Operating and Sustainable Development Association	Trump 2.0: Corporate Strategies for Global Tax Reform and Supply Chain Restructuring	3
Independent Director	Juine-KaiTsang	2025/01/17	Taiwan Corporate Governance Association	Current Global Economic and Financial Situation	3
		2025/07/08		Contractual Risk Management Under the Impact of Trump's 2025 "Reciprocal Tariffs	3
Independent Director	Li, Chia-Wei	2025/08/20	Corporate Operating and Sustainable Development Association	Identifying corporate irregularities or operational crises from financial statements	3
		2025/09/03		NVIDIA's Three-Trillion-Dollar Miracle: New Thinking on the Semiconductor Industry Revolution Behind Artificial Intelligence	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 2025 evaluation, the self-assessment questionnaires were completed in January 2026, and the results were reported at the board meeting on January 8, 2026. The evaluation results were also disclosed on the Company's website. The average score of the 2025 board performance evaluation indicators was 4.80 out of 5, indicating excellent performance.

The average score for the 2025 board member performance evaluation was 4.80, 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 2025 internal board performance evaluation are listed as follows:

Type of Evaluation	Overall Board Performance Evaluation	Individual Board Member Performance Evaluation	Functional Committee Performance Evaluation
Evaluation Criteria	• Degree of participation in Company operations • Improvement in the decision-making quality of the board • Board composition and structure • Election and continuing education of directors • Internal cont	• Individual Board Member Performance Evaluation • Mastery of Company goals and tasks • Awareness of director responsibilities • Degree of participation in Company operations • Internal relationship management and communication • Director's expertise and continuing education • Internal control	• Functional Committee Performance Evaluation • Degree of participation in Company operations • Awareness of functional committee's responsibilities • Improvement in the decision-making quality of the functional committee • Functional committee composition and member selection • Internal control
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	95 points Excellent The results indicate that MA-tek's overall board operations are well-aligned with corporate governance principles.	96 points Excellent The results show that the board members have positively evaluated the efficiency and effectiveness of various assessment indicators.	99 points Excellent The results show that the functional committees have positively evaluated the efficiency and effectiveness of various assessment indicators.

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 most recent external board performance evaluation was completed in January 2026. Please refer to the MA-tek Board of Directors for the evaluation results.

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 2025 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 2025, please refer to the material information published by MA-tek on the Market Observation Post System.

Procedures for Internal Material Information Processing 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 2025, the Committee held a total of 4 meetings, with an actual attendance rate of 94%. 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:

1.Ensuring the proper presentation of the Company's financial statements.
2.Selection (and dismissal) and independence and performance evaluation of the certifying CPAs.
3.Effective implementation of internal controls within the Company.
4.Compliance with relevant laws and regulations.
5.Management of existing or potential risks within the Company.

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 2025, MA-tek held a total of four meetings. The current committee consists of four independent directors, with a 93.75% 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 2025 annual report.

Compensation Committee Organization Charter

Nomination Committee

In order to improve the functions of the Board of Directors and strengthen the management mechanism, in accordance with Article 27, Paragraph 3 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, the Board of Directors resolved in November 2024 to establish a Nomination Committee and formulated the "MA-tek Nomination Committee Charter," which stipulates that it shall exercise the following powers with the due care of a prudent person and submit its recommendations to the Board of Directors for discussion. Meetings are convened as needed in accordance with the Articles of Incorporation, with at least one meeting held annually. The Chairman serves as the convener, and four independent directors serve as members of the current Nomination Committee. The committee consists of five members in total and will hold three meetings in 2025, with an actual attendance rate of 95%. The Nomination Committee aims to assist the Board of Directors in the selection and qualification review of directors and managers, and is responsible for evaluating the independence of independent directors. The committee will carefully consider candidates and submit a list of recommended candidates to the Board of Directors. Its operations focus on the following areas:

1.Select and review the suitability of candidates for directors and managers, evaluate the independence of independent directors, and propose a list of nominees to the Board of Directors.

2.Formulate and review the establishment, responsibilities, and operations of the committees under the Board of Directors, and review the qualifications and potential conflicts of interest of each committee member.

3.Formulate and regularly review the continuing education plan for directors and the succession plan for senior managers.

4.Matters resolved by the Board of Directors and to be handled by this Committee.

Nomination Committee Charter

» Corporate Governance Director

On March 7, 2025, MA-tek's board appointed Chief Financial Officer Yang Ju-Lin, 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 2025 include:



Conducted 5 board meetings and handled matters related to the 2025 annual shareholders' meeting in compliance with legal requirements; completed the minutes for both board and shareholders' meetings after each session.



Assisted 8 directors of MA-tek in completing a total of 54 hours of continuing education.



Provided necessary information for directors to perform their duties effectively.

» Status of Professional Development for the Corporate Governance Director

Date of Training	Organizer	Course	Number of hours
2025/6/4	Taiwan Institute of Directors	2025 Directors Institute Annual Summit: Exemplary Practices in the Era of Co-governance	3
2025/6/17	Taiwan Corporate Governance Association	Sustainability-related Financial Disclosures	3
2025/6/17	Taiwan Corporate Governance Association	Corporate Governance under ESG	3
2025/6/18	Taiwan Academy of Banking and Finance	Corporate governance forum	3
2025/11/18	Allied Association for Science Park Industries	How Enterprises Can Plan ESG Sustainability Strategies	3
2025/12/9	Allied Association for Science Park Industries	Legal Risks Associated with Business Operations	3
		Total Training Duration	18

» 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 2025, MA-tek did not engage in unethical conduct, anti-competitive practices, professional ethics disputes, or litigation related to professional ethics.

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.

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.

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.

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.

Advocacy and Education on Integrity Management and Anti-Corruption

In addition, the Company held internal and external training related to ethical corporate management in 2025, including courses on business performance and risks, accounting systems, and internal control that comply with ethical corporate management regulations, totaling 9 people and 63 hours. On October 28, 2025, an “Insider Trading Prevention Training and Publicity” course was held for all directors and employees. The participants included 8 directors and independent directors, as well as all 933 employees (including managers) of the Company. The course aimed to improve their understanding of insider trading and to prevent disputes arising from unintentional engagement in insider trading. Additionally, our new employee training programs emphasized the importance of integrity, anti-corruption, and anti-bribery measures. By December 31, 2025, a total of 691 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 2025, MA-tek received a total of four notes from colleagues in its physical suggestion boxes and zero reports via its reporting email address.

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:

Submission
If the whistleblowing case involves general employees, it should be reported to the department supervisor; if the case involves directors or senior executives, it should be reported to the independent directors.

Investigation
Investigate the relevant facts immediately. The compliance department or other related departments may assist as necessary.

Action
If it is confirmed that the accused has violated relevant laws or MA-tek's integrity management policies and regulations, the accused should be required to cease the related behavior immediately. Appropriate actions should be taken, and if necessary, the matter should be reported to the competent authorities, referred to judicial authorities for investigation, or legal proceedings should be initiated to seek damages, thereby protecting the Company's reputation and interests.

Documentation
Written documentation of the whistleblowing report, investigation process, and results should be retained for five years, either in physical or electronic form. If a lawsuit related to the whistleblowing content occurs before the retention period expires, the relevant information should be preserved until the lawsuit concludes.

Review
If the whistleblowing case is substantiated, the relevant MA-tek units should review the internal control systems and procedures, and propose corrective measures to prevent recurrence.

Reporting
The dedicated unit at MA-tek should report the whistleblowing case, its handling, and subsequent review and improvement measures to the Board of Directors.

Whistleblowing Channels

1. Dedicated external accusation mailbox: 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
Customer	• Tel : +886-3-6116678 ext : 3821 (Sales Department: Ms. Chai) • Tel : +886-3-5630777 • Email for general inquiries:rubychai@ma-tek.com
Suppliers	• Tel : +886-3-6116678 ext : 3733(Procurement Department) • Tel : +886-3-5630777 • Email for general inquiries:pur@ma-tek.com
Investors	• Tel : +886-3-6116678 ext : 3766 (Finance Department: Ms. Li) • Tel : +886-3-5630777 • Email for general inquiries : stock@ma-tek.com
Employees	• Mailbox for employee complaints : hr@ma-tek.com

MA-tek's Key Governance Regulations

Corporate Governance Guidelines

Based on the principles of "establishing an effective corporate governance structure", "protecting shareholders' rights and interests", "strengthening the functions of the board of directors", "giving play to the functions of supervisor", "respecting the rights and interests of stakeholders", and "improving information transparency", the Company has established a good corporate governance system, such as setting up corporate governance personnel and supervisor.

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

The code is formulated to ensure that directors and managers adhere to ethical behavior standards when engaging in business activities based on their responsibilities, and to provide guiding principles that prevent unethical behavior and actions harmful to 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 Practice Principles has been established in accordance with regulations.

» 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.



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



Investment risk
This includes fluctuations in short-term investment market prices and operations management of the long-term investees.



Credit risk
The risk of losses caused by counterparties' failure to fulfill agreements or responsibilities.



Occupational risk
It refers to losses caused to the Company due to internal control negligence and inappropriateness or errors in R&D quality control, human management or information systems.



Legal risk
It refers to the risk of financial or goodwill loss caused by incomplete contracts, untrue authorizations, incomplete laws, counterparties' lack of legal effectiveness or other factors that do not legally bind counterparties to fulfill their obligations in accordance with the contracts.

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
1. Interest rate, exchange rate and financial risks 2. 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)
3. R&D plans 4. Policy and legal changes 5. Technological and industrial changes 6. Corporate image change 7. 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)
8. Expansion of factory buildings or production 9. Centralized procurement or sales of goods	• Administrative Resources Department • Administrative Resources Department and Domestic and Foreign Sales Department	Operations meeting	Audit Office (inspection, evaluation, supervision, improvement tracking and reporting of risks)
10. Changes in shareholding by directors, supervisors, and major shareholders 11. Change of management rights	• Stock Affairs and Board of Directors	Supervisor meeting	
12. Litigation and non-litigation matters 13. Other operational matters	• President's Office		
14. Employee conduct, ethics, and integrity	• Supervisors at all levels and Administrative Resource Department		
15. SOP and legal compliance	• Supervisors at all levels	Auditors	
16. Board meeting management	• Stock Affairs and Board of Directors		

*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

Driven by the advancements in AI technology and robust demand for semiconductor testing, MA-tek's revenue is projected to reach a new high in 2025. The consolidated operating revenue for 2025 was NT$5,545,347 thousand, an 8.51% increase from NT$5,110,392 thousand in 2024; the profit after tax was NT$407,095 thousand, a 40.8% decrease from NT$688,123 thousand in 2024; and earnings per share was NT$6.1, a 40.84% decrease from NT$10.39 in 2024. Despite the international political turmoil and the ongoing Ukraine-Russia war, which led to increased operating costs, MA-tek still demonstrates strong resilience, maintaining a steady growth of 6.27% in revenue. This is mainly due to the Company's active optimization of product portfolios and continuous improvement of operating efficiency, resulting in a gross margin of 33% or higher. 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. The 2025 business plan of MA-tek is summarized as follows:

Management Policy



1.We continued to invest in atomic-grade transmission electron microscopes and ultra-high power aging test equipment in Taiwan to meet the new process and product development needs of our Taiwanese, European, and US customers.



2.Established the fourth failure analysis laboratory in Japan to further strengthen local customer relationships.



3.MA-tek China continues to satisfy the local semiconductor supply chain's demand for self-sufficiency, and creates higher added value for customers through differentiated value-added services.



4.Regarding overseas markets, we will evaluate various business opportunities in the high-profit markets of Europe and the United States, aiming to enter these markets through innovative business models. Leveraging our technological prowess, we seek to disrupt the cost structure limitations conventional in the industry. With a global footprint and vision, we will progressively challenge international testing and analysis giants, deepen R&D collaboration, and grow together with premium global clients. Looking ahead, we aim to establish a presence for MA-tek in every science park worldwide.



5.Continue to promote the three major foundational projects, striving to reach the level of world-class peers. First, we will strengthen R&D and intellectual property protection, and collaborate with leading domestic and international universities to develop the latest testing and analysis technologies and build a patent moat. The second is to deepen technological integration with world-class international customers and provide them with higher added value through customized, integrated analytical services. Third is to continuously improve global logistics and operational efficiency by introducing AI to optimize internal workflows and enhance operational efficiency.

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 aggressively evaluating high-profit market opportunities in Europe and the US, adopting a flexible approach to international market entry to accelerate penetration of overseas markets. With the scale and vision of its global presence, MA-tek will steadily challenge international testing and analysis leaders, while carefully assessing risks. It will also deepen R&D collaborations with top-tier global clients to jointly pursue growth in emerging markets, aiming to establish a presence for MA-tek in science parks worldwide. In general, MA-tek's proactive investment in technology, patents, talent, and equipment will continue to boost its performance. The Company's business performance is expected to grow in sync with the expansion of production capacity, ushering in a golden twenty-year period of sustained profit growth. For more detailed information, please refer to the 2025 Annual Report.

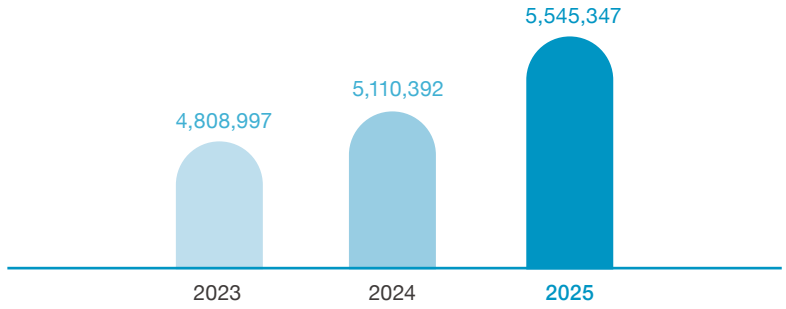
» Business performance

Driven by the continued expansion of demand from high-end customers in Europe, the United States, and Japan, operational momentum remained strong. In 2025, MA-tek's revenue in Japan and the United States increased by 68% and 45% year-over-year, respectively. As silicon photonics testing significantly boosted demand for TEM, SIMS, and optical inspection technologies, MA-tek's competitive advantages in related services became even more prominent. In 2025, revenue from the top ten silicon photonics customers reached approximately NT$191 million, maintaining steady growth in recent years.

OPERATING PERFORMANCE OVER THE PAST THREE YEARS			
ITEM (UNIT: NT$ THOUSAND)	2023	2024	2025
NET OPERATING REVENUE	4,808,997	5,110,392	5,545,347
OPERATING COSTS	3,111,960	3,429,319	3,964,221
GROSS PROFIT	1,697,037	1,681,073	1,581,126
OPERATING EXPENSES	906,743	976,284	1,024,846
OPERATING INCOME	790,294	704,789	556,280
NON-OPERATING INCOME AND EXPENSES	46,424	41,766	-4,809
PROFIT BEFORE TAX	836,718	746,555	551,471
INCOME TAX EXPENSE	150,507	58,432	144,376
NET PROFIT FOR THE YEAR	686,211	688,123	407,095
BASIC EARNINGS PER SHARE (NT$)	10.81	10.39	6.1
TOTAL ASSETS	7,495,682	8,508,905	8,814,070
TOTAL LIABILITIES	3,001,916	3,666,215	3,941,796
TOTAL EQUITY	4,493,766	4,842,690	4,872,274

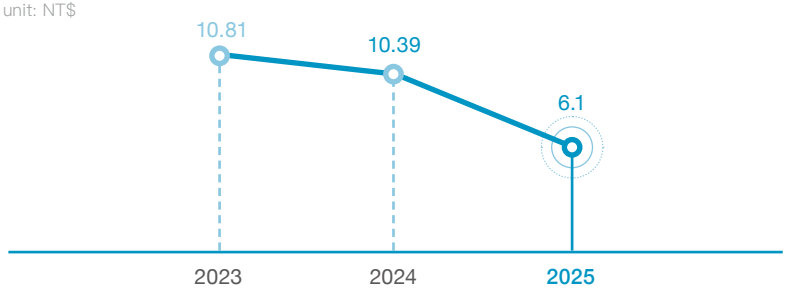
Net operating revenue

(unit: NT$ thousand)



Earnings per Share

unit: NT$



Monetary value of government subsidies received in 2025

Region	Subsidy Program	Subsidy Amount (unit: NT$ thousand)
Taiwan	Loans at preferential interest rates under the "Welcome Back Investment Program for Returning Taiwanese Businesses"	2,400.0
Xiamen	Xiamen government subsidies for high-tech enterprise R&D expenses and integrated circuit development	4,681.0
Shanghai	Fiscal support policies for promoting the development of headquarters economy in the Shanghai area, fiscal subsidies for corporate employee training, service industry development guidance fund projects, additional deduction of input VAT, and technology development funds	33,689.0

Note1: The difference between the amount received and the fair value of the loans obtained, totaling NT$28,718 thousand, is recognized as government–subsidized low–interest loans and classified as deferred income. In 2025, Ma–tek recognized other income amounting to NT$ 2,400 thousand.
Note2: For detailed information, please refer to Ma–tek's Q4 2025 financial statements.

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	Region	Item	Designated Bank	Agreed amount
2023	Taiwan	Green and Sustainable Fixed Deposit	Taishin Bank	US$ 1 million
2024	Taiwan	Sustainable Fixed Deposit	E.Sun Bank	NT$ 17 million
	China	Green Deposit	CTBC Bank	CNY 10 million
2025	Taiwan	Sustainable Fixed Deposit	E.Sun Bank	NT$10 million
	China	Green Deposit	CTBC Bank	CNY 10 million

» 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.

Tax Risk Management and Communication

MA-tek mainly operates in Taiwan, mainland China and Japan. At the same time, it complies with the tax laws and regulations of the countries where each operation control point is located, fulfills tax payment obligations, maintains good communication with tax authorities, and actively cooperates with the requirements of relevant agencies. 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.

Effective Tax Rate

In 2025, the effective tax rate of MA-tek Taiwan was **3.2%**, that of MA-tek China was **12.9%**, and that of MA-tek Japan was **33.86%**.

Tax jurisdiction	Taiwan	China	Japan
Key activities	MA/FA/RA	MA/FA/RA	MA
Number of employees	930 人	564 人	81 人
Third-party revenue	2,644,413	2,039,760	844,854
Revenue from intra-group transactions	191,887	370,345	872
Profit before tax	420,598	177,415	313,767
Tangible assets excluding cash and cash equivalents	1,631,301	1,327,583	750,066
Corporate income tax paid in cash	17,850	22,464	50,800
Deferred tax assets/liabilities	13,503	22,855	106,230

(unit: NT$ thousand)
Note: The disclosure scope of this report will mainly focus on the Taiwan, Mainland China, and Japan regions, covering the Sidao Laboratory, Zhanye Laboratory, Zhubei Laboratory, Jinshan Laboratory, Nanke Laboratory, Shanghai Laboratory Zhangjiang Plant I, Shanghai Laboratory Zhangjiang Plant II, Shanghai Laboratory Jinqiao Plant I, Shanghai Laboratory Jinqiao Plant II, Xiamen Laboratory, Shenzhen Laboratory, Hokkaido Laboratory, Nagoya Laboratory, and Kumamoto Laboratory.

In 2025, MA-tek's effective tax rate in Taiwan was lower than the statutory corporate income tax rate of 20%. This was primarily due to the application of investment tax credits for smart machinery. Additionally, the share of profits and losses of subsidiaries recognized under the equity method was excluded from income tax as it constituted unrealized gains. In Mainland China, MA-tek's effective tax rate in 2025 is lower than the local statutory income tax rate of 25%, as its subsidiaries in Shanghai and Xiamen meet the high-tech enterprise qualification, making them eligible for a preferential rate of 15%. Additionally, the low income tax rate in China in 2025 is primarily due to the losses incurred by the Suzhou and Xiamen subsidiaries.

» Participation in Public Associations

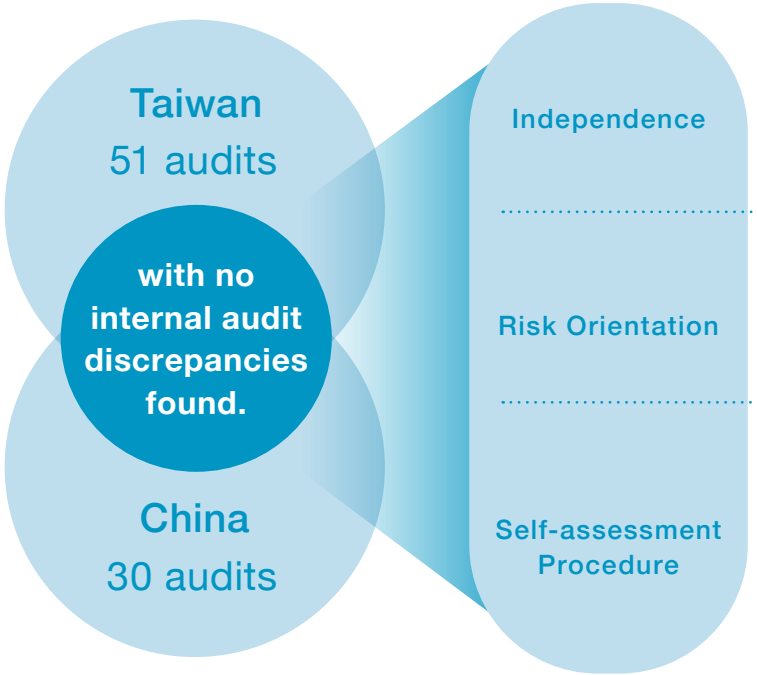
MA-tek actively participates in industry associations and relevant organizations. Through participation, MA-tek seeks opportunities to engage and collaborate with external entities, aiming to share industry insights, stay updated on the latest developments, and enhance its visibility in the industry. As of the end of 2025, MA-tek is a member of 10 industry associations, with Chairperson Hsieh, Yung-Fen also serving as a director in some of these organizations.

Names of Public Associations	Roles played by MA-tek (such as members, directors, supervisors, etc.)
Taiwan Printed Circuit Association (TPCA)	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
Heterogeneously Integrated Silicon Photonics Alliance (HiSPA)	Member
International Semiconductor Executive Summits (I.S.E.S)	Member
AI on Chip Taiwan Alliance (AITA)	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 2025, MA-tek's audit focus included procurement, internal controls for rank-and-file employees, R&D systems, equipment procurement, subsidiary operations, accounts receivable, accounts payable, internal room temperatures, greenhouse gas emissions across departments, and regulatory compliance. In 2025, 51 audits were conducted at the Taiwan laboratories and 30 audits were conducted at the China laboratories, for a combined total of 81 audits, with no internal audit discrepancies found. Moving forward, MA-tek plans to enhance and support internal auditors in obtaining relevant certifications through further education. Currently, one colleague has achieved this certification, establishing a foundation for this goal.



MA-tek's internal audit functions as an independent unit directly reporting to the Board of Directors. Its purpose is to assist the Board and management in examining and reviewing deficiencies in internal control systems, measuring operational effectiveness and efficiency, and providing timely improvement recommendations. This ensures that internal control systems are effectively implemented and serve as a basis for reviewing and revising internal control systems.

The internal audit unit formulates annual audit plans based on risk assessments and executes audits of transaction cycles and operational management practices monthly in accordance with the annual audit plan approved by the Board. It prepares written audit reports including drafts and audit findings, which are reviewed by the Chairperson and independent directors. In addition to regular reporting at routine Board meetings, quarterly reports are also submitted to the Audit Committee.

On March 6, 2025, MA-tek's Board of Directors approved the results of the 2024 internal control system self-assessment. The internal control system is deemed reliable, timely, transparent, and compliant with relevant regulations and laws. The design and execution of the internal control system are considered effective. The appointment or removal of the head of internal audit requires review by the Audit Committee and approval by the Board. It is also required to report to the Financial Supervisory Commission through the internet information system by the tenth day of the following month, as per regulatory requirements.

Internal Audit Operation Procedure Flowchart



» Continuing education for internal auditors

Date of Training	Organizer	Course	Number of hours
2025/3/17	Internal Audit Association of the Republic of China	Production Cycle Practices and Audit Focus Areas	6
2025/5/21	Internal Audit Association of the Republic of China	Subsidiary Audit Practices	6
2025/7/18	Internal Audit Association of the Republic of China	Power BI Risk Assessment and Visual Analytics	6
2025/8/14	Internal Audit Association of the Republic of China	Generative AI X Python Web Scraping in Practice and Visual Analysis	6
2025/9/15	Accounting Research and Development Foundation	An Analysis of Internal Control Practices for Internal Auditors Regarding “Management of Sustainability Information”	6
2025/9/19	Internal Audit Association of the Republic of China	Power BI – Data Integration and Analysis	6
2025/10/15	Internal Audit Association of the Republic of China	The Era of Intelligent Audit: AI System Audit and AI-Assisted Audit	6
2025/12/22	Internal Audit Association of the Republic of China	Generative AI for Image Capture and Forensics Implementation	6
		Total Training Duration	48

» 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. Regarding regulatory compliance, materiality is defined in accordance with the Taipei Exchange Procedures for Verification and Disclosure of Material Information of Companies with TPEx Listed Securities. A single incident resulting in cumulative fines of NT$1 million or more is classified as a material violation. To prevent illegal activities, MA-tek’s internal audit unit conducts annual audits on compliance matters. In 2025, 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.

Short-term
Continuously conduct supplier evaluations and regular audits

Mid-term
- Continuously develop and increase the proportion of local suppliers
- Expand domestic and international green procurement

Long-term
Place orders six months in advance to address sudden pandemics or other risks so as to meet production and distribution demands

» Supplier Management

Supplier Management Types

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

Fixed assets
equipment, machines, instruments, etc.

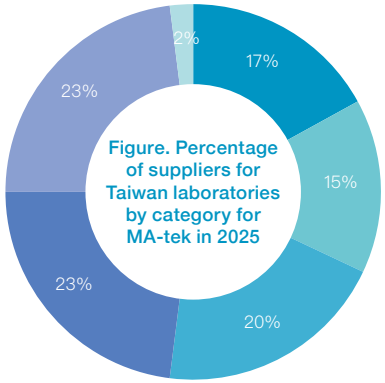
Material management
equipment parts, etc.

Miscellaneous
laboratory consumables, small-scale chemicals, gloves, etc.

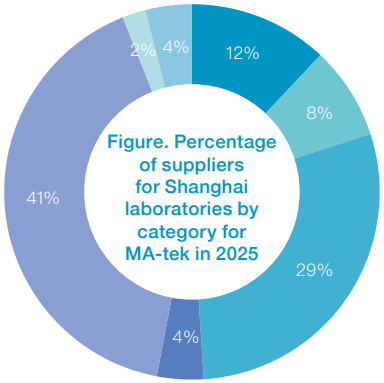
Factory affairs
electromechanical services, waste disposal, etc.

RA designated materials
materials designated for reliability testing

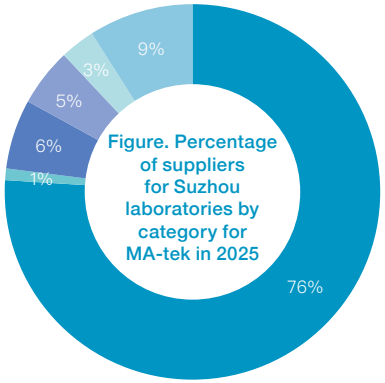
Outsourced analysis



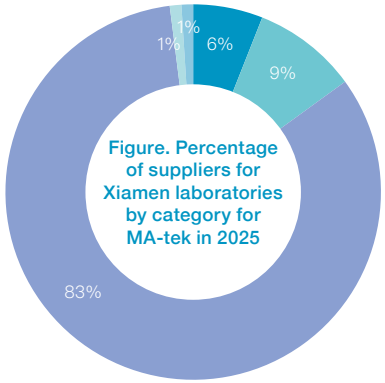
- Fixed assets : 17%
- Equipment maintenance and repair : 15%
- RA designated materials : 20%
  (materials designated for reliability testing)
- Requisition of miscellaneous items : 23%
- Outsourcing : 23%
- Factory item repair : 2%
- Material management : 0%



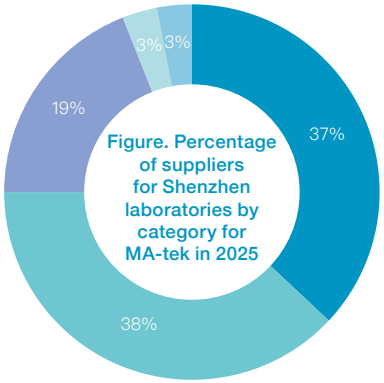
- Fixed assets : 12%
- Equipment maintenance and repair : 8%
- RA designated materials : 29%
  (materials designated for reliability testing)
- Requisition of miscellaneous items : 4%
- Outsourcing : 41%
- Factory item repair : 2%
- Material management : 4%



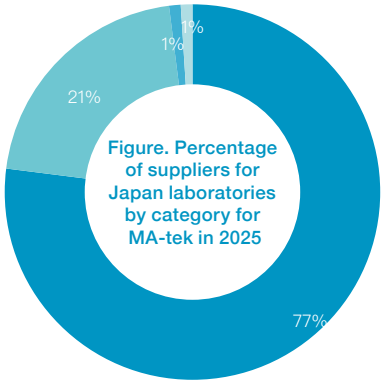
- Fixed assets : 76%
- Equipment maintenance and repair : 1%
- RA designated materials : 0%
  (materials designated for reliability testing)
- Requisition of miscellaneous items : 6%
- Outsourcing : 5%
- Factory item repair : 3%
- Material management : 9%



- Fixed assets : 6%
- Equipment maintenance and repair : 9%
- RA designated materials : 0%
  (materials designated for reliability testing)
- Requisition of miscellaneous items : 0%
- Outsourcing : 83%
- Factory item repair : 1%
- Material management : 1%



- Fixed assets : 37%
- Equipment maintenance and repair : 38%
- RA designated materials : 0%
  (materials designated for reliability testing)
- Requisition of miscellaneous items : 0%
- Outsourcing : 19%
- Factory item repair : 3%
- Material management : 3%



- Fixed assets : 77%
- Equipment maintenance and repair : 21%
- RA designated materials : 0%
  (materials designated for reliability testing)
- Requisition of miscellaneous items : 1%
- Outsourcing : 0%
- Factory item repair : 1%
- Material management : 0%

Note: The ratio is calculated as the amount of purchase requests and procurements divided by the total amount of purchase requests and procurements.

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. Starting from 2023, we have continuously refined our existing 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 "Supplier 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 strong partnerships with suppliers, MA-tek requires suppliers to sign the "Supplier Sustainability Responsibility Commitment." Suppliers must not engage in any conduct that violates integrity and honesty, and must strictly comply with all anti-corruption and integrity-related laws and regulations (including but not limited to the laws of the Republic of China). To protect the trade secrets and information shared with suppliers, confidentiality obligations are stipulated to mitigate risks and potential losses to MA-tek resulting from the unauthorized disclosure or use of such information. Accordingly, major key suppliers (Note1) are required to sign a "Confidentiality Agreement." Following its issuance, a 100% signing rate was achieved among these major key suppliers.

Note1: Critical suppliers refer to those that provide equipment, products, or services essential to ensuring the accuracy of test results and laboratory operations, and thus require strengthened management.

To implement sustainable supply chain operations and management and jointly create a business environment capable of sustainable development, MA-tek has formulated the "Supplier Sustainability Responsibility Commitment." This initiative ensures that, in addition to regulatory compliance, the company achieves its own sustainability management goals. All suppliers and contractors must sign and comply with the "Supplier Sustainability Responsibility Commitment"and pledge to uphold integrity and anti-corruption principles, as well as sign an additional integrity commitment, before becoming qualified suppliers. In 2025, MA-tek issued a total of 141 Supplier Sustainability Responsibility Commitment letters, with 107 suppliers signing them, achieving a completion rate of 76%. Looking ahead, MA-tek will continue to enhance communication and collaboration with suppliers to foster mutual growth, leveraging the key role and influence of the supply chain to help the company boost its industry competitiveness.

Signing Rate of the "Supplier Sustainability Responsibility Commitment" by MA-tek and Its Suppliers in 2025

Taiwan	China Laboratories				Japan
	Shanghai	Suzhou	Xiamen	Shenzhen	
100%	74%	88%	95%	86%	76%



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. On the supplier evaluations, 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.

2025 Evaluation and Annual Audit Results for New and Long-term Suppliers of MA-tek

Supplier grade	Taiwan	Shanghai, China	Suzhou, China	Xiamen City, China	Shenzhen, China	Japan
Excellent (No. of companies)	42	37	5	8	23	4
Normal (No. of companies)	45	43	6	30	30	17
Poor (No. of companies)	1	0	0	0	0	0
Average score (points)	84.44	85.79	85.18	82.5	83.3	83.5
Total (No. of companies)	87	80	11	38	53	21
Auditee	Transaction amount of NT$5 million or more, or 10 or more transactions	5 or more transactions	5 or more transactions	Annual Evaluation of All Suppliers	Annual Evaluation of All Suppliers	Annual Evaluation of All Suppliers

Note1:Substandard suppliers refer to those who are deemed unqualified through supplier evaluations and fail to demonstrate improvement during a scheduled follow-up evaluation, resulting in the disqualification of their status as an approved supplier and the termination of the partnership.

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 2025, document audits will be the primary method, with the addition of the Suzhou and Japan laboratories, supplemented by on-site audits. On-site audit items comprise seven categories: product quality, product pricing, technical service capability, service cooperation, after-sales service, lead time and delivery, and information security. In 2025, MA-tek had a total of 290 suppliers, of which 289 passed the document audit, achieving a document audit completion rate of 99.6 %, which demonstrates a high level of supplier governance. In the future, 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 alignment with the United Nations Sustainable Development Goals (SDG 12), MA-tek has continued to expand its local procurement and local production strategies. These efforts are intended to not only reduce transportation costs and environmental impacts but also to stimulate local employment opportunities and economic development. Among these, imported equipment parts – which originally accounted for the largest purchase amount in Taiwan – have been sourced from local agents since those agents established a presence in Taiwan. In 2025, as the scale of laboratories in China continues to grow, MA-tek will strive to reduce the volume of raw materials purchased by the Taiwan headquarters for resale in China. By continuously developing local suppliers in China, the Company aims to not only enhance its global localized material supply capacity but also reduce greenhouse gas emissions generated by logistics and transportation.

MA-tek's Local Procurement Ratio in All Regions in 2025

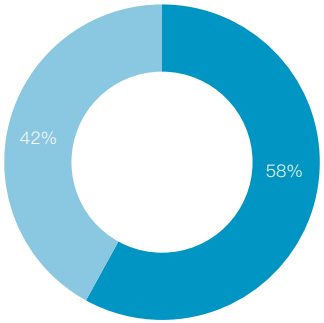


Figure. Local Procurement Ratio in Taiwan

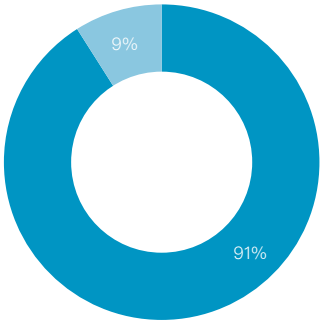


Figure. Local Procurement Ratio of Laboratories in China

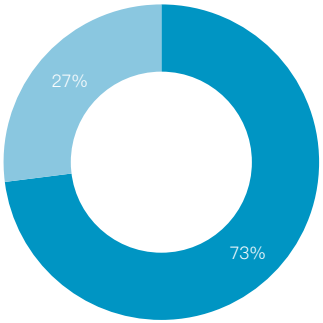
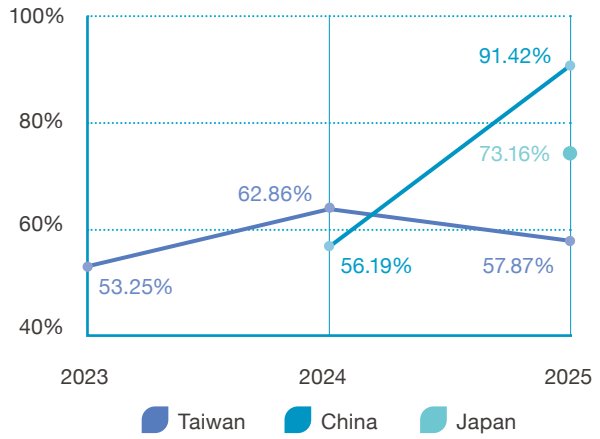


Figure. Percentage of Local Procurement of Laboratories in Japan

Domestic vendors
Foreign vendors

Figure. Trend of Local Procurement of MA-tek



Note1:Calculation method: Total procurement amount from domestic (foreign) suppliers divided by total procurement amount.
Note2:Total procurement amount locally has exceeded NT$1 billion.
Note3:Local procurement is defined as procurement involving customs clearance.

Additionally, MA-tek follows green procurement practices for internal administrative equipment, purchasing eco-labeled general personal computers and laptops, office machines, and photocopy paper. Laboratories in each region are committed to using products with environmental protection labels. To ensure the sustainability of the company's administrative operations, MA-tek has invested approximately NT$7.77 million in 2025.

MA-tec's Green Procurement Ratio in All Regions in 2025

Figure. Green Procurement Ratio in Taiwan Region

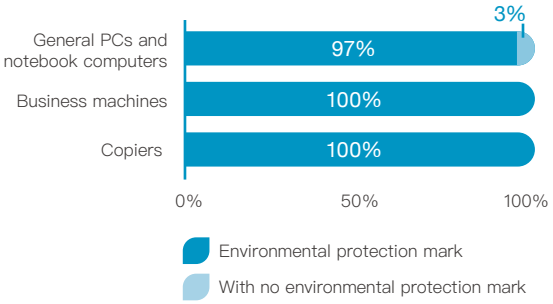


Figure. Green Procurement Ratio of Laboratories in Mainland China

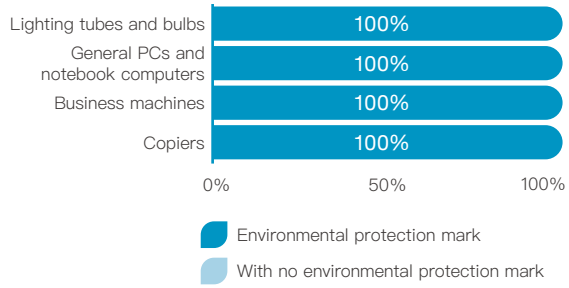
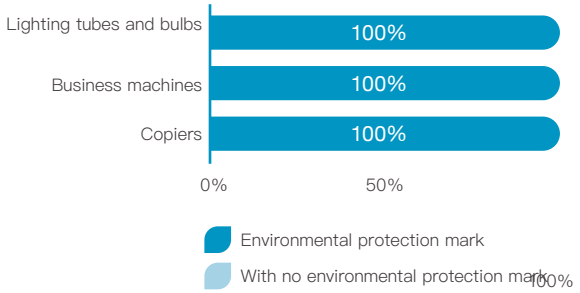


Figure. Green Procurement Ratio of Laboratories in Japan



Green Logistics and Transportation

In 2025, to fulfill its carbon reduction commitment, MA-tek not only integrated low-carbon principles into its daily operations but also promoted a green supply chain by adopting the DHL Express GoGreen Plus service. By utilizing Sustainable Aviation Fuel (SAF), the company achieved a significant 11.78% reduction in Scope 3 emissions from international air freight, actively building green sustainable logistics to realize its vision of supply chain value growth and environmental protection.



Figure. MA–tek 2025 DHL Express GoGreen Plus Certification

Supplier Sustainability Responsibility Commitment

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 2025.

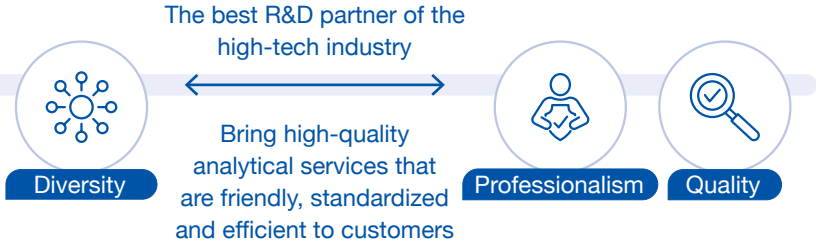
Conflict Minerals Declaration

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 2025, MA-tek evaluated 201 suppliers that were required to sign the commitment, and 153 suppliers actually signed it, achieving a signing rate of 76%.

3 Beacon of Technology Partners

3.1 Technical Service and Quality

Guided by its vision to be the “best R&D partner in the high-tech industry,” MA-tek has continued to provide professional, diverse, and credible analytical testing services. These services help customers identify key issues at various stages of R&D, manufacturing processes, and quality management, enabling the formulation of effective improvement strategies to enhance product reliability and market competitiveness. In the face of the high-tech industry’s rapid evolution, MA-tek will continue to refine its advanced analytical technologies and service capabilities to support customers in accelerating innovation, while promoting industrial R&D upgrades and sustainable development.



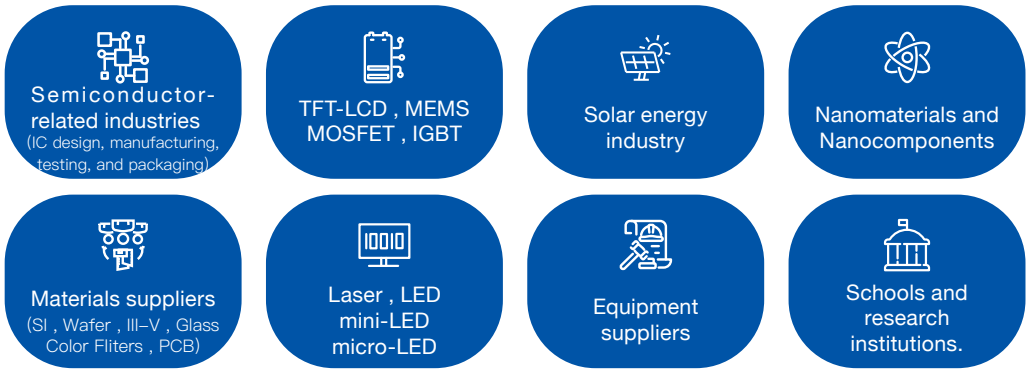
» MA-tek's Service Scope

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 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.

MA-tek's Service Offerings

1. Component Failure Analysis
2. Microsurgery of electronic circuits
3. Component structure analysis
4. Material Surface Analysis
5. Reverse engineering service
6. Intellectual Property Rights Strategy
7. Reliability testing
8. Analysis of electrical failures of components
9. Quality management training services

Industrial Application of MA-tek’s Services

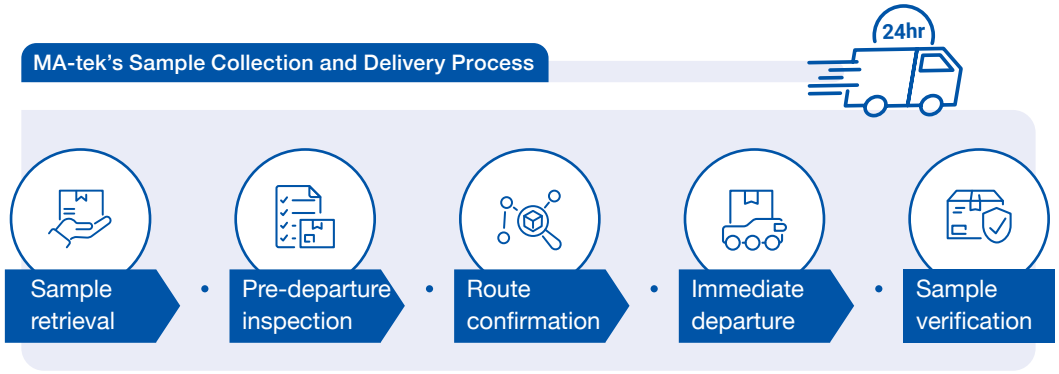


» MA-tek's Express Services

MA-tek provides a 24-hour sample collection and delivery service. Our field service team covers Taipei, Hsinchu, and Shanghai laboratories in Taiwan and China, and we collaborate with courier companies for pickup and delivery 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. Finally, the sample is returned and accurately verified. The electronic PDA is used for signature and filing to complete the entire sample receiving and delivering process. In 2025, MA-tek's Express Service handled a total of 158,384 cases (Taiwan Laboratories for 106,951 cases, China Laboratories for 51,433 cases), averaging 434 cases per day, and all received positive feedback from our clients.

A Day in MA-tek's Field Team





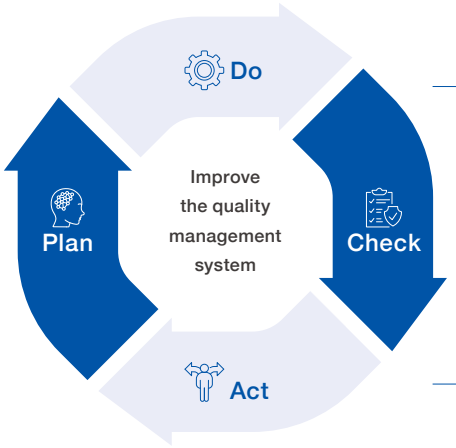


» Quality Policy and Certification

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

- Legal requirements
- Requirements of international certification standards
- Customer (consumer) requirements
- Requirements of General Management Principles



- Continuous improvement
- Creating quality
- Meeting customer needs
- Sustainable operations

Laboratory Management Policies

- Comply with national laws and regulations, and requirements of recognized institutions in performing analysis and testing services.
- Adhere to independent testing and judgment, and maintain and develop recognized analytical and testing capabilities.
- Adhere to the principles of fairness, impartiality and equal treatment of all customers in analysis and testing services.
- Do not engage in R&D, production, sales, and other activities related to customer's products delivered for inspection.
- Do not accept investment sponsorship and agency requirements that violate the fairness of analysis and testing, and do not intervene in market competition and conflicts of interest between customers.
- Maintain the rights of customers 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 2025, 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	• 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	• Review of internal/external issues related to the laboratory • Review of laboratory analytical testing scope/capability evaluations
Customer and Case Related	• Review of customer satisfaction and customer complaints • Review of projects and special cases • Review of modifications to analytical reports
Others	• 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 2025, 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 12 sessions were held (8 in Taiwan laboratories, 4 in China laboratories, and 1 in Japan synchronized with Taiwan), with a total of 287 participants (194 from Taiwan and Japan laboratories and 93 from China laboratories).

Taiwan Laboratories Promotion Training

Training Topic	No. of participants	Duration (hours)
Key Positioning and FIB Execution Precautions	9	0.5
Standard Operating Procedure for Vacuum Wand Operation	7	0.5
Automated IV and Backside Probing Applications	39	1
Introduction to IC Packaging	49	1
IOL Introduction and Operations	39	1
SOP for OMRON AOI Inspection Program Creation	29	1
Sharing of FIBSEM Imaging Techniques	12 (including Japan)	1
The report offers standardization	10	0.5

China Laboratories Promotion Training

Training Topic	No. of participants	Duration (hours)
Analysis of TEM anomalies and case sharing	15	1
Common combination RA+FA	40	1
PFA Chemical Regulations Training	30	0.5
SH V400 IGP4 Vacuum Abnormality Notice	8	1

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	Number of employees participating	Employees participation rate	Duration (hours)	Effectiveness
Quality Management for Supervisors	• Significant events and new regulations • Explanations of violations and concepts • Review of standards and consultation channels	47	100%	7	• Employee participation rate of 100%
Quality System Overview	Introduction to the Company's quality systems: • 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	329	100%	2	• Employee participation rate of 100%
Introduction to ISO 15408	Introduction to ISO 15408 system		100%	2	• 100% of employees at the China laboratories passed the tests.
New employee training on electrostatic discharge (ESD) protection	New employee orientation courses include basic electrostatic protection requirements, specifications, control areas, and operational requirements.		100%	2	• Over 98% of employees at Taiwan laboratories passed the tests. • 100% of employees at the China laboratories passed the tests.
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	503	100%	2	• Over 98% of employees at Taiwan laboratories passed the tests. • 100% of employees at the China laboratories passed the tests.
Annual ISO 15408 refresher training	Annual retraining for personnel in ISO 15408 controlled laboratories, including control regions, scope, adherence to work regulations, and record-keeping requirements	147	100%	2	• Employee participation rate of 100% • 100% 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) (Automotive Electronics Testing), 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. In addition to the certifications already obtained by the laboratories in Taiwan, all of MA-tek's service locations in China and Japan have also received multiple laboratory accreditations based on their respective service offerings. Moving forward, the company will continue to expand its accredited locations as its business scope grows. With global service capabilities, we continue to dedicate ourselves to providing customers with safe, precise, and highly efficient testing solutions. The Company is one of a few independent laboratories whose measurement standard films have microscale measurement results that can be traced back to the validation of 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.



ISO 9001 Quality Management System



ANSI/ESD S20.20 Electrostatic Discharge Prevention Certification



IECQ 17025 Laboratory Accreditation



ISO 27001 Information Security Certification



ISO/IEC 15408 Information Security Site Certification



TUV Nord Recognition (Automotive)



CNAS

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. Since September 2015, when MA-tek first passed ISO 27001 information security certification, it has continuously maintained its certification. We will continue to strengthen information security protection to ensure comprehensive protection of customer data.

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:

Solution of Systematic Protection of Technical Information

1. Customers are advised not to provide process parameters, material characteristics, or proprietary formulation details unrelated to analytical techniques to MA-tek analysts.
2. 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) .
3. 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.
4. 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 is committed to environmental sustainability and continues to invest in the research and development of green products and environmental technologies. Through technological innovation, the company reduces the environmental impact of its operations and product life cycles, thereby strengthening its corporate sustainability and competitiveness. The key focus areas for green R&D technology in 2025 are as follows:

Green R&D Related Technical Services	Description of Service	R&D investment amount (NT$ Thousand)	Number of application cases	Total amount of application cases (NT$ thousands)	Green R&D Revenue as a Percentage of Total Revenue (%)
2D Materials	Due to its unique physical and electrical characteristics, 2D materials (such as TeO, In2Se3, MoS2, MoTe2, and WS2) can achieve a green and environmentally friendly effect in electronic component applications, particularly in reducing power consumption. Through reducing static power consumption, increasing carrier migration rate, heterogeneous integration technology, and self-powered applications, two-dimensional materials can effectively promote the development of semiconductor technology towards green environmental protection. Through industry–academia collaboration with Professor Po-Wen Chiu of National Tsing Hua University and Professor Wu-Ching Chou of National Yang Ming Chiao Tung University, MA-tek has developed epitaxy structure analysis technology for 2D materials. As 2D materials consist of 2D thin layers stacked close to the atomic scale, sample preparation and observation techniques present significant challenges. The Company has developed sample preparation and analysis technologies for 2D materials and offers this analysis service externally.	2,000	60	4,500	0.09%
Wide Bandgap Silicon Materials and Components	Wide-bandgap semiconductor materials, such as Ga2O2, GaN, and SiC, play a critical role in fields including green energy, electric vehicles, power electronics, and environmental monitoring, helping to enhance energy efficiency and reduce carbon emissions. For example, these include high-performance power electronics and energy conservation, renewable energy applications, electric vehicles (EVs) and charging technology, and high-efficiency lighting and UV environmental applications. Therefore, developing high-efficiency analytical techniques is essential. Through industry–academia collaboration with Professors Jui-Hua Hung, Ping-Yueh Tsui, Ming-Tao Kei, and Tien-Li Wu from National Yang Ming Chiao Tung University, MA-tek has developed comprehensive analysis technologies for wide-bandgap semiconductor materials and components and offers these analysis services to external clients.	4,000	3,000	180,000	3.74%
Energy Storage Materials and Devices	Through close collaboration with academia, MA-tek has partnered with Professor Tsan-Yao Chen of National Tsing Hua University and Professor Min-Hung Lee of National Taiwan University to actively develop high-efficiency catalytic materials and electrostatic energy storage components, focusing on environmental protection and energy applications. In terms of alkaline fuel cell catalysts, the Company established high-efficiency material analysis and evaluation capabilities. Meanwhile, for innovative ferroelectric electrostatic energy storage components, a comprehensive and precise technical framework for material and component analysis was also developed. Through this technological integration, MA-tek has not only strengthened its own R&D capabilities but also provided professional analytical services to the industry, helping to enhance product performance and accelerate the development of green energy technologies.	2,000	40	3,500	0.07%

Innovative R&D technology

MA-tek continues to monitor industry demands and technological trends. Through R&D investment and technical innovation, we strengthen our testing and analysis capabilities and service efficiency, assisting customers in enhancing product quality and competitive advantages. The key innovative technology focus areas for fiscal year 2025 are as follows:

Innovative technology service types	Innovative technology service summary	Number of application cases
Reliability Analysis of Ultra-High-Power AI Chips	To meet the reliability testing requirements for high-end AI chips, MA-tek completed the installation of two units each of the Incal/Sonoma (800 W) and MCC HPB6 (1500 W) ultra-high power burn-in systems in 2025. The company also established design and verification capabilities for related jigs and burn-in boards, achieving a technological lead among global laboratories. The equipment has secured validation projects from leading autonomous vehicle and AI chip manufacturers in Europe and the United States. These projects encompass single-component, board-level, and module testing, providing critical reliability verification services for the global AI market.	10 cases
Radiation Testing for Chip Soft Errors	Driven by the rapid development of semiconductors, electronic components, and advanced material applications, market demand for high-reliability and high-safety verification continues to grow. In particular, stability testing for materials and components in radiation environments has become a critical component of high-end applications across the aerospace, defense, medical, and communications sectors. In October 2025, MA-tek signed a “Memorandum of Understanding on Radiation Technology Consultation and Testing Services” with the National Atomic Research Institute (NARI) and SGS, officially launching a strategic collaboration in radiation testing and reliability verification. MA-tek has long been dedicated to semiconductor failure analysis (FA) and reliability analysis (RA), possessing a comprehensive analysis platform and extensive industry service experience; the National Atomic Research Institute (NARI) offers advanced radiation testing facilities and research capabilities; and SGS provides international certification and quality verification expertise. Through this collaboration, we assist customers in performing comprehensive verification and risk assessments from the design and manufacturing phases to final application. This includes critical radiation testing such as chip soft error analysis, further enhancing product stability and safety in high-reliability environments.	10 cases
Transmission Kikuchi Diffraction (TKD) analysis technique	Building on years of industry–academia collaboration with Professor Chih Chen of National Yang Ming Chiao Tung University, MA-tek officially established its innovative “TKD (Transmission Kikuchi Diffraction)” analysis service in 2025, introducing nano-scale crystal structure analysis technology for TEM thin-foil samples. Unlike traditional SEM-EBSD analysis, which is limited by spatial resolution, Transmission Kikuchi Diffraction (TKD) enables high-resolution analysis of grain, grain boundary, strain, and geometrically necessary dislocation (GND) distributions in metallic materials smaller than 100 nm, such as nanocrystalline copper (NC-Cu). This technique is particularly well suited for research on key technologies such as 3D IC heterogeneous integration, advanced packaging, and low-temperature copper-to-copper bonding. The establishment of this service will help customers gain deep insights into the evolution mechanisms of nanomaterial microstructures, enhancing R&D capabilities for advanced semiconductor processes and high-density packaging.	350 cases

Innovative technology service types	Innovative technology service summary	Number of application cases
Angstrom-scale atomic imaging analysis technology	As semiconductor manufacturing advances into the 2 nm, A14, and even Angstrom (Å) generations, feature sizes are approaching the atomic scale, making it increasingly difficult for traditional analytical equipment to clearly resolve atomic arrangements and interface structures. In 2025, MA-tek invested in the installation of a world-class ultra-angstrom resolution aberration-corrected transmission electron microscope (Cs Corrector TEM). Its exceptional imaging performance enables the precise resolution of dumbbell-shaped symmetrical images below 1 nm, revealing ultra-angstrom level atomic arrangement details. This provides unprecedented analytical capabilities for material and structural research in advanced processes below 2 nm, including lattice arrangement, interface structures, and material defect analysis. This technology is of paramount importance to the R&D and yield enhancement of critical technologies, including next-generation Gate-All-Around (GAA)/CFET transistors, High-NA EUV lithography, heterogeneous integration, and advanced packaging. Furthermore, it serves to accelerate innovation and process optimization within the field of advanced semiconductors.	250 cases
Structural Analysis Technology for Silicon Photonic Components	In 2025, through industry–academia collaboration with Professor Hao-Chung Kuo of National Yang Ming Chiao Tung University, MA-tek established a silicon photonics component structural analysis technology platform. By combining multiple measurement technologies – such as confocal microscopy, white light interferometry, AFM, and SCM – the system enables process quality analysis and dimensional verification for key structures, including optical waveguides, gratings, optical couplers, and optical sensors. This facilitates the confirmation of surface morphology, structural uniformity, and process stability of these components. Furthermore, high-resolution analysis techniques such as SEM, TEM, and EDX can be applied to active components within silicon photonics chips – including lasers, optical modulators, and optical switches – to further observe their microstructures, material interfaces, and elemental distributions. These analyses help clarify the root causes of failure defects, serving as a critical basis for process improvements and the enhancement of component reliability.	1000 cases

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 67 clients in achieving AEC-Q certification for a diverse range of products, 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 deduces 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.

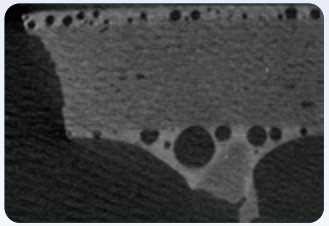
Ru Kiln

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





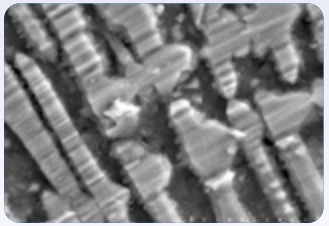
Blue and White Porcelain

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





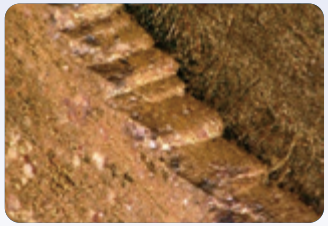
Khitan Tablet

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





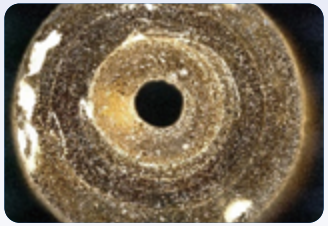
Glass Beads with Gold Foil

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



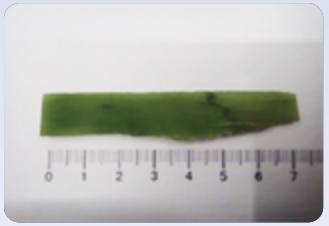


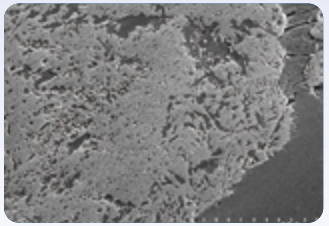
Beinan Jade Ware

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 December 2025, MA-tek's Taiwan parent company, China subsidiaries, and Japan subsidiary have collectively filed 261 patent applications. Among these, 65 have been approved as "invention patents" and 101 as "utility model patents," spanning regions including Taiwan, mainland China, Japan, the United States, and Europe.

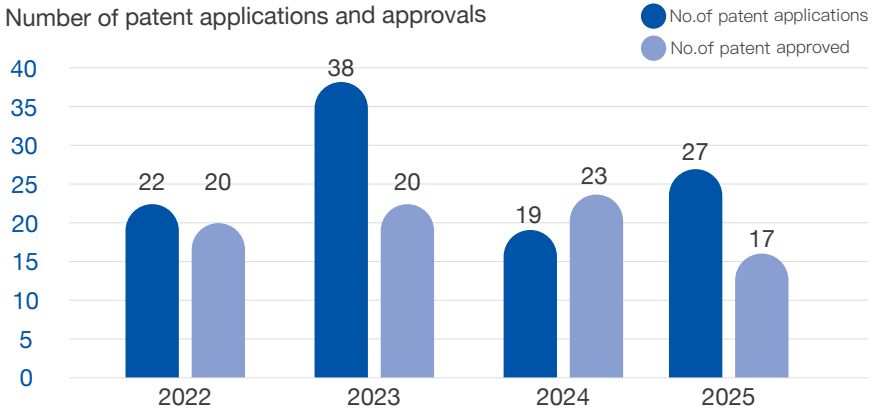
MA-tek employs rigorous measures such as appropriate review mechanisms, incentive systems, advocacy, education, and talent training to uphold its position at the forefront of technology. At least twice a year, we conduct unscheduled audits of TIPS-related departments. In 2025, we conducted two audits, both of which revealed some deficiencies related to information security. Please see the table below for details:

	Major audit deficiencies	Improvement method	Improvement status
1st time	1. Insufficient or inconsistent file confidentiality labeling 2. External correspondence did not include the cautionary statements required by company regulations to notify recipients of confidentiality obligations and provisions regarding the scope, methods, duration, and restrictions on the use of confidential files, as well as their return or destruction. 3. Improper management of file encryption and passwords 4. Spatial and Operational Risks in the Confidential Information Destruction Process 5. Risks Associated with Customer Sample Storage and Traffic Flow Control 6. Exposure risk of samples and confidential information at operational sites 7. Data Consistency and Inventory Alignment Following Organizational Changes	1. Confidentiality labels for all files have been fully applied and standardized for consistency. 2. Warning mechanisms for the external transmission of confidential information via email have been standardized, with awareness campaigns successfully implemented. 3. Encryption and password management regulations have been formalized to mitigate the risk of co-location storage. 4. Confidential information destruction processes have been optimized to reduce risks associated with temporary storage areas. 5. Storage, workflow, and locking protocols for customer samples have been fully reinforced. 6. Visual information risks in laboratories and operational sites have been mitigated through personnel controls. 7. Inventory of confidential information, privilege management, and system controls have been remediated and strengthened.	Completed

	Major audit deficiencies	Improvement method	Improvement status
2nd session	1. Inconsistency between trade secret document titles and institutional regulations 2. There is a discrepancy between the trade secret inventory cycle and the actual implementation schedule. 3. Inadequate Methods of Announcing and Communicating Policy Revisions 4. The institutional announcement mechanism relies on a single notification channel 5. Patent search capabilities and supporting systems for R&D personnel need to be strengthened. 6. R&D record documentation was not fully compliant with written procedures 7. Pre-audit documentation was not prepared in advance in accordance with regulations.	1. The trade secret inventory names and versions have been corrected, and the consistency of systemic documentation has been aligned. 2. The inventory cycle for the trade secret registry has been adjusted and formalized through the management review meeting. 3. The post-revision announcement mechanism has been strengthened, and the announcement regarding the scope of implementation has been completed. 4. Information regarding policy revisions has been effectively communicated through multi-level supplementary advocacy. 5. Patent search proficiency for R&D personnel has been integrated into future education and training programs. 6. Implementation of reminders regarding R&D and audit operations has been reinforced through awareness programs. 7. The audit preparation process has been reinforced, and a preliminary operations mechanism has been established.	Completed

At the same time, the Company regularly releases the intellectual property report to the public every year to provide customers and investors with more comprehensive and sufficient intellectual property information, thereby strengthening its image as an innovative leader, attracting more orders or investments, effectively enhancing the Company's revenue growth, and becoming the best R&D partner in the global technology industry.

Patent Statistics



Note1:The data on patent applications and approvals cover both the Taiwan headquarters and mainland subsidiaries of MA-tek.
Note2:Due to different data update times, the patent application and approval numbers for Taiwan in 2023 have been adjusted to 15 and 26, respectively.

MA-tek's2025 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

- Formulate “Confidential Information Management Regulations” and establish a “Confidential Information Management Organization” to promote the management, implementation, and enforcement of the confidential information management system.
- 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.

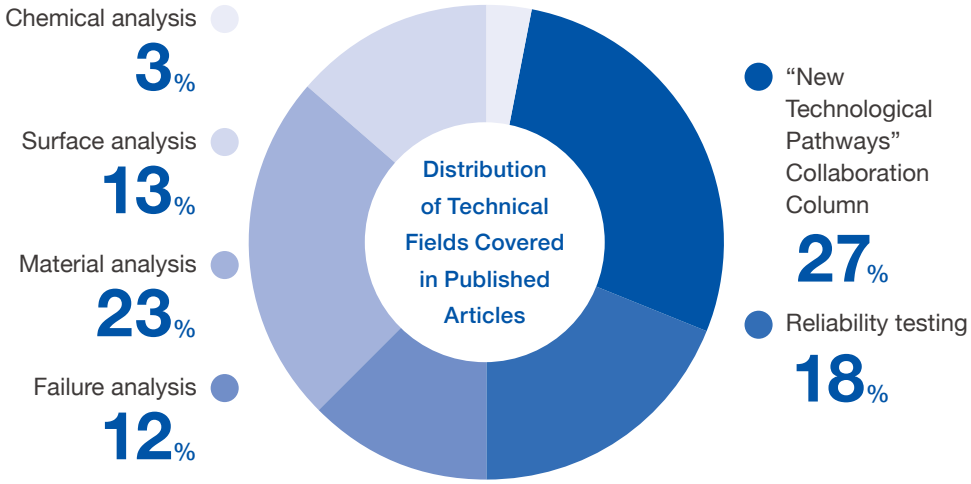
Intellectual Property Management Training for Employees

Training course	Target participants	No. of participants	Completion rate	Duration (hours)
TIPS Self-Evaluator Training	General employees	2	100%	32
Ling-Chuan Ting’s Public Relations Course	General employees	4	100%	8
MAFT-2025-Driving the Future	General employees	4	100%	4
Intellectual Property and Confidential Information Management Training	General employees	150	100%	2

Note: The course participants include personnel from laboratories in Taiwan and China.

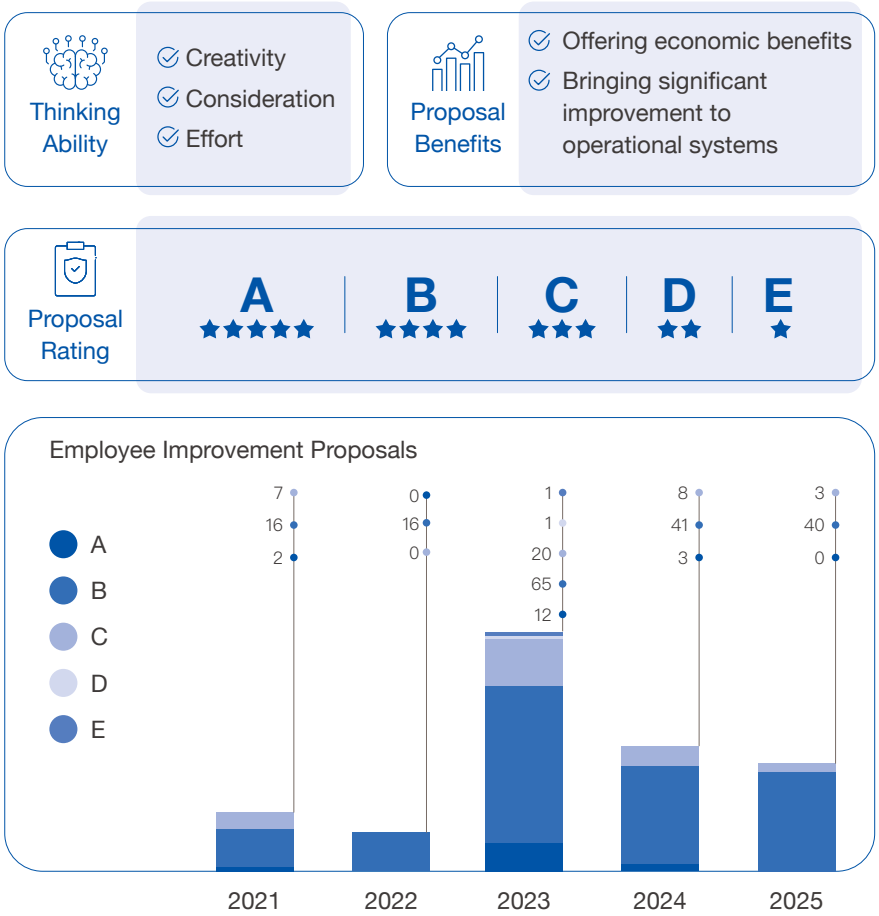
Copyright Management

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 2025, a total of 83 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 2025, a total of 43 awards were granted, representing a decrease of 9 awardees compared to 2024. This was mainly because the evaluation criteria in 2025 became more stringent, aiming to encourage employees to pursue innovative R&D, technological leadership, or tangible economic benefits at the analytical level, while requiring proposals to be accompanied by more concrete strategies and supporting data.



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 is committed to providing a real-time and convenient customer service experience. Its official website is available in four languages – Traditional Chinese, Simplified Chinese, English, and Japanese – to satisfy the browsing and information needs of customers in different regions. In addition to providing full disclosure of corporate information and service offerings, the website provides real-time updates on domestic and international media coverage, exhibitions, and the latest news, helping customers stay informed about the Company's developments and industry trends.

In addition, the official website features a real-time chat function that allows customers to submit inquiries via the chat box in the bottom-right corner. During business hours, dedicated personnel provide immediate responses to help customers quickly obtain necessary information and reach the appropriate contact person, thereby enhancing service efficiency and communication quality.

MA-tek also maintains official accounts on platforms like Line, Facebook, YouTube, LinkedIn, WeChat, and Weibo, leveraging different social media channels to offer customers the most comprehensive firsthand information and suitable communication channels.



» 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. Questions from customers are uniformly received by the Taiwan laboratory window, then forwarded to the corresponding responsible units based on business area and the nature of the issue, 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 2025, a total of 25 biweekly business meetings were held for education and training. Personnel from the Taiwan laboratories participated in person, while personnel from the Japan laboratories participated online simultaneously, for a total of 589 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 customers worldwide to instantly communicate with customer service representatives. Our customer service representatives in Taiwan will coordinate responses and direct inquiries to the appropriate department for follow-up. In 2025, the LiveChat service handled a total of 466 inquiries, averaging about 39 messages per month. Every inquiry received a response.



LiveChat online customer support interface



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

Since Q3 2020, 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.

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.

In addition, since 2023, MA-tek has established an EC service platform that offers centralized case management features, including sample collection, analysis progress tracking and estimated delivery timelines. In 2024, a case acceptance function was added to allow 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.

E-commerce (EC) service platform

Service Offerings	Number of Service Instances
Online Collection	506
Project initiation	4
Customer Service Contact	289



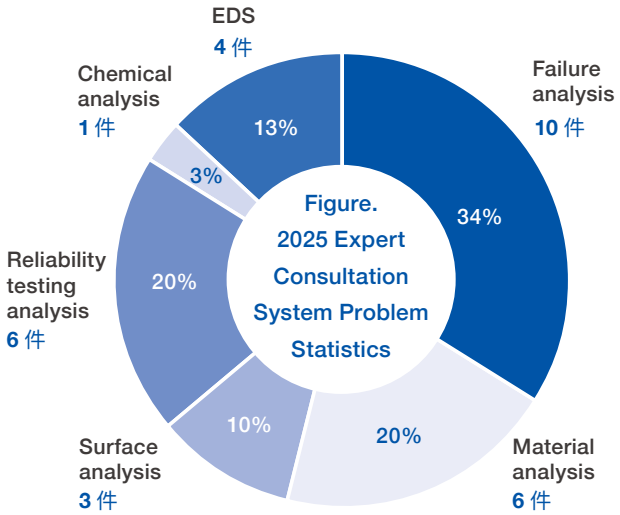
Figure. E–commerce (EC) platform

Expert Consultation System

MA-tek introduced a WeChat mini-program, "Analysis and Detection Online Q&A," to laboratories in China, creating an expert consultation system platform. Customers can search for "MA-tek" on WeChat to enter the mini program and directly ask the technical team testing-related questions for a fast and professional response. In the future, we will continue to optimize response efficiency, expand our customer reach, and enhance the influence and cooperation opportunities of our technical support services. In 2025, we received 30 questions from academic institutions, local businesses, and anonymous sources, and received positive user feedback.



Figure. China Laboratories Expert Consulting Service System.



» 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.

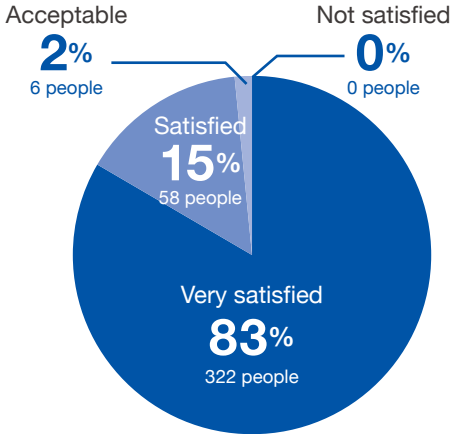
In 2025, MA-tek received a total of 666 completed questionnaires (386 from Taiwan, 262 from China, and 18 from Japan) for its annual customer satisfaction survey. When customers provide valuable suggestions during the survey, MA-tek will thoroughly examine the feedback. If necessary, a dedicated representative 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-tec satisfaction survey

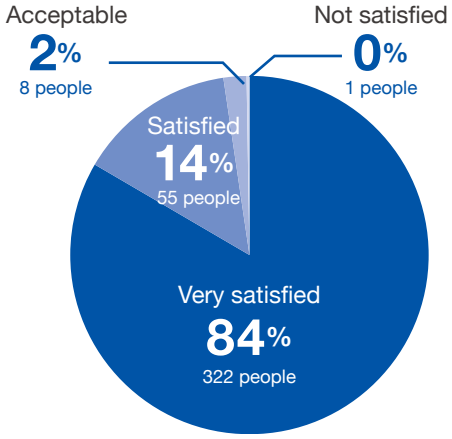
Questionnaire formulation → Questionnaire collection: on-site from customers/letter follow-up Collect satisfaction questionnaires for the previous year in January in the following year → Data statistics and compilation → Negative feedback is reported to related sales personnel and supervisors for handling → Compile and organize a report to be submitted to senior supervisors

Figure. Results of MA-tek's Satisfaction Survey for Taiwan Laboratories

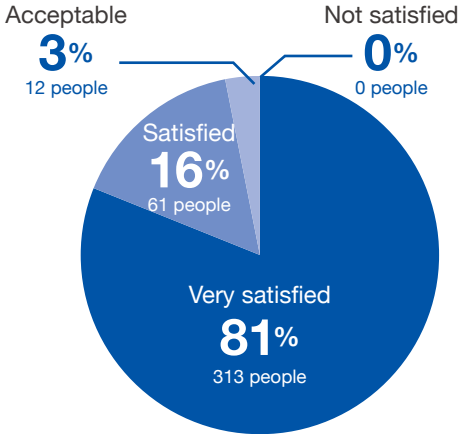
Q&A What do you feel about the service attitude of the call service staff/outdoor receipt/delivery staff (desk clerk/field team)?



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



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



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

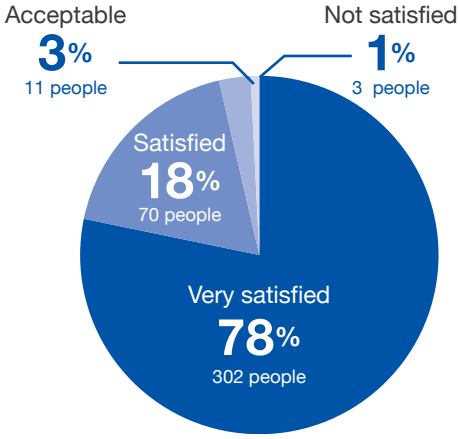


Figure. Results of MA-tek's Satisfaction Survey for Shanghai and Suzhou Laboratories for 2025

Q&A What is your level of satisfaction with the channel of the Laboratory for receiving the sample?



Satisfied	Acceptable	Not satisfied	Abstaining from votin
4%	1%	0%	0%
8 people	1 people	0 people	1 people

Q&A What is your level of satisfaction with the attitude and work ethic of the personnel receiving samples in the laboratory?



Satisfied	Acceptable	Not satisfied	Abstaining from votin
4%	2%	1%	1%
9 people	5 people	1 people	2 people

Q&A Do you know that our company offers a 24-hour pickup and delivery service, and what is your satisfaction level?



Satisfied	Acceptable	Not satisfied	Abstaining from votin
3%	2%	2%	0%
7 people	5 people	4 people	0 people

Q&A What is your level of satisfaction with the technical consultation provided by our company, compared to industry standards?



Satisfied	Acceptable	Not satisfied	Abstaining from votin
4%	0%	3%	3%
8 people	1 people	6 people	6 people

Q&A What is your level of satisfaction with the accuracy and yield of the Company's test results?



Satisfied	Acceptable	Not satisfied	Abstaining from votin
2%	0%	3%	0%
5 people	0 people	6 people	0 people

Q&A Are you satisfied with the Company's existing manpower, capabilities, and machine configuration?



Satisfied	Acceptable	Not satisfied	Abstaining from votin
4%	1%	1%	3%
8 people	2 people	3 people	6 people

Figure. Results of MA-tek's Satisfaction Survey for Shanghai and Suzhou Laboratories for 2025

Q What is your level of satisfaction with the time efficiency of the Company's testing services?



Satisfied	Acceptable	Not satisfied	Abstaining from votin
1%	4%	1%	4%
2 people	8 people	3 people	10 people

Q What is your level of satisfaction with the timing of delivery or machine startup?



Satisfied	Acceptable	Not satisfied	Abstaining from votin
5%	1%	1%	2%
11 people	3 people	1 people	4 people

Q What is your level of satisfaction with the professional services provided by our engineers?



Satisfied	Acceptable	Not satisfied	Abstaining from votin
4%	0%	1%	2%
8 people	0 people	2 people	5 people

Q Are you satisfied with the speed of answering the phone at our company?



Satisfied	Acceptable	Not satisfied	Abstaining from votin
2%	1%	2%	1%
5 people	1 people	5 people	2 people

Q What is your level of satisfaction with the professional services provided by our engineers?



Satisfied	Acceptable	Not satisfied	Abstaining from votin
1%	3%	1%	0%
3 people	6 people	2 people	0 people

Figure. Results of MA-tek's Satisfaction Survey for Xiamen Laboratories

Q What is your level of satisfaction with the channel of the Laboratory for receiving the sample?



Satisfied	Acceptable	Not satisfied	Abstaining from votin
1%	0%	0%	0%
3 people	0 people	0 people	0 people

Q What is your level of satisfaction with the attitude and work ethic of the personnel receiving samples in the laboratory?



Satisfied	Acceptable	Not satisfied	Abstaining from votin
2%	0%	0%	0%
5 people	0 people	0 people	0 people

Q What is your level of satisfaction with the technical consultation provided by our company, compared to industry standards?



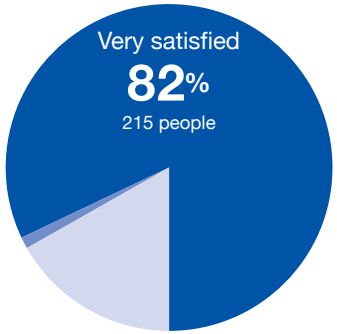
Satisfied	Acceptable	Not satisfied	Abstaining from votin
2%	0%	0%	0%
4 people	0 people	0 people	1 people

Q What is your level of satisfaction with the accuracy of the Company's test results?



Satisfied	Acceptable	Not satisfied	Abstaining from votin
6%	0%	0%	1%
15 people	0 people	0 people	2 people

Q What is your level of satisfaction with the Company's analysis results?



Satisfied	Acceptable	Not satisfied	Abstaining from votin
1%	0%	0%	17%
3 people	0 people	0 people	44 people

Figure. Results of MA-tek's Satisfaction Survey for Xiamen Laboratories

Are you satisfied with the Company's existing manpower, capabilities, and machine configuration?



Satisfied	Acceptable	Not satisfied	Abstaining from votin
1%	0%	0%	1%
2 people	0 people	0 people	2 people

What is your level of satisfaction with the time efficiency of the Company's testing services?



Satisfied	Acceptable	Not satisfied	Abstaining from votin
3%	0%	0%	0%
9 people	0 people	0 people	0 people

What is your level of satisfaction with the timing of delivery or machine startup?



Satisfied	Acceptable	Not satisfied	Abstaining from votin
3%	0%	0%	0%
7 people	0 people	0 people	0 people

What is your level of satisfaction with the professional services provided by our engineers?



Satisfied	Acceptable	Not satisfied	Abstaining from votin
0%	0%	0%	0%
1 people	0 people	0 people	0 people

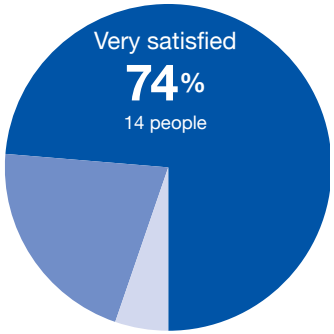
Are you satisfied with the speed of answering the phone at our company?



Satisfied	Acceptable	Not satisfied	Abstaining from votin
3%	1%	0%	0%
8 people	2 people	1 people	0 people

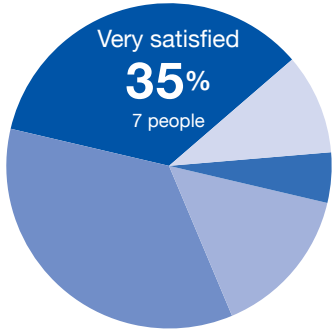
Figure. Results of MA-tek's Satisfaction Survey for Japan Laboratories

How satisfied are you with the Company's overall services?



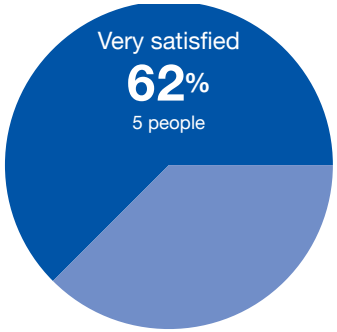
Satisfied	Acceptable	Not satisfied	Abstaining from votin
21%	0%	0%	5%
4 people	0 people	0 people	1 people

How satisfied are you with the analysis results and the evaluation of the report?



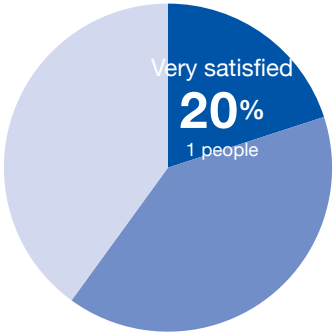
Satisfied	Acceptable	Not satisfied	Abstaining from votin
35%	15%	5%	10%
7 people	3 people	1 people	2 people

Your satisfaction with on-site commissioning services



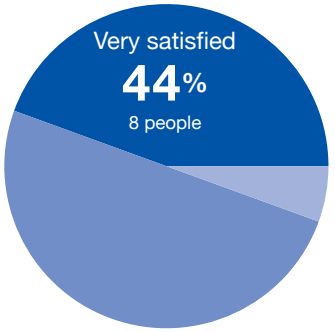
Satisfied	Acceptable	Not satisfied	Abstaining from votin
38%	0%	0%	0%
3 people	0 people	0 people	1 people

Your Satisfaction with Online Practical Training Services



Satisfied	Acceptable	Not satisfied	Abstaining from votin
40%	0%	0%	40%
2 people	0 people	0 people	2 people

Your satisfaction with the delivery of samples and documents



Satisfied	Acceptable	Not satisfied	Abstaining from votin
50%	6%	0%	0%
9 people	1 people	0 people	0 people

Handling of Customer Complaints

MA-tek values customer opinions and expects to receive customer feedback as soon as possible, so it has set up the customer complaint line and VOC 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 2025, MA-tek did not receive any customer complaints.

Figure. Flow of customer complaint handling process at MA-tek

1 **Receipt of a customer complaint case**

Receive a customer complaint case through a customer complaint phone call or the VOC mailbox.

2 **Immediate response**

Reply to the customer as soon as possible, stating that the message has been received and the handling process has started.

3 **Internal notification**

Notify relevant unit supervisors and sales personnel for investigation, while providing emergency response measures for customers

4 **Confirm solution**

The dedicated responsible unit shall contact the customer and confirm the solution and improvement status

5 **Completion of handling**

After the incident is properly handled, call the customer to confirm satisfaction with the handling

6 **Record archival**

Create a customer complaint event record for archival purposes

» Technical Presentations and Seminars

In 2025, MA-tek hosted irregular technical presentations, inviting both internal staff and customers to participate. The technical presentations focus on a variety of topics, inviting experts and scholars from various fields to share the latest technological advancements and trends. The event showcases MA-tek's professional service capabilities in the analysis field, effectively strengthening relationships with existing clients and actively expanding its potential customer base. The presentations were held both in-person and online, expanding participation, enhancing knowledge exchange while reducing the inconvenience of hosting multiple physical events in different locations. In addition to the technical presentations in 2025, MA-tek also hosted three seminars in Shanghai, Suzhou, and Shenzhen. Under the theme of "Core Power of MA-tek, Smart Driving Future," these seminars introduced topics such as automotive component verification and analysis, as well as special process chip analysis. After the meeting, MA-tek uploaded the event highlights toits official YouTube channelfor viewing by stakeholders.

Technical Presentations and Seminars

2025 H1 Technology Seminar – Probing the Future with Silicon: Intelligent Opportunity Discovery via AI x Silicon Photonics

» **Time** March 27, 2025 » **Location of the meeting** Hsinchu City, Taiwan

» **Participants** 412 online participants, 112 offline participants (66 employees, 458 customers)

Four distinguished speakers were invited to the technical seminar to share their research findings and insights on silicon photonics semiconductor technology. The sessions covered several trending topics, including the application of CPO and silicon photonics in data centers, the integration of Micro LEDs with AI chips, epitaxial technology for wide-bandgap semiconductor heterostructures, and the development trends and future applications of advanced packaging. These discussions not only provided participants with deep insights into the evolution and latest breakthroughs of advanced technologies but also showcased MA-tek's leading position in semiconductor R&D and product applications.

In the first session, Professor Hao-Chung Kuo of National Yang Ming Chiao Tung University presented "Recent Progress of CPO for Data Center." This technology directly co-packages optical components onto the substrate, significantly shortening signal transmission distances, reducing power consumption, and increasing bandwidth. When integrated with silicon photonics, it further enhances data processing performance to meet the demands for high-speed data transmission and low latency. The second lecture was delivered by Professor Ray-Hua Horng of National Yang Ming Chiao Tung University, who analyzed the technical advantages and challenges of Micro-LEDs. Her insights presented an alternative option for future applications in silicon photonics, expanding the potential directions for technological development. The third lecture was given by Professor Wu-Ching Chou of National Yang Ming Chiao Tung University, who shared insights into the epitaxial technology, characterization, R&D challenges, and future development of 2D semiconductor/wide-bandgap semiconductor heterostructures. The fourth lecture featured Professor Kuan-Neng Chen, Dean of the International College of Semiconductor Technology at National Yang Ming Chiao Tung University, who explored strategies for addressing the challenges of high bandwidth and high-performance computing through advanced packaging technologies. He also analyzed mainstream technology platforms, such as System-in-Package (SiP), Three-Dimensional Integrated Circuits (3D IC), and Wafer-Level Packaging (WLP). Through the forward-looking perspectives and research capabilities of academic experts, attendees can grasp the trends of technology development and core research directions.







Technical Presentations and Seminars

2025 H2 Technical Seminar: Driving the Future – Automotive Sensing Technology and the Validation Challenges of Autonomous Driving

» **Time** September 24, 2025 » **Location of the meeting** Hsinchu City, Taiwan

» **Participants** 162 online participants, 114 offline participants (67 employees, 209 customers)

The technical seminar was divided into morning and afternoon sessions. The morning session featured three professors from National Yang Ming Chiao Tung University involved in the project: Professor Kuan-Neng Chen (Institute of Electronics), Professor Tien-Li Wu (Institute of Electronics), and Professor Hao-Chung Kuo (Department of Photonics). They delivered presentations on three high-profile fields – AI, automotive semiconductors, and silicon photonics – covering key research milestones such as "AI-assisted silicon wafer bonding technology," "Reliability and failure mechanism analysis of automotive high-voltage (>1.2 kV) gallium nitride power devices," and "Silicon photonics integration technology."

The first lecture of the afternoon was delivered by Yu-Teng Lin, Director of the Failure Analysis Business Group at MA-tek, who shared "Fault Analysis and Integrated Solutions for Power and Compound Semiconductors from Case Studies." Through failure analysis cases, he detailed MA-tek's FA processes tailored specifically for compound semiconductors and explained the challenges of failure analysis within multi-layer packaging architectures. The session also demonstrated how to achieve Level I–III failure analysis integration, leveraging one-stop solutions to boost product reliability and development efficiency. The second lecture featured Professor Wei-Lun Fang from the College of Semiconductor Research at National Tsing Hua University, who provided an in-depth exploration of MEMS micromirrors based on piezoelectric thin-film technology and their various innovative applications in automotive optical modules. The third lecture was delivered by Chuan-Chun Chang, Deputy Director of the Reliability Analysis Business Group at MA-tek, who shared insights into automotive module validation analysis and its challenges. The fourth lecture featured Kung-Chieh Chu, Manager of the Material Analysis Business Group at MA-tek, who discussed how advanced material analysis techniques support the reliability and innovative design of automotive electronic components, while also presenting various high-end analytical instruments and practical case studies.

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. With the rapid evolution of smart vehicles and self-driving technology, automobiles are no longer just a means of transportation; they have become mobile smart terminals that integrate sensors, AI chips, composite materials, and innovative manufacturing technologies. The seminar, themed "Driving the Future," brought together technical experts from industry, academia, research institutions, and MA-tek to delve into the challenges and breakthroughs in automotive sensing technology and module verification. With a diverse range of content, this technology launch event goes beyond mere technical sharing; it represents a collaborative effort to outline a blueprint for the future of smart mobility. From the precision of sensors to the reliability of modules, every innovation lays the foundation for the safety of and trust in autonomous vehicles. Through the presentation, MA-tek successfully served as a bridge between academia and industry, fostering even closer collaborative relationships between the two.







Technical Presentations and Seminars

Seminar: MA-tek Core Power, Driving the Future of Intelligence

- **Time** Shanghai Venue: April 15, 2025
- **Location of the meeting** Shanghai, China
- **Participants** 179 (30 employees, 149 customers)

- **Time** April 16, 2025
- **Location of the meeting** Suzhou, China
- **Participants** 71 (19 employees, 52 customers)

- **Time** Shenzhen Venue: March 18, 2025
- **Location of the meeting** Shenzhen, China
- **Participants** 85 (15 employees, 70 customers)

Held in Shanghai, Suzhou, and Shenzhen, the seminars focused on intelligent driving and semiconductor testing technologies. The events brought together industry experts, corporate representatives, and technical elites to explore trending topics such as AI chips, automotive semiconductors, failure analysis, and surface analysis, injecting new momentum into the future of intelligent driving.











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. The ISO 27001 information security management system certification has been obtained by MA-tek. Applications for ISO/IEC 15408 CC EAL6 information security certification for the Taiwan and Shanghai factories were submitted in June and August 2024, respectively, and certification was obtained in March 2025. This demonstrates MA-tek's commitment and responsibility to protecting customer information security and ensuring the security of customer data analysis and the company's information assets. During the certification period, laboratories and related personnel must undergo education and training at least once a year, along with on-site audits. Information security certification must also be conducted every two years to ensure the system continuously meets safety standards and effectively prevents risks.

MA-tek is also a member of the Science Park Information Sharing and Analysis Center (SP-ISAC). This membership allows for diverse channels of cybersecurity intelligence sharing, strengthening cross-domain defense against security threats. Members of the center can exchange cybersecurity intelligence and relevant information in real time through the messaging platform. They can also discuss and share insights on security incidents, potential threats, and major recent cybersecurity issues encountered during operations, thereby enhancing overall cybersecurity defense and response capabilities.

By participating in external information security alliance mechanisms and integrating internal management and protection measures, MA-tek has continued to strengthen information security management across all stages – from development and testing to delivery and data destruction. These efforts ensure the security of customer data and service processes as the company strives to be a trusted cybersecurity and reliability technology service partner for both domestic and international clients.


bsi.

Certificate of Registration

INFORMATION SECURITY MANAGEMENT SYSTEM - ISO/IEC 27001:2022

...making excellence a habit.

ISO 27001 Information Security Management


Deutsches IT-Sicherheitszertifikat

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 Promotion Group is composed of the President as the convener, the President of Greater China as the convener in Shanghai, the Chief Information Officer as the Director General of Taiwan, responsible for the planning, execution, communication and decisions related to the Company's information security 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 property of MA-tec belongs to 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	Specific internal and external units or personnel authorized by the Company to use the Company's information to provide information services or perform specialized inspection work, have the responsibility and obligation to protect the information assets they acquire, in order to prevent unauthorized access, tempering, destruction or disclosure.
3	The managers of each unit must establish monitoring and management control mechanisms for the information assets held by them due to their business, in order to ensure the confidentiality, integrity and availability of important information assets of the Company. These controls include: (1)Clearly identify the information security of all products, services, processes, networks, and information technology infrastructure to confirm that appropriate control measures have been deployed for the risks. (2)Develop appropriate information security management procedures in accordance with this policy, in order to maintain the confidentiality, integrity, and availability of the Company's and the customers' information. (3)Protect the Company's information assets from accidental or intentional damage, unauthorized modification, disclosure or loss (including physical or electronic theft), in order to comply with the Company's operating income and comply with relevant laws and regulations.
4	Major information equipment (including software and hardware) should be assessed for technology and specifications with the assistance of the information department and information security personnel, and risk assessment procedures should be conducted as needed.
5	All information security controls or program development, modifications, and settings must comply with the provisions of the information security management system.
6	Functional division of labor should be considered for work dispatch, and the scope of job responsibilities should be distinguished to avoid unauthorized modification or misuse of information or services.
7	The employees should implement the information security system in daily work, and their awareness of information security and legal concepts should be strengthened.
8	All personnel should maintain vigilance at all times and report any potential safety incidents, safety vulnerabilities, or violations of safety policies and procedures in accordance with the procedures.
9	A business continuity plan should be formulated according to business needs, and regular testing and drills should be conducted to maintain its applicability.

Figure. Information security management organization chart of MA-tec

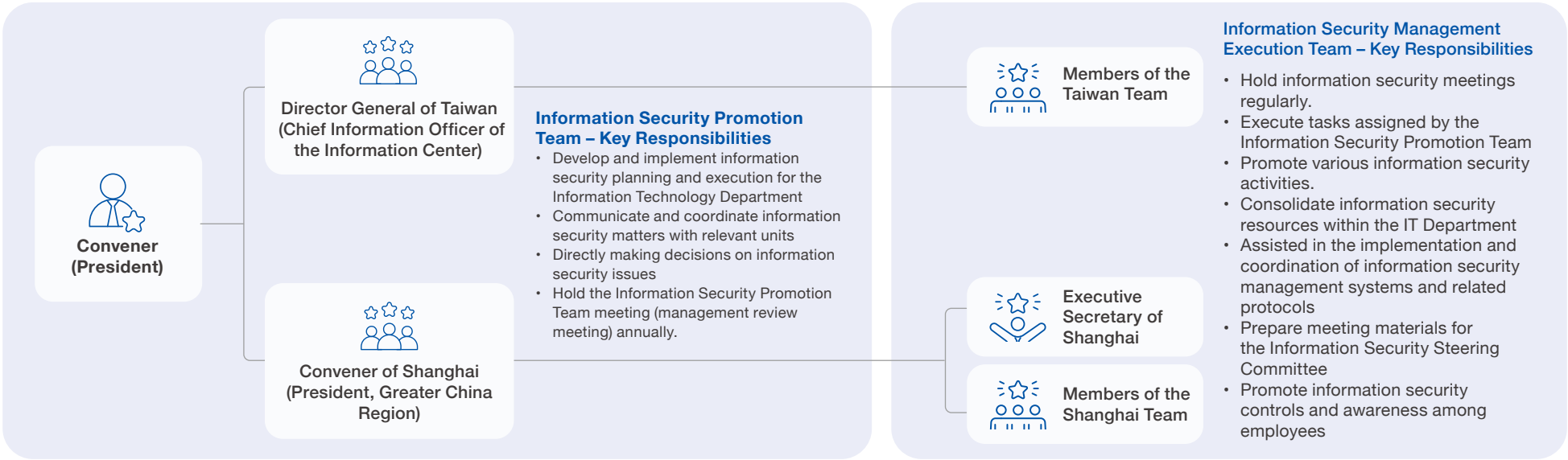
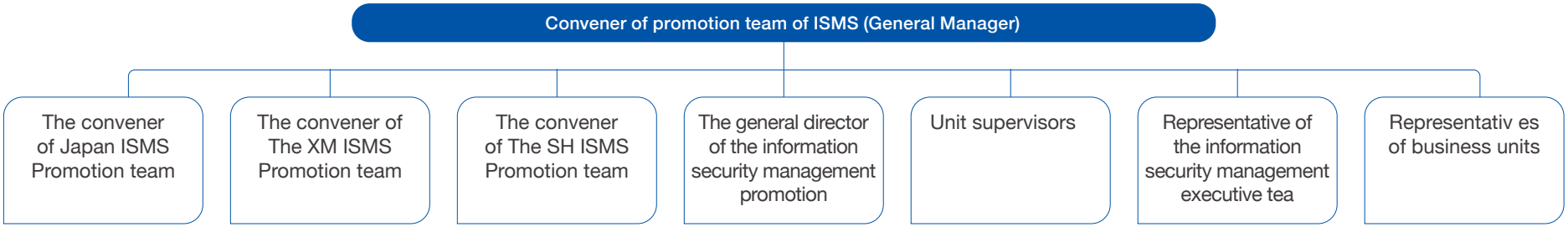


Figure. Information security promotion organization chart of MA-tec



» 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. MA-tek's information security achievements in 2025 include zero incidents of data leaks and no related complaints regarding customer privacy breaches.

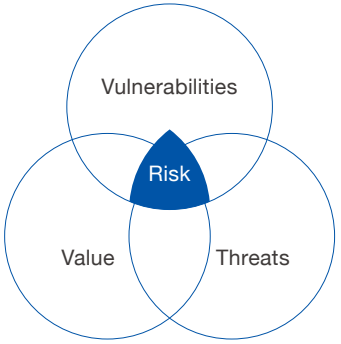
2025 Information Security Strengthening Operation

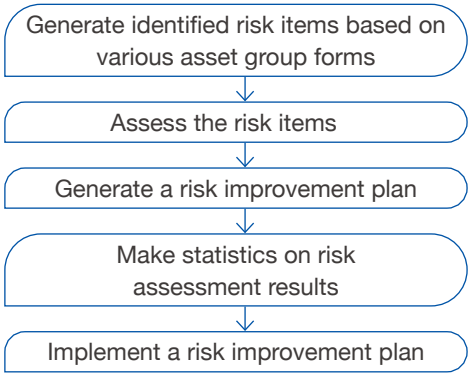
Region	Strengthened item	Actions taken	Results achieved
 Taiwan	Upgraded external firewall equipment	Purchased new machine learning-powered next-generation firewalls (PA-1410)	Completed in June
	Strengthen Wireless and Wired Network Authentication	Restricted to company-issued devices only.	Completed in September
	Social engineering drill	Create a social engineering drill system.	Expanded the scope of the drill, increasing the number of participants from 237 to 806.
 China	Official Website Migration	Migration of MA-tek official website in China region	Basic infrastructure has been completed, and official website development is 80% complete.
	PMS System Architecture Optimization	Redesigning PMS Infrastructure	Implemented hot backup for front-end and back-end databases. A data warehouse and backup mechanism were also established.
	Assessment of client antivirus system replacement	Deploy anti-virus systems, Client, and anti-virus strategies simultaneously.	Symantec Antivirus Software Transition to Server-Based Version Updates
 Japan	Assessment of client antivirus system replacement	Deploy anti-virus systems, Client, and anti-virus strategies simultaneously.	100% control and supervision of the Client terminal
	IPGUARD Behavior management system	Behavior management system, via strategy management terminal.	100% control and supervision of the Client terminal

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 2025, 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 2025, we also conducted cybersecurity risk identification and assessments for different operating regions. In 2025, a total of nine high-risk cybersecurity issues (two in Taiwan Laboratories, five in China Laboratories, and two in Japan Laboratories) were identified. MA-tek devised corresponding response measures to address the identified issues in these regions promptly, aiming to correct and prevent vulnerabilities early and to establish robust cybersecurity defenses to minimize the likelihood of any security breaches.





2025 Annual High-Risk Cybersecurity Issues and Key Improvement Measures

Region	High-Risk Issues	Cause Analysis	Corrective and Preventive Measures
Taiwan	Strengthen DLP information security measures (X-Fort, Netwrix)	To meet the Company's data protection requirements.	1.Strengthen encryption protection for confidential files and data loss prevention auditing mechanisms
	Implemented N-Reporter to collect logs from all network equipment and systems	Network and system logs must be comprehensively collected and stored long term to facilitate cybersecurity analysis.	1.Generate cybersecurity-related audit reports on a regular basis following the establishment of the system.
China	Information leakage risk in office and laboratory areas.	1. The Shenzhen laboratory lacked physical partitioning between the office and laboratory areas during its initial construction. 2. Bringing official mobile devices into the laboratory	1.Install physical partitions and additional security scanners • Employees are required to badge in for entry. • No external personnel allowed • Security prohibited items (e.g. mobile phones, USB drives) 2.Implement badge access control and disable mobile camera functions 3.If photography is required, the devices must be unlocked via the prescribed procedure and approval must be sent to the department head to prevent information leakage.
	Service interruption caused by a power outage in the IT server room	Voltage regulator overload	1.Removed the voltage regulator and adjusted UPS A/B distribution 2.Established a power outage alert mechanism

2025 Annual High-Risk Cybersecurity Issues and Key Improvement Measures

Region	High-Risk Issues	Cause Analysis	Corrective and Preventive Measures
China	Network service interruption	The switch VTP was misconfigured as VTP Server.	1.Inspect all switch settings and change devices in VTP Server mode to Transparent mode.
	IT server room odors	UPS battery aging occurrences	1.Conduct regular UPS inspections, 2.Batteries are replaced every three years. 3.Monitor UPS status using the monitoring system
Japan	Information leakage risk in laboratory areas	Nagoya Laboratory's CCTV coverage is incomplete	1.Achieved 100% CCTV coverage through additional installations
	Information Security Risks in Office and Laboratory Areas	Windows Update vulnerabilities were not patched in a timely manner	1.Establish a WSUS server to centrally push Windows updates across the entire network on a weekly basis.

Protection of Confidential Information

We highly value the protection of personal data. Client confidential information is a core focus of our protection efforts and a key competitive advantage for the company. The Company has formulated the "Privacy Policy" and "Confidential Information Management Regulations" to clearly disclose the scope of application for personal data protection, including personal information collected on the official website and all personal data obtained through business transactions with customers. The Administrative Resources Department is responsible for managing and executing related responsibilities.

Following the launch of its revamped official website, the "Privacy Policy" and "Terms of Use" in Traditional Chinese, Simplified Chinese, English, and Japanese were updated to comply with the EU General Data Protection Regulation (GDPR). A "Cookie Policy" was also established to strengthen the collection, processing, and use of personal data. In addition to implementing necessary information security protection measures, it also ensures that all operations comply with relevant laws and regulations. In 2025, 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.

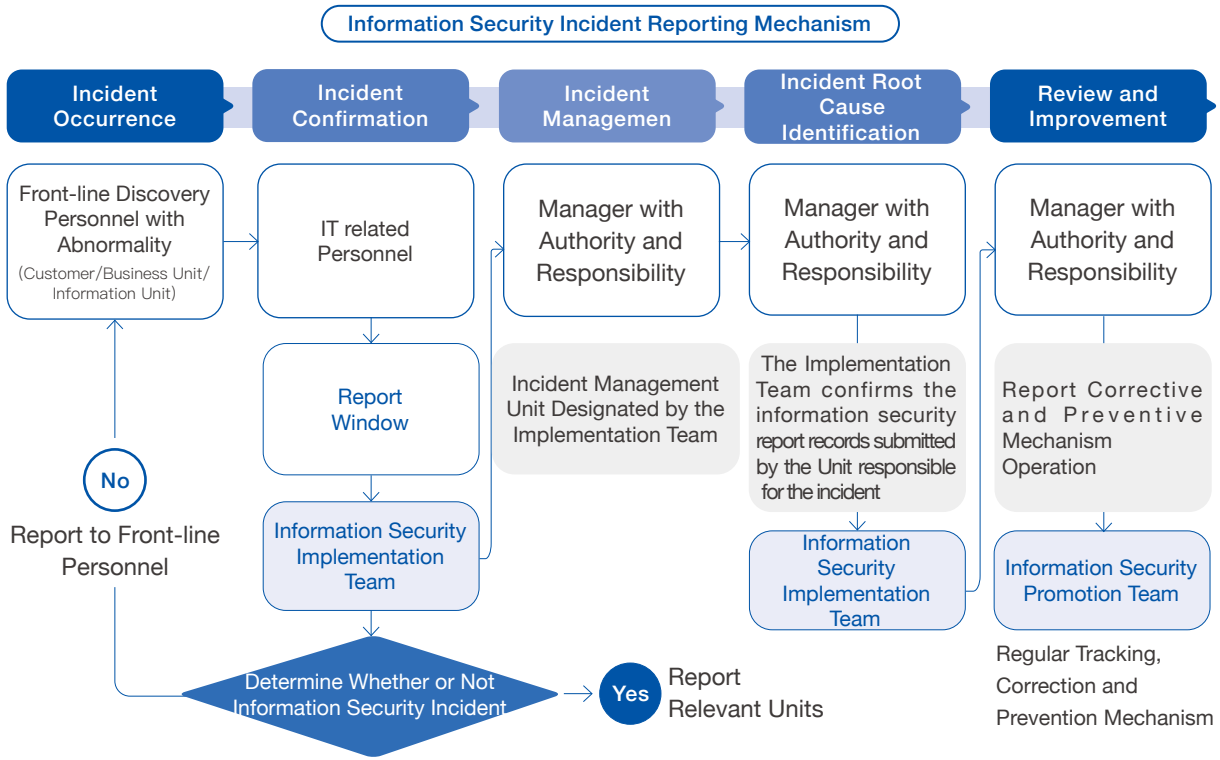
Privacy policy

Terms of use

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. Furthermore, we have established an emergency response team responsible for handling information security incidents and related crisis response tasks. Through a clear professional division of labor and coordination mechanism, we have built a sound and resilient information security management framework. In order to continuously implement and strengthen information security measures, the Company conducts information security drills every year to ensure a timely and comprehensive response to information security incidents. In 2025, MA-tek conducted a total of 7 information security drills, including 2 in the Taiwan laboratories, 3 in the China laboratories, and 2 in Japan laboratories.

The Security Management Promotion Group holds monthly meetings to review information security matters and the implementation of related policies. At the beginning of each year, the President hosts a management review meeting to examine the annual implementation report of the information security policy and confirm the effective implementation of the Company's information security policy. The Audit Office also conducts annual audits of information security management operations and reports the results to the Board of Directors.



Information Security Incident Level

Level/Region	Taiwan/Japan	China
Level 1	1.Secondary and general business system data were leaked. 2.Secondary and general business system data have been altered. 3.Secondary or general business operations affected or suspended for 8+ hours. 4.Disruption of service for important business systems lasted more than 2 hours.	1.The general information of non-core businesses was leaked. 2.The non-core business system or data was slightly altered. 3.If the operation of non-core businesses is affected or the system is down, normal operation should be restored within a tolerable downtime.
Level 2	1.Important business information that is not classified or sensitive is leaked (excluding publicly available information). 2.Important business systems or data have been slightly altered. 3.If important business operations are affected or system efficiency is reduced, normal operations must be restored within an acceptable downtime. 4.Disruption of service for important business systems lasted more than 4 hours. 5.The secondary business operations are affected or suspended for over 48 hours.	1. The Company's non-confidential, non-sensitive core business data (including critical information infrastructure) has been leaked. 2. The non-core business system or data is severely compromised; or the core business system or data is slightly compromised. 3. The normal operation cannot be resumed within an acceptable timeframe when non-core business operations are affected or the system is down.
Level 3	1.Confidential or sensitive data has been leaked. 2.Important business systems or data have been severely compromised. 3.Important business operations are affected or the system is down, and normal operation cannot be restored within an acceptable downtime. 4.Disruption of service for important business systems lasted more than 8 hours.	1.Confidential or sensitive data has been leaked. 2.The key information infrastructure system or data may be slightly altered. 3.The operation of critical information infrastructure is affected or the system is down, and normal operation is restored within an acceptable downtime.

Information Security Drill

Region	Topic	Month	Number of employees participating
Taiwan	PMS System HA Failover Drill	2025/05	3
	Barcode system database recovery exercise	2025/07	2
China	Firewall and backup mechanism	2025/04	2
	Network interruption drill	2025/10	2
Japan	Core Switch Failover Drill	2025/05	4
	Firewall service cutover drill	2025/07	4

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.

Key Points of Information Security Publicity



- Change your email and computer password periodically.
- The controlled area prohibits the use of cameras, data transmission, and Internet–connected products.
- Retention of official equipment usage records
- No unauthorized disclosure of company documents.
- Prohibition of using other people's credit cards / ID cards.
- Information security protection measures must be strictly implemented and followed.

Information Security Training

Region	Training Topic	Hours/Sessions	Participants	Participants
Taiwan	Information security education and training for new recruits.	1 hour/monthly, irregularly	New hires	213
	Information security training for employees	1 hour/4 sessions	Laboratory staff	2,053
	Information security education and training for senior executives.	1 hour/4 sessions	Supervisors at the manager level and above	116
	Phishing email awareness campaign	E-mail publicity / 1 Sessions	All employees	806
China	Training for new employees	1 hour/monthly (ad hoc) 0.5 hours/monthly (ad hoc)	New hires	101
	Information Security Training	1 hour/9 sessions	All employees	772
	Training for Security Personnel	1 hour/1 sessions	Newly hired security personnel	4
Japan	Training for new employees	0.5 hour/monthly, irregularly	New hires	39
	Information Security Training	1 hour/4 sessions	All employees	380

4 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

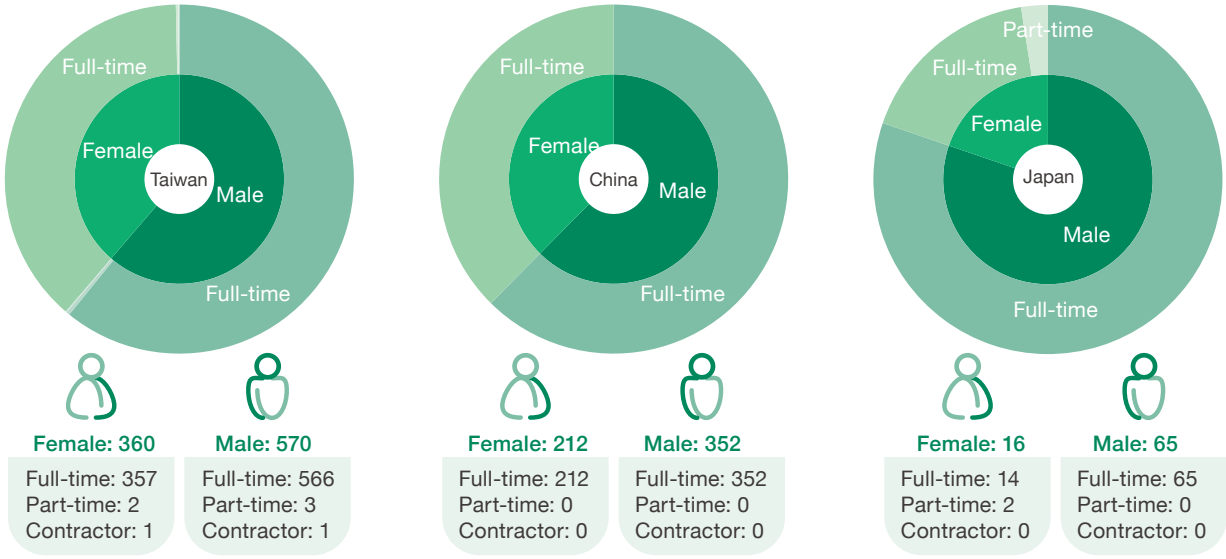
MA-tek upholds a “people-oriented” philosophy, committing itself to creating a harmonious, equitable, and competitive work environment. The Company values the personal growth and career development of its employees while encouraging cross-team collaboration and knowledge sharing. The Company utilizes diverse recruitment channels to attract outstanding talent with shared values and professional expertise. By fostering mutual growth among employees, customers, and the Company, we continue to inject momentum into the innovative development 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. In 2025, MA-tek has a total of 1,575 employees (930 in Taiwan, 564 in China, and 81 in Japan), of whom 1,566 are full-time employees, accounting for a high 99.6% of the total workforce. In 2025, the non-employee workforce primarily consists of security personnel, cleaning staff, and delivery personnel, totaling 53 people (34 in Taiwan and 19 in China).

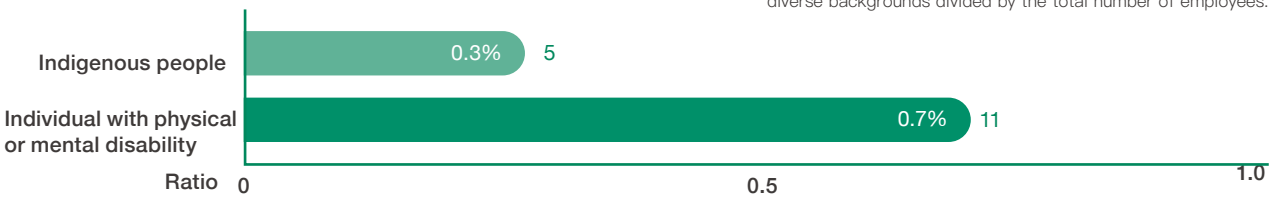
2025 Contract Employee Structure of MA-tek



At MA-tek, we uphold fairness and friendliness, free from the influence of nationality, ethnicity, or other factors. In 2025, the Company hired 5 Indigenous people and 11 individuals with disabilities (8 in Taiwan and 3 in mainland China), 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.

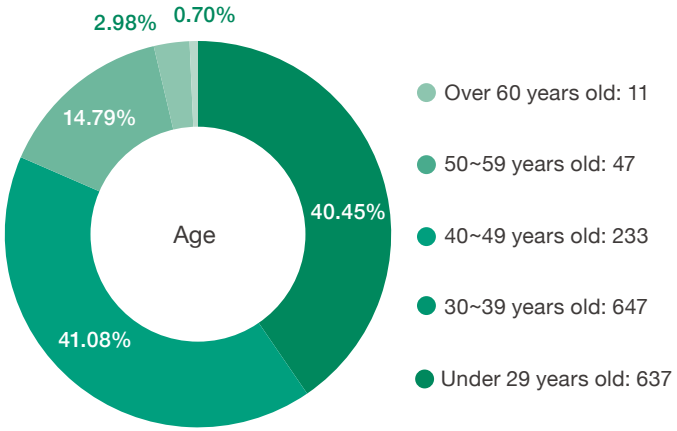
Diverse employee composition

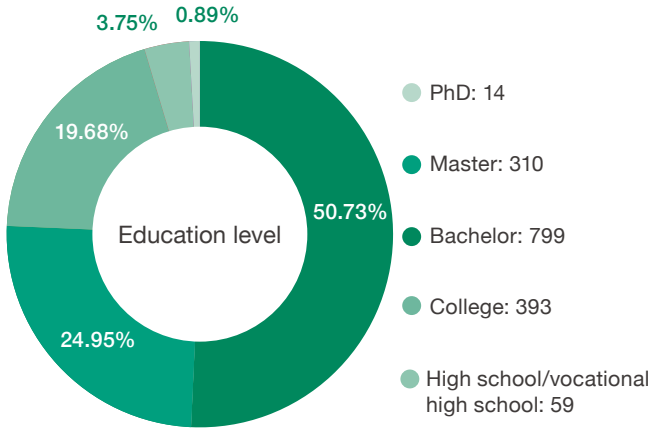
Note: The ratio is calculated as the number of employees with diverse backgrounds divided by the total number of employees.



MA-tek's Employee Age Distribution in 2025

At MA-tek, the majority of employees are concentrated between the ages of 30 and 39, totaling 647 individuals, which accounts for 41.08% of the total workforce. Regarding gender distribution, males comprise 61.6%, while females make up 38.4%. In terms of the percentage of supervisors, male supervisors account for 66.37% and female supervisors for 33.63%. The number of female supervisors is also increasing year by year, demonstrating the Company's progress in gender equality.





Age/gender	Male	Female
Over 60 years old	8	3
50~59 years old	31	16
40~49 years old	121	112
30~39 years old	409	238
Under 29 years old	418	219
Total	987	588

Education level/gender	Male	Female
PhD	12	2
Master	218	92
Bachelor	511	288
College	216	177
High school/ vocational high school	30	29
Total	987	588

Ma-tek's Distribution of Managerial and Non-managerial Personnel in 2025

		Number of managerial personnel	Number of non-managerial personnel
Gender	Male	148	839
	Female	75	513
Age	Over 60 years old	10	1
	50~59 years old	24	23
	40~49 years old	91	142
	30~39 years old	92	555
	Under 29 years old	6	631
Diversity	Foreign nationality	0	34
	Indigenous people	0	5
	Individual with physical or mental disability	0	11

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 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 2025, the total number of new employees at MA-tek was 309 (158 in Taiwan, 128 in China, and 23 in Japan), with the age distribution concentrated under 30. In terms of employee turnover, the total number of departures was 256 (140 in Taiwan, 104 in China, and 12 in Japan). The turnover rate in 2025 decreased by approximately 2% in Taiwan and 6% in China compared to 2024. Going forward, MA-tek will continue to focus on talent retention, enhance employee satisfaction, optimize compensation and benefits, and create a more attractive work environment. Because relevant statistical data for the Japan facilities was unavailable for 2024, an annual growth comparison could not be provided.

Overall, as MA-tek expands its business scale, it has continued to supplement its workforce, with the number of new hires remaining at a relatively stable level, demonstrating the company's strong talent attraction. The age structure of new employees is predominantly under 30 years, which demonstrates that MA-tek has strategically focused on long-term manpower planning. Through internal training and industry–academia collaboration, the company has actively cultivated young technological talent and strengthened the organization's long-term development momentum as a core objective.

Regarding employee turnover, the resignation rates in Taiwan and mainland China in 2025 both trended downward compared to the previous year. This indicates that the Company's retention initiatives – spanning compensation and benefits, the work environment, and employee care – have gradually yielded positive results in recent years. The age distribution of departed employees is concentrated between 30–50 years old, which aligns with industry labor turnover trends; the overall workforce structure remains stable.

Looking ahead, MA-tek will continue to optimize its remuneration system, improve benefit measures, and strengthen career development and training programs. These efforts aim to enhance overall employee satisfaction and organizational identity, serving as a vital foundation to support the Company's steady growth and sustainable operations.

Total number of new employees in 2025 **309** people Taiwan: 158 / China: 128 / Japan: 23

Turnover rate in Taiwan (compared to 2024) ↓ **2%**

Turnover rate in China (compared to 2024) ↓ **6%**

Statistics of New Hires

Year/Region (Unit: People)		Total	Under 29 years old		30~50 years old		Over 51 years old		Female		Male	
			Number of participants	Ratio	Number of participants	Ratio	Number of participants	Ratio	Number of participants	Ratio	Number of participants	Ratio
2025	Taiwan	309	87	5.52%	68	4.32%	3	0.19%	67	4.25%	91	5.78%
	China		108	6.86%	18	1.14%	2	0.13%	37	2.35%	91	5.78%
	Japan		12	0.76%	11	0.70%	0	-	5	0.32%	18	1.14%
2024	Taiwan	451	112	8%	100	7%	8	1%	82	6%	138	10%
	China		200	14%	31	2%	0	0%	87	6%	144	10%
	Japan		-		-	-	-	-	-	-	-	-

Note1: The percentage refers to the proportion of the number of employees in this category to the total number of contract employees at the end of the year (1,575 employees).
Note2: As the scope of this year's report was expanded to include the Japanese sites, new hire and turnover data for previous years could not be provided.

Statistics of Departures

Year/Region (Unit: People)		Total	Under 29 years old		30~50 years old		Over 51 years old		Female		Male	
			Number of participants	Ratio	Number of participants	Ratio	Number of participants	Ratio	Number of participants	Ratio	Number of participants	Ratio
2025	Taiwan	256	57	3.62%	79	5.02%	4	0.25%	60	3.81%	80	5.08%
	China		78	4.95%	25	1.59%	1	0.06%	30	1.90%	74	4.70%
	Japan		5	0.32%	6	0.38%	1	0.06%	3	0.19%	9	0.57%
2024	Taiwan	269	51	4%	101	7%	17	1%	57	4%	112	8%
	China		68	5%	32	2%	0	0%	34	2%	66	5%
	Japan		-		-	-	-	-	-	-	-	-

Note1: The percentage refers to the number of employees in that category as a proportion of the total number of employees at the end of that year (1,575 employees in total).
Note2: As the scope of this year's report was expanded to include the Japanese sites, new hire and turnover data for previous years could not be provided.

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-tec 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 needs to recruit personnel due to resignations or new positions, internal promotion or transfer shall be the primary principle. According to manpower planning, each unit may choose to increase manpower through internal promotion, transfer or external recruitment.

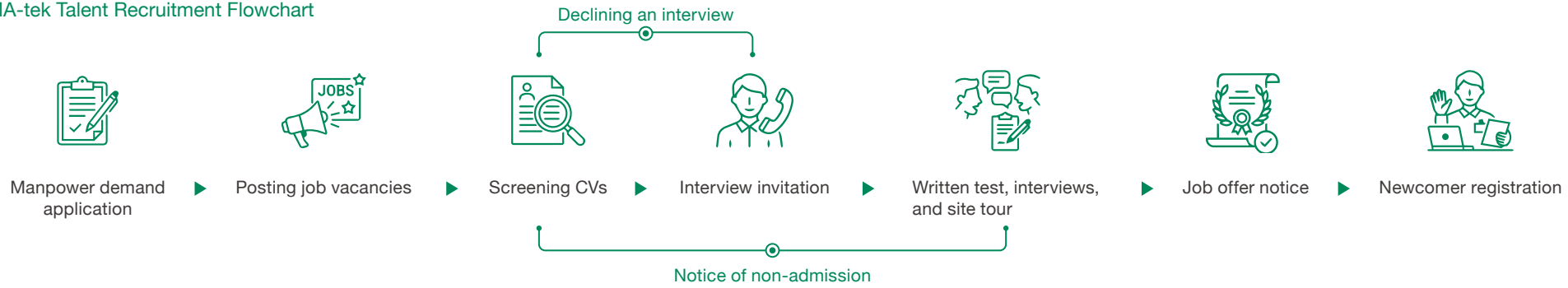
Personnel Recruitment and Selection

When a unit experiences personnel departures or has new positions requiring staffing, and if promotions or adjustments still cannot meet the unit's manpower needs, the unit shall propose the external recruitment requirements and qualifications. The person in charge of the Human Resources Department shall then conduct the recruitment and selection operations.

Four Major Recruitment Channels of MA-tec

Campus talent cultivation	Talent Recruitment by Government Agencies	R&D Substitute Service	Internship Program
• Campus recruitment • corporate briefing • RAISE Project of National Tsing Hua University and National Chiao Tung University	• Job Fair Activities at County/City Government Employment Service Stations • Competency authority recruitment activity	• Number of applications for R&D substitute service (irregular schedule) • Get a job after completing military service, and plan your career path early.	• One-year student internship • Summer Internship

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. Starting from 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. In 2025, a total of seven campus recruitment events were held in Taiwan, one campus promotion event was organized by the China laboratory for recent graduates, and the Japan plant participated in one recruitment event at Nagoya University. Going forward, MA-tek will continue to expand its local recruitment channels.

Taiwan
7 events
Campus recruitment events
China / Japan
each **1** events

2. Scholarships and Employment Training Programs

Starting from 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. In 2024, we sponsored NT$1 million to the "26th Wu Jian-Xiong Science Camp" to support its smooth execution. We hope this contribution will foster future technology talents, spark students' passion for and potential in scientific research, encourage investment in technological innovation, and carry on the spirit of scientific excellence exemplified by Dr. Wu Jian-Xiong.
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.

2024

Sponsored the "26th Wu Jian-Xiong Science Camp"
NT$1,000,000



Figure. MA–tek Talent Recruitment EDM

Internship Program

To deepen campus engagement and train future analytical testing professionals, MA-tek has partnered with Minghsin University of Science and Technology's Department of Chemical Engineering and Materials Science since 2024 to offer a year-long internship program for undergraduate students. This initiative aims to help students connect with the industry and gain a better understanding of MA-tek. In 2025, all participating interns successfully transitioned into full-time employees upon the expiration of their internship contracts. The program includes setting learning themes, planning comprehensive educational training, and involving students in practical work. Through learning in a workplace setting, it 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 2025 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.

Internship Reflection – Student Lin

During my internship at MA-tek this year, I gained extensive industry-related knowledge, ranging from basic wafer cleaving to the preparation of chip samples. I learned how to apply different preparation methods and techniques to meet specific customer requirements, and finally managed the processes of outbound shipping and returns. During the internship, mentors and supervisors within the department proactively looked after my progress, offering guidance on how to improve performance and efficiency. Their patient instruction allowed me to build a solid foundation, while the overall working relationship remained highly harmonious. Regarding company benefits, the most memorable experiences were the quarterly dinners and monthly social gatherings, which provided excellent opportunities to connect with colleagues outside of work. Overall, my year of learning at the company was well balanced without excessive pressure, yet it allowed me to acquire a wealth of knowledge and professional skills.





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.

General Knowledge Training

- Newcomer Orientation
- Information security
- Quality management
- Core competencies
- Language Training

Professional Technical Training

- Technology incubation training
- Skill Certification Training
- Personnel qualification certification

Management Training

- Manager Competency Training
- Business Function Training
- Training of service personnel

Environmental Health and Safety Training

- Occupational safety as required by law.
- Hygiene training

MA-tek continues to enhance employee professional skills training to prepare for the Company's rapid growth. In 2025, the total accumulated hours of employee training amounted to 7,465 hours (6,207 hours in Taiwan and 1,066 hours in China), with an average training time of 2.92 hours per employee.

Average Training Hours for Management and General Employees in 2025

Region	Category	Male	Female
Taiwan	Mid-level managers (Managers and Assistant Managers)	9.64	13.88
	Senior executives (division heads and above)	25.53	28.72
	Entry-level managers (Section level)	5.08	9.27
	Non-managerial personnel	8.47	8.67
Suzhou	Mid-level management	2.3	1
	Senior executives	2.1	0
	Non-managerial personnel	1.9	2.5
Shanghai	Mid-level management	4	7
	Senior executives	2.5	4
	Non-managerial personnel	2	2
Japan	Mid-level management	0	0
	Senior executives	0	0
	Non-managerial personnel	0	0





Figure. 2025 Education and Training Courses

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

In order to let the newcomers get to know MA-tek quickly, the introduction to the Company, rules and regulations of the Company, introduction to occupational safety and health, introduction to the information system, introduction to the quality system, introduction to delivery/requisition/materials, ESD electrostatic protection, etc. will be introduced in detail in the newcomer training course to improve the newcomers' understanding of and recognition with the Company, and accelerate their integration into the corporate 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 Taiwan Laboratories have also initiated "Newcomer Seminars," where Chairperson Hsieh, Yung-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.



MA–tek New Employee Seminars

Additionally, MA-tek continues to host the Annual 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.

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.

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.





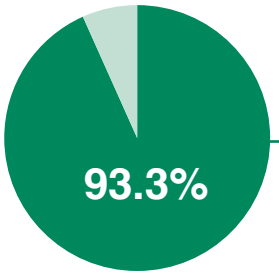
Technical Unit Training

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

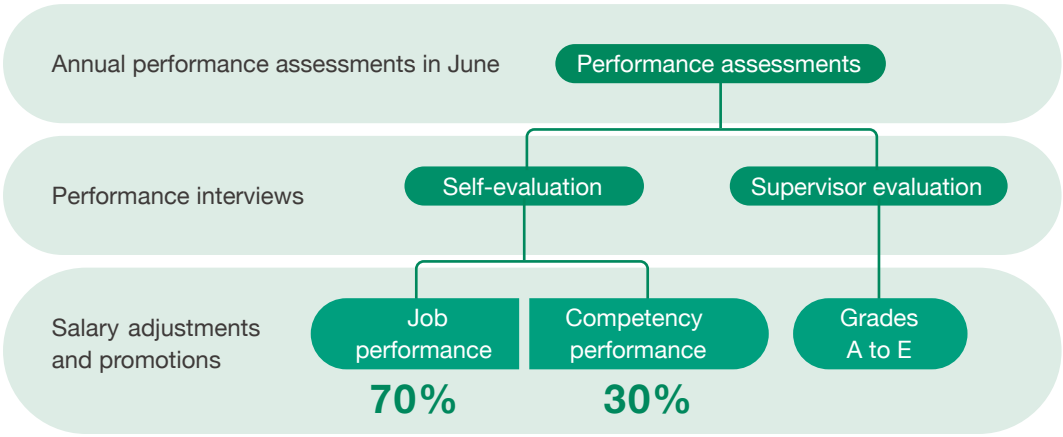
MA-tek conducts annual performance assessments in June, consisting of self-evaluation and supervisor evaluation. Self-assessment includes two parts: job performance records (70%) and competency performance evaluation (30%). Supervisor evaluations are graded into five levels (A to E) according to the Performance Evaluation Management Policy. Following the evaluations, performance reviews are conducted, and performance results are utilized for annual salary adjustments and promotion considerations. In 2024, 1,247 employees (837 in Taiwan and 410 in China) completed their annual performance evaluation, accounting for 85.53% of the total workforce.



Number of employees who completed their performance evaluations in 2025

1470 people

MA-tek's Employee Performance Evaluation Mechanism



Percentage of MA-tek Employees who Completed their Performance Evaluation in 2025

		Number of employees who completed their performance evaluations in 2025							
		Taiwan (people)	Percentage of employees in Taiwan (%)	China (people)	Percentage of employees in Mainland China (%)	Japan (No. Of persons)	Percentage of employees in Japan (%)	Total number of people	Percentage of total employees (%)
Gender	Female	338	38.90%	199	37.27%	14	16.87%	551	94.5%
	Male	531	61.10%	335	62.73%	53	63.86%	919	93.1%
Job level	Managerial personnel	157	6.21%	46	8.61%	0	0%	203	91.0%
	Non-managerial personnel	712	11.85%	488	91.39%	67	80.72%	1267	93.7%
Total		869	93.40%	534	94.7%	67	82.7%	1470	93.3%

4.3 Excellent 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, geopolitical factors 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 2025, MA-tek also offered employee activities like guided day trips where employees could bring along a family member for free. This year, the Company also introduced new recreational activities, such as concerts, movie screenings, and Christmas gift giving, to encourage employees to pursue diverse interests after work and enhance their quality of life.

» 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 2025, there were no labor disputes.



Competitive salary | Profit-sharing bonus | Comprehensive Care | Work-Life Balance

Salary and Bonus System	
Salary	Fixed at 14 months (including Dragon Boat Festival bonus, Mid-Autumn Festival bonus, and year-end bonus).
Shift allowance	Higher than industry standards to compensate for the hardships of shift work.
Annual salary adjustment	Adjustments based on individual job performance.
Quarterly bonus	Distributed based on company profitability and departmental goal achievement.
Annual employee dividend	Distributed based on company profitability, job category, and individual performance.
Point bonus	High monthly bonuses awarded to laboratory personnel for completing client projects, based on the number of cases handled.
Skill allowance	Monthly allowances provided for each skill level achieved through company-provided training and skill evaluations.

	2025 Salary Data for Non-Managerial Employees	Male	Female	Total	Year-on-year change rate
Taiwan	Full-time non-managerial employees (no. of person)	512	346	858	-
	Total salary of full-time non-managerial employees (NT$)	605,941,898	345,555,564	951,497,553	41.00%
	Average salary of full-time non-managerial employees (NT$)	1,234,098,000	1,043,975	1,139,036	12.11%
	Median salary of full-time non-managerial employees (NT$)	1,135,189	933,403	1,034,295	8.64%
China	Full-time non-managerial employees (no. of person)	319	186	505	-
	Total salary of full-time non-managerial employees (CNY)	70,122,039	32,316,203	102,438,242	39.18%
	Average salary of full-time non-managerial employees (CNY)	228,411	177,012	202,711	9.51%
	Median salary of full-time non-managerial employees (CNY)	214,259	158,031	186,145	10.85%
Japan	Full-time non-managerial employees (no. of person)	60	15	75	-
	Total salary of full-time non-managerial employees (JPY)	258,298,889	59,453,522	317,752,411	-
	Average salary of full-time non-managerial employees (JPY)	5,260,000	4,776,000	5,018,000	-
	Median salary of full-time non-managerial employees (JPY)	5,009,000	4,149,000	4,579,000	-

Average Basic Salary and Gender Pay Ratio by Job Level at MA-tek in 2025				
Region	Job level	Female	Male	Pay Ratio
Taiwan	Managerial personnel	135,346	145,912	0.93:1
	Non-managerial personnel	78,997	93,175	0.85:1
China	Managerial personnel	244,146.07	257,822.10	0.95:1
	Non-managerial personnel	159,439.39	203,210.35	0.78:1
Japan	Managerial personnel	0	0	0
	Non-managerial personnel	330,297	358,748	0.92:1

Note1: Managerial personnel refers to employees at the level of section manager or higher
Note2: Pay Ratio is calculated as (Female: Male)

Long-Term Incentive Measures - Employee Incentive Plan through Treasury Stock Buyback and Performance Reward Plan

In order to motivate employees and enhance employee cohesion, MA-tek will, in 2025, formulate the standards, rights, and restrictions for transferring treasury stock to employees, in accordance with the Company's "Regulations Governing Transfer of Repurchased Shares to Employees," enabling employees to share in the rewards of the Company's growth and profits. At the same time, to encourage internal teams to actively achieve annual goals and key initiatives, the Company has also established a performance-based reward system. Rewards will be assessed based on the goals set by each department, in order to strengthen team execution and overall performance.

» Employee Benefits Policies

MA-tek provides a wide range of benefits to full-time employees, 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.

MA-tek has established the "Attendance and Leave Management Procedures" in accordance with local employment laws and policies. 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.



Figure. Health Center, MA–tek



Figure. MA–tek Breastfeeding Room

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. • In accordance with the Labor Standards Act and the Labor Pension Act, 6% of salary is allocated monthly to employees' individual new pension accounts, ensuring their future retirement needs are met. • Annual health checks are provided, along with an onsite nurse for health education and consultation services.
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, as well as points redeemable for gifts on birthdays, Mid-Autumn Festival, Dragon Boat Festival, and Labor Day. Employees can exchange these points for the gift vouchers they need.
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 gift exchange, special store discounts, year-end parties, and community service activities.
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 of NT$25,000 per person annually to help employees enjoy life outside of work. • 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 year-end party bonus amounts up to NT$6,000 with a special raffle (guaranteed prize for everyone) for two cars each year, providing employees with substantial year-end benefits.

Note: The welfare measures of MA–tek are unified globally, with no regional differences. Details are subject to adjustment based on local employees and regulations.

» 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, social gatherings, 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.





Employee travel





Christmas gift exchange



Wrapping Zongzi Competition

» Club activities

MA-tek values the physical and mental health and work–life balance of its employees, providing subsidies for club activities and encouraging employees to form diverse clubs based on their shared interests. Through activities organized by the yoga, handicraft, badminton, and painting clubs, we promote employee interaction and relieve work stress, creating a healthy, friendly, and cohesive workplace environment.



Yoga club



Handicraft Club



Badminton club



Painting club

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 2025 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 2025

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 values employee rights and human-centered management, and has established labor-related policies dedicated to creating a safe, equal, and inclusive workplace environment. The Company explicitly prohibits all forms of discrimination, harassment, and sexual harassment. We protect the fundamental rights of our employees and support their steady growth and long-term development through a robust compensation and benefits system, reasonable management of working hours, diverse and open communication channels, and comprehensive training and career development programs.



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.

» 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.

Labor and Ethics Policies in Detail

» Human Right Risk Management Mechanism and Results

In 2024, MA-tek identified five 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, equal recruitment, prohibition of child labor, freedom of association, and respect for personal privacy and information security. In 2025, we will continue to establish management mechanisms for five key human rights risks and take relevant actions. We are committed to minimizing the likelihood of human rights risks, with the ultimate goal of eliminating them. In 2025, the Company's risk management outcomes fully complied with regulatory standards, with zero incidents of complaints, occupational injuries or fatalities, or labor disputes, demonstrating outstanding performance.

Risk item	Description of risk management mechanism	2025 risk management results	2026 risk management goals
Equal recruitment and prohibition of any form of discrimination	1. 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). 2. Ensure development opportunities for minority groups without compromising operational efficiency and overall fairness. 3. Clearly state our commitment to equality on "MA-tek's Official Website" and in the "Employee Handbook".	1. No discrimination complaints were received. 2. The gender ratio of employees is approximately 6:4 (male to female). 3. The starting salaries of both rank and file male and female workers meet the local statutory minimum wage standard. 4. 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 zero discrimination-related complaints through multiple layers of control.
Prohibition of child labor and forced labor	1. 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. 2. Hired employees must submit relevant identification documents (such as ID card, health insurance card, and education certificate) on the day of reporting to work, and only those verified to have reached the age of 16 will be hired. 3. In the industry–academia cooperative education handled according to the local government regulations, if there are interns under the age of 16, they may be admitted with the consent of the legal agent. 4. Employees may only work overtime based on personal willingness, and must submit a request that needs to be approved by their supervisor before implementation.	1. No employees under the age of sixteen were hired. 2. 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	1. Conduct monthly sexual harassment prevention briefings for new employees. Each new employee attends these sessions to ensure they are informed with relevant concepts. 2. Provide a secure and confidential complaint channel to protect the privacy of complainants and ensure they are not threatened by anyone. 3. 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, aiming for zero harassment.

Risk item	Description of risk management mechanism	2025 risk management results	2026 risk management goals
Reasonable working hours to maintain physical and mental health, and promote work-life balance	1. 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. 2. 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.
Equal recruitment/ prohibition of child labor/ freedom of association/ respect for personal privacy and information security	Suppliers dealing with MA-tek must sign the "Supplier Sustainability Responsibility Commitment" to ensure compliance with and adherence to provisions regarding labor rights and human rights, occupational health and safety, environmental protection, and ethical business conduct.	Suppliers signed the “Supplier Sustainability Responsibility Commitment”.	Suppliers are required to sign and comply with the relevant provisions of the Letter of Undertaking.
Freedom of Association and Collective Bargaining	1. The Company respects employees’ rights to organize and participate in trade unions, collective bargaining, and peaceful assembly, while also respecting their right to abstain from such activities. 2. Employees and labor representatives can communicate openly with management regarding working conditions and management methods, without fear of discrimination, reprisal, threats, or harassment, and share their ideas and concerns.	No discrimination based on association has been found, demonstrating the effective implementation of human rights management mechanisms.	We respect employees’ freedom of association, including the right to form or disband clubs, and do not discriminate against any opinions or voices.

» Human Rights Education and Training

In order to further enhance all employees' sensitivity to and awareness of human rights issues, the Company held a human rights education and training course for new hires in 2025. Focus on creating a friendly and safe working environment and clearly communicating a zero-tolerance policy for sexual harassment and unlawful infringement in the workplace. Through systematic education, we hope to effectively establish correct human rights awareness among new employees, enabling them to respect the rights of others at work and jointly maintain an equal and dignified workplace culture. This measure not only reflects the company's commitment to employee welfare but also lays a solid foundation for a more humane and caring enterprise.

» 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.









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 lab 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 2025, the Taiwan Laboratories' physical suggestion boxes received six employee submissions. All of the issues have been forwarded to the relevant departments for improvement. No feedback was received via the Family email system.



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 attends 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.

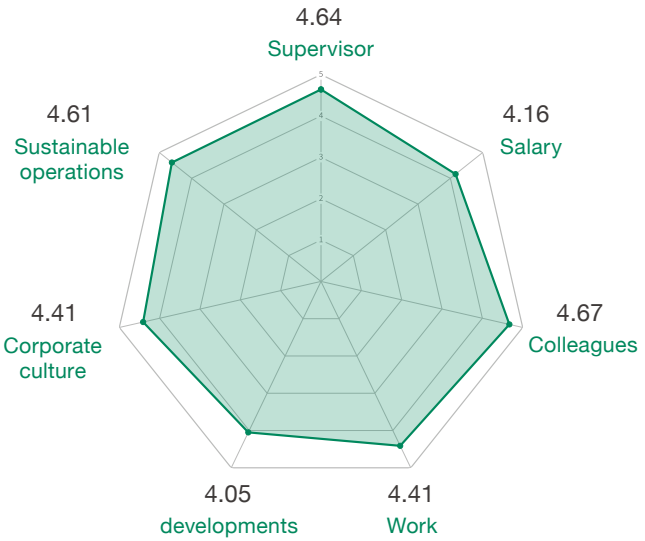
In response to the Gender Equality in Employment Act, MA-tek has established the "Sexual Harassment Prevention, Complaint, and Disciplinary Measures." When employees encounter sexual harassment, they can file complaints through the Company's designated channels, including a sexual harassment prevention hotline and an email inbox. All complaints are handled confidentially to protect the complainant, and any form of sexual harassment is strictly prohibited. In 2025, MA-tek did not have any reported incidents of workplace sexual harassment.

» Employee Satisfaction and Engagement Survey

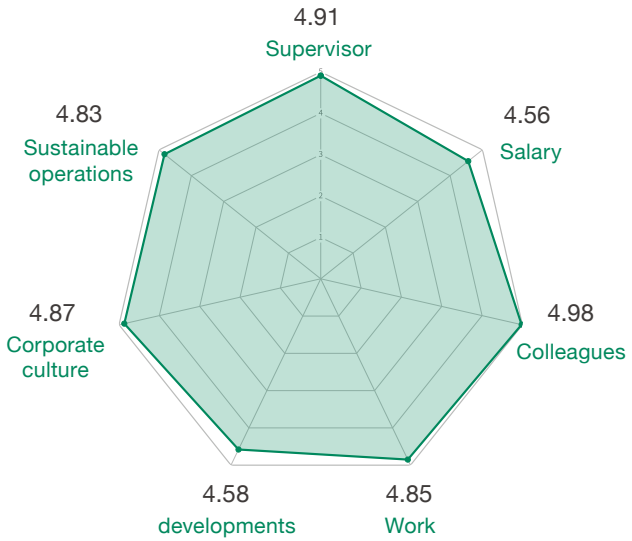
Employee Satisfaction Survey

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 2025, the average satisfaction level of employees in all aspects was 4.28 points, indicating that employees gave high praise to the Company's policies and measures in all aspects.

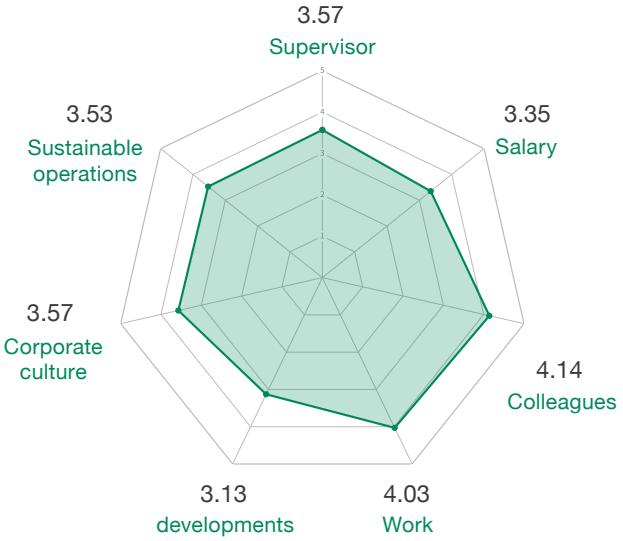
Additionally, employees are encouraged to provide suggestions and feedback through the satisfaction survey. MA-tek reviews and enhances its practices based on survey results, aiming to provide a supportive work environment and thoughtful workplace benefits for all employees. In 2025, there were slightly lower satisfaction ratings in future 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.



Taiwan Survey Results **4.42**

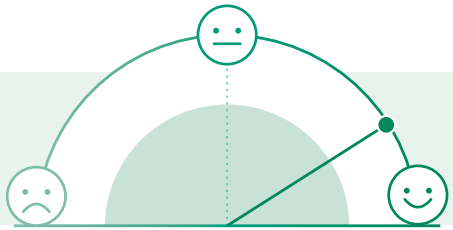


Survey results from mainland China **4.8**



Japan Survey Results **3.62**

2025 Average score of job satisfaction survey for technicians of MA-tec **4.28**



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 2025, MA-tek utilized a 6-point scale, achieving an overall score of 4.44 for value commitment, 4.45 for effort commitment, and 4.23 for retention commitment.

Aspect	Content	Taiwan	China	Japan	Average results
Value Commitment	Recognized the Company's dedication to the principle of putting the Company first. • I understand and identify with the Company's vision, business philosophy, and medium- to long-term goals. • As a member of the Company, I feel proud.	4.51	4.9	3.91	4.44
Commitment to effort.	We have made great efforts to help the Company grow. • No matter how the external environment changes, I will still work hard to help the company develop. • To meet the Company's operational needs, I will cooperate with all work and organizational arrangements made by the Company.	4.41	4.89	4.06	4.45
Commitment to Retention	Willing to stay with the company for a long time. • Even though other companies offer better conditions, I will not consider leaving my current company. • Although I do not agree with some of the company's measures, I will not leave the company.	4.19	4.57	3.94	4.23

» 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 2025, MA-tek had a total of 80 employees who took parental leave, with a reinstatement rate of 83% for that year. Since there is no relevant policy under China's local laws and regulations, no parental leave measures will be implemented in 2025.

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.

Item	Male	Female	Total
Number of employees entitled to parental leave without pay in 2025 (A)	41	39	80
Number of employees applying for parental leave without pay in 2025 (B)	1	9	10
Number of employees to be reinstated from parental leave without pay in 2025 (C)	1	7	8
Number of employees reinstated in 2025 (D)	0	6	6
Number of employees who returned from parental leave in 2025 and remained employed for at least one year in 2025 (E)	0	7	7
Number of employees reinstated from parental leave without pay in 2025 (F)	0	6	6
Reinstatement rate in 2025 (D/C)	0%	86%	75%
Retention rate in 2025 (E/F)	0	1.17	1.17

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 an Occupational Safety and Health Organization Committee, with the Chairperson serving as the convener. The total number of members of the committee is 26, and the number of employee representatives is 13, accounting for 50% of the meeting members. The committee holds regular meetings every year, convening twice in 2025 to report on the Company's environmental, health, and safety (EHS) implementation and policy promotion. Key topics include workplace safety awareness, health center management, epidemic prevention policies, greenhouse gas inventory updates, and the implementation and communication of regulatory updates.





2025 Occupational Health and Safety Committee meeting

MA-tek's Occupational Health and Safety Committee for 2025

Administration Center	Reliability Business Group	Biotechnology Business Group	Materials Analysis Business Group	Failure Analysis Business Group
Managerial representatives: 6 Labor representatives: 5	Managerial representatives: 3 Labor representatives: 2	Managerial representatives: 1 Labor representatives: 1	Managerial representatives: 2 Labor representatives: 2	Managerial representatives: 1 Labor representatives: 3

Total Managerial representatives: 13 Labor representatives: 13

2025 Occupational Safety Management Performance and 2026 Occupational Safety Management Objectives

2025 Occupational Health and Safety Management Performance

1. Promoted occupational health and safety education and training for both existing and new employees to enhance awareness of workplace hazards. A total of 161 new employees (154 from Taiwan Laboratories and 107 from China Laboratories) participated in the training, accumulating 228 hours (36 hours in Taiwan Laboratories and 192 hours in China Laboratories), with a 100% completion rate.
2. Hold an annual health check that exceeds the requirements prescribed by law, and establish a cumulative system for annual health check subsidies. In 2025, the Taiwan and China laboratories completed 1,389 health checkups (786 in Taiwan, 536 in the China laboratories, and 67 at the Japan plant).
3. In 2025, there were neither occupational injuries or accidents in the laboratories in Taiwan and China, nor in the Japan plant.

2026 Occupational Health and Safety Management Goals

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 the Occupational Safety and Health Act applicable to each region, 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.

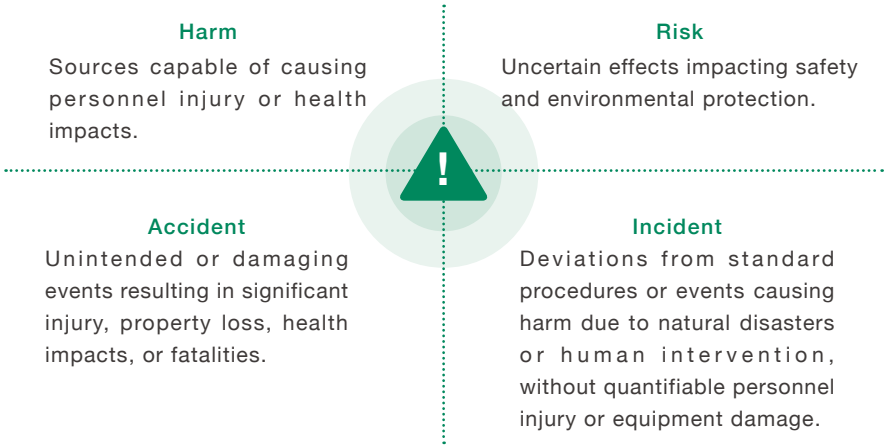


For employees involved in handling hazardous substances, MA-tek distributes personal protective equipment and mandates their use during chemical operations. Emergency decontamination equipment is also provided for contingency use.

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

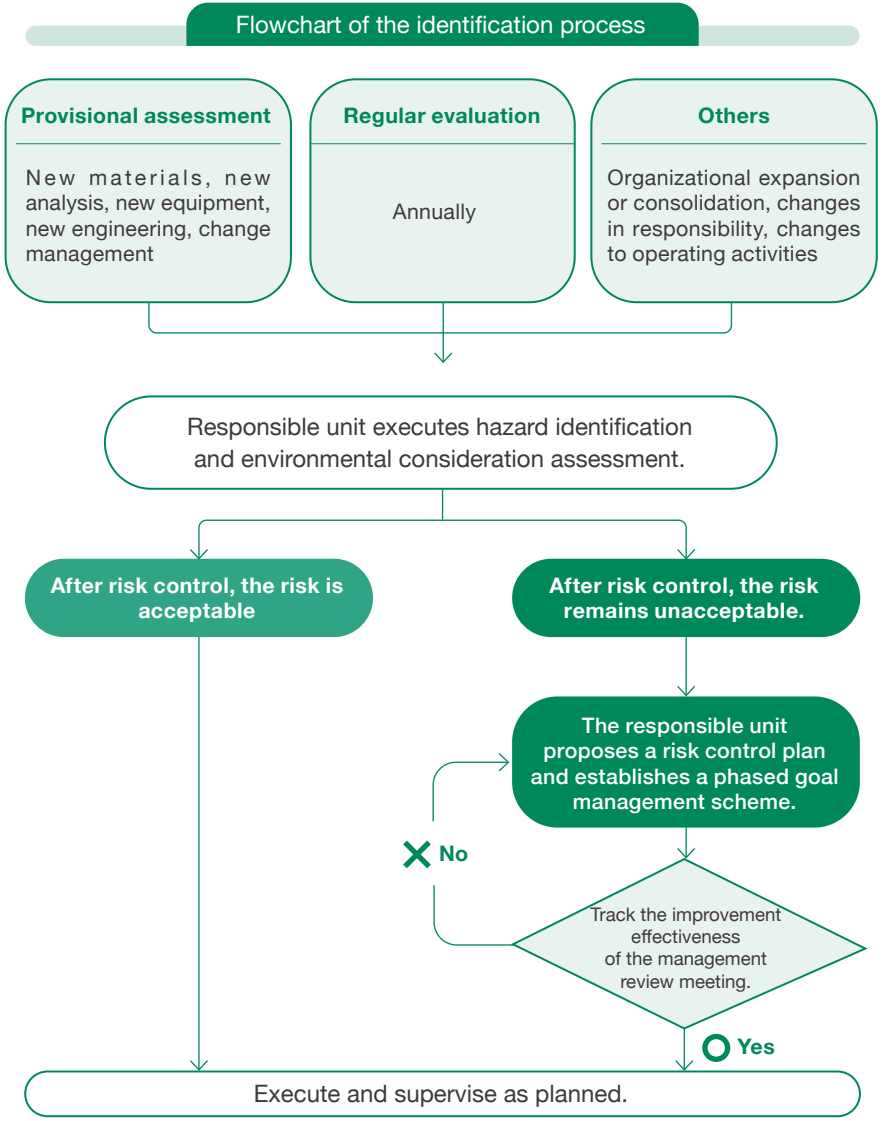
Initiated by the Environmental Safety Division, the execution plan follows the "Plan-Do-Check-Action" approach. The Occupational Health and Safety Committee is convened to explain the execution of risk assessment. Committee members from each unit are tasked with assessing high-risk factors specific to 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

The "hazard factors" and "environmental impacts" are evaluated based on severity (S), probability of occurrence (P), and control effectiveness (C).





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. In 2025, no occupational injuries occurred in the workplaces of MA-tek laboratories. In 2025, MA-tek continued to conduct high-risk operation assessments for various laboratory operations, and identified no high-hazard risks. 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 continued to conduct fixed monitoring of the workplace environment in 2025, and the annual environmental monitoring results for the laboratories in all regions complied with the regulations. The occupational injury incidents of MA-tek in 2024 are detailed in the table below.

2025 Occupational Injury Statistics		Employees			Interns			Contractors		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Taiwan Laboratories	Total work hours	1,108,342.5	680,803.5	1,789,146	1,897	0	1,897	1,968	14,760	16,728
	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
China Laboratories	Total work hours	268,249	122,949	391,198	0	0	0	47,873	15,843	63,716
	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
Japan Plant	Total work hours	106,213.77	31,201.01	137,414.78	0	0	0	312	1,140	1,452
	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

Note1: Death Rate due to Occupational Injuries = (Number of Deaths due to Occupational Injuries / Total Work Hours) * 200,000
Note2: Serious Occupational Injury Rate = (Number of Serious Occupational Injuries / Total Work Hours) * 200,000
Note3: Recordable Occupational Injury Rate = (Number of Recordable Occupational Injuries / Total Work Hours) * 200,000

» ESH Education and Training

MA-tek values workplace safety and employee health, actively promoting occupational safety and health management. Through measures such as hazard prevention, education and training, and operational controls, the Company reduces the risk of occupational accidents and is committed to creating a safe and secure working environment for its employees. For employees operating regulated radiation equipment, the Company requires the completion of professional training and the attainment of operating certificates. These employees also undergo annual retraining to ensure they possess the necessary operational knowledge and risk awareness, thereby strengthening the safety management of high-risk operations.

Environmental Health and Safety Education Training in 2025 - Taiwan Laboratories

Training program	Number of participants	Total training hours
Occupational health and safety training for new hires	154	36
Hazardous materials training	119	132
Initial training for radiation operators	10	72
Refresher training for radiation operators	46	15
Initial training for first-aid personnel	8	72
Refresher training for first-aid personnel	14	15
2025 Training at Minghu Fire Training Center	17	8
Initial training for organic solvent operations supervisors	2	18
Refresher training for organic solvent operation supervisor	5	18
Initial training for specific chemical substances business supervisors	3	54
Retraining for specific chemical substances supervisors	4	24
Refresher training for fire prevention management personnel	4	12
Occupational safety and health refresher training for safety and health management personnel	1	12
Fire self-defense group training	205	40
Protective team training	106	8
Total	698	536

Environmental Health and Safety Education Training in 2025 - China Laboratories

Region	Training program	Number of participants	Total training hours
Shanghai	Fire Safety for All: Life Above All else	70	1.5
	Occupational health and safety training for new hires	85	96
	Recertification Training for Safety Supervisors	1	24
	Safety management personnel retraining	1	24
	Recertification training for electricians	3	72
	Refresher Training on Precursor Chemicals	2	24
	Initial Training for Hazardous Chemical Personnel	3	72
Suzhou	Occupational health and safety training for new hires	22	96
	Safety Management Personnel Training	1	16
	Hazardous Substance Management Personnel Training	1	24
	Daily Training on Chemical Operations for Personnel	13	1
Shenzhen	2025 Post-Lunar New Year Resumption of Work (Laboratory Safety Awareness and FA Chemical Occupational Hazard Prevention Training)	43	0.5
	Resumption of Work and Production and Spring Fire Safety Training	70	2
	Emergency Response Procedures and Chemical Safety Protection for Diphoterine, Hexafluorine, and Calcium Gluconate Ointment	21	0.5
	Fire safety drill in 2025	140	1
	Post-National Day Occupational Safety for Resumption of Work and Production	60	1
	Laboratory Safety Training (Hazardous Chemical Safety and Protection Knowledge)	24	1
	Laboratory safety awareness (3D/2D-X-ray protection knowledge, emergency response plans, etc.)	3	0.5
	2025 Occupational Health Training	70	0.5
Xiamen	Routine Operational Training for Chemical Handling Personnel	150	6
	Safety Education and Training for Xiamen MA-tek Labs	30	8
	Radiation Operators Training for Xiamen Labs	3	16
	Chemical Safety Education and Training Xiamen Labs	10	4
	Education and training for safety management personnel for Xiamen Labs	2	16
	Education and training for occupational safety and health personnel for Xiamen Labs	2	32
	Fire Safety Education and Training for Xiamen Labs	30	4
	Xiamen Hands-on Firefighting & Emergency Escape Drill	30	2
Total		890	545.5

» Employee Health Promotion

MA-tek adheres to the Labor Health Protection Regulations by employing 1 on-site occupational nurse for Taiwan laboratory 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. The laboratories in mainland China handle tasks in accordance with the Occupational Disease Control Act and the Workplace Occupational Health Management Regulations. Dedicated personnel are responsible for promoting employee health management and occupational health work, and continuously implementing workplace health protection.

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 2025, a total of 1,389 employees (786 from Taiwan Laboratories, 536 from China Laboratories, and 67 from plants in Japan) received health examinations, continuing to promote the physical health of employees at MA-tek.

MA-tek's health center hosted a series of activities in 2025. For employees at its Taiwan laboratories, the company organized in-person health seminars and initiatives, including the "HPV and You: Take Action Against Cancer" seminar, the "Say Goodbye to Poor Vision" health seminar, breast cancer screenings, and influenza vaccinations. Besides organizing health seminars and physical activities at the Taiwan laboratories, we are also planning a "Occupational Health and Health Training Seminar" for employees at the China laboratories, in collaboration with the Health Promotion Administration, to enhance their understanding of occupational health and health management.

Employee Health Examination

- Employee health classification: Risk classification is based on the annual health report's aggregated risk levels.
- Employee health tracking: Periodic tracking of high-risk groups.

Safety & Health management plan

- Maternity Care Center
- Workplace Violence Questionnaire
- Employee burnout analysis

Employee Health Care

- On-site medical services by occupational health physicians
- Employee health consultation
- Lactation Room
- Laboratory medical equipment checklist
- Health talks



Taiwan Laboratory — HPV and You: Get Active for Cancer Prevention Lecture



Taiwan Laboratory — Say goodbye to vision impairment for a better quality of life!Seminars



Taiwan Laboratory — Influenza Vaccination Campaign



Taiwan Laboratory — Breast Cancer Screening



China Laboratories — Occupational Health and Safety Training Seminar Hosted by the Xiamen Health Bureau



China Laboratory — MA-tek Held Lectures on Emergency Evacuation and First Aid Knowledge

» 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.



Lobby


Employee Rest Area


Laboratory Environment


Laboratory Environment

» Occupational Health and Safety Expenses

MA-tek firmly believes that a positive work environment enhances employee engagement and performance. Consequently, the company is dedicated to fostering comfortable, clean, and professional office and production spaces, enabling employees to leverage their expertise in a secure and pleasant atmosphere. The Company also aims to promote employee well-being through a supportive workplace environment and comprehensive care measures, further enhancing work quality, reducing absenteeism, and fostering a workplace culture characterized by happiness and cohesion. Occupational safety and health expenditures for 2025 are categorized as follows for laboratories in Taiwan and China:

- “Employee Health” NT$887,300; CNY 270,052.
- “Occupational Safety” NT$1,090,865; CNY 215,166.
- “Occupational environment” NT$574,049; CNY 172,349.

The total amount is NT$2,552,214 and CNY 685,389, allocated to items including employee health management, health insurance medical equipment expenditure, occupational safety and health education and training, and environmental safety maintenance equipment and safety inspection.

Occupational Health and Safety Expenses Breakdown, Taiwan Laboratories

Category	Item	Amount (NT$)
Health	Employee health checkup fees	683,800
Health	On-site physician consultation fees	81,000
Health	National health insurance medical equipment expenses	108,000
Health	Health promotional activities	14,500
Safety	Occupational health and safety training fees	199,686
Safety	Work environment measurement fees	163,381
Safety	Laboratory Detector Equipment Safety Inspection	200,630
Safety	Fire safety inspection	193,307
Safety	Employee radiation badge fees	82,936
Safety	Purchase of laboratory emergency response equipment	250,925
Environment	ISO 14064 - Greenhouse Gas Inventory Verification	548,049
Environment	Periodic testing of regulated wastewater discharge	26,000

Occupational Health and Safety Expenses Breakdown, China Laboratories

Region	Category	Item	Amount (CNY)
Shanghai	Health	Employee Health Checkup	108,875.00
	Health	Radiation dose measurement and testing fee	14,151.00
	Health	Occupational Hazard Inspection	14,151.00
	Health	Purchased emergency eyewash.	51,705.00
	Environment	Procurement of medical kits and pharmaceuticals	359.55
	Environment	Radiation permit application	12,264.15
	Environment	2025 Environmental Impact Assessment for the Jinqiao Plant	76,415.09
	Safety	2025 Industrial Waste Testing Expenses	15,566.04
	Safety	2025 Laboratory Hazardous Waste Disposal	40,355.46
	Safety	Firefighting system maintenance expenses for 2025	150,867.93
	Safety	Replacement of damaged fire safety equipment	6,422.02
	Safety	2025 Fire Drill Supplies	242.00
	Safety	Procurement of personal protective equipment for the laboratories.	5,841.73
	Safety	Training fees for toxic and hazardous chemical certificates	783.02
	Safety	Purchase of waste liquid drums	1,676.91
	Safety	Purchase of acid and alkali waste containers	178.00
	Safety	Suzhou Laboratory Safety Inspection	1,710.65
	Safety	Purchase of safety and emergency supplies	256.71
Suzhou	Health	Employee Health Checkup	12,356.00
	Health	Radiation dose measurement and testing fee	3,170.00
	Health	Purchased emergency eyewash.	20,896.00
	Health	Procurement of medical kits and pharmaceuticals	777.00
	Environment	2025 Annual Industrial Waste Testing	9,434.00
	Environment	Type III environmental impact assessment	1,000.00
	Environment	2025 Laboratory Hazardous Waste Disposal	13,314.00
	Fire safety	Firefighting system maintenance expenses for 2025	22,000.00
	Fire safety	Replacement of damaged fire safety equipment	323.00
	Safety	Procurement of personal protective equipment for the laboratories.	23,830.00
	Safety	Training expenses for safety and hazardous chemicals management personnel	800.00
	Safety	Purchase of waste liquid drums	269.00
	Safety	Purchase of acid and alkali waste containers	218.00
Shenzhen	Health	Employee health checkups	21470.00
	Health	Occupational Health Examination – During Employment	1790.00
	Health	Personal dose monitoring for radiological health	1,500.00
	Environment	Occupational Health Hazard Monitoring (Workplace + Ionizing Radiation from Radiation Equipment)	5,000.00
	Environment	Regular Environmental Monitoring: Domestic Wastewater, Industrial Exhaust Gas, and Boundary Noise Testing	4,000.00
Xiamen	Health	Employee expenses for 2025	19,577.00
	Health	Expense for first aid kits and medical supplies	600.00
	Safety	Operating environment & radiation equipment environment testing	8,000.00
	Safety	Fire equipment supplemental expenses	790.00
	Safety	Personal dosimeter & quarterly monitoring	3,200.00
	Safety	Additional emergency equipment & consumables for the laboratories	1,620.00
	Environment	Annual wastewater, waste gas, and boundary noise testing	5,500.00

5 Industry-Academia Public Welfare

5.1 Social Participation Strategy

MA-tek regards sustainable development and social prosperity as the cornerstone of our business operations, and we are committed to integrating this principle into every aspect of our business and striving for continuous improvement in sustainable development and social responsibility. In response to the three core issues of environment, society, and economy advocated by the United Nations' Sustainable Development Goals (SDGs) for 2030, MA-tek is actively planning and implementing its strategies. Presently, MA-tek's social engagement strategy focuses on two key themes 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.

Focus of MA-tek's Social Participation Strategy	SDGs	Beneficiaries	Method of Support	Social Impact
A partner of precision analytical instruments for universities		Professors, students, and researchers in colleges and universities	• Industry-academia collaboration • Provide scholarships to academic research institutions for research and development, and solicit forward-looking research proposals • Providing R&D funding and high-end instrumental analysis services	Cultivation of talents for the industry Providing research resources for faculty and students at higher education institutions Enhancing MA-tek's brand influence in the industry
A Partner for Social Prosperity		Underprivileged groups Financially disadvantaged students Persons with disabilities Small-scale farmers in Taiwan Art workers	• Sponsor and provide research instruments and equipment to schools • Funding of science talent development activities • MA-tek Future Innovation Scholarship • Sponsoring Music Festivals • Provide employment opportunities for disdvantaged groups • Support Taiwan's agricultural products • Giving Back to Society Through Charity Family Day	Improve the education and living standards of underprivileged groups Promote the popularization of science education. Bridging the urban-rural education gap Realize the self-worth of disadvantaged groups Support Taiwanese farmers and improve the agricultural market Procured gift boxes from the Down Syndrome Foundation Proceeds from the second-hand charity sale were donated to social welfare organizations.

5.2 A partner of precision analytical instruments for universities

» Industry-academia collaboration

Adhering to MA-tek's people-oriented business philosophy, we have long been dedicated to promoting the application of material analysis technology. We actively collaborate with leading universities through industry–academia partnerships to cultivate the professional talents that the industry needs and provide experimental services to the Taiwan Instrument Center on concessional terms based on cost. Since the establishment of the Taiwan Instrument Center, over 100 professors and graduate students have utilized the MA-tek laboratories for research and development. Academic researchers can enjoy the most advanced electronic products, the latest materials, and the most comprehensive R&D processes, maximizing their research capabilities. Enterprises can integrate academic research resources to promote basic and applied research, fostering a win-win collaboration between 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.

2025 Industry-Academia Cooperation Program

MA-tek has spared no effort in supporting academic research units, striving to enhance the quality of analytical testing in cutting-edge research and accelerate R&D progress. Since 2021, we have continued to invite outstanding scholars to participate in research and development, including those from ten national universities: National Taiwan University, National Taiwan University of Science and Technology, National Taiwan Normal University, Taipei Medical 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 to develop related fields such as advanced processes, manufacturing and packaging, compound semiconductors, optoelectronic materials, green energy, quantum devices, AI computing, silicon photonics, and nanobiomedicine. This initiative aims to foster innovative talent and technology, thereby strengthening MA-tek's technical core and promoting industry upgrades.

Starting May 7, 2025, MA-tek publicly solicited industry–academia collaboration projects for 2025. By the submission deadline on June 18, MA-tek received dozens of project proposals covering numerous cutting-edge technology fields, including semiconductor materials, advanced components and processes, quantum computing, silicon photonics, 6G communication, new energy, space radiation, high-entropy materials, nanomedicine (K-kit), and artificial intelligence. Ultimately, 20 projects were approved and provided with research funding. Within the "New Energy" research field, the number of applications increased significantly in response to global green energy and sustainable development trends, tying with "Advanced Materials and Packaging" as the most popular application theme. 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.

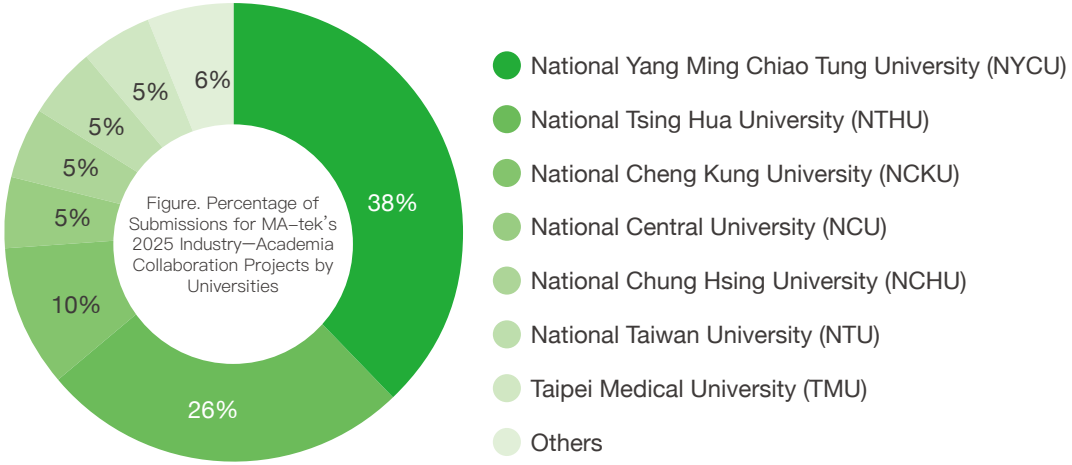


Figure. Percentage of Submissions for MA–tek's 2025 Industry—Academia Collaboration Projects by Universities

Corporate visit for the first-semester semiconductor course at Chien Kung Senior High School.

In March 2025, Hsinchu Chien Kung Senior High School organized a corporate visit for its “Semiconductor Principles and Manufacturing” course. Students were invited to don cleanroom suits to enter the semiconductor cleanroom, tour laboratory equipment, and participate in on-site discussions with engineers. Through this applied science education experience, students gained a comprehensive understanding of advanced machinery, equipment, and testing procedures, sparking their interest in and knowledge of materials science and the semiconductor industry.



Figure. Hsinchu Chien Kung Senior High School’s Company Visit

5.3 Common Prosperity Partners of Society

Support for Diverse Education

- Sponsor the “27th Wu Jian-Xiong Science Camp” event
- Collaborated with the Chinese Institute of Materials Science and Technology to run the MA-tek Material Academy education platform.
- Inaugural of the MA-tek Future Innovation Scholarship
- Held the MA-tek Microstructure Image Aesthetics Competition
- Supported the “Taipei Music Academy & Festival (TMAF)” for three consecutive years, providing a platform for young Taiwanese musicians to engage with world-renowned masters.

Care for Disadvantaged Groups

- Provided employment opportunities and a friendly workplace for disadvantaged groups
- Purchased holiday gift boxes from the Down Syndrome Foundation
- Charity bazaars for second-hand goods promote the circular economy, with all proceeds donated to social welfare organizations.
- We sponsored Christmas gifts for underprivileged children, aiming to share the joy of the holiday season during the warm winter.

Social and Environmental Maintenance

- The “Caring for Strays” initiative supports stray animals through donations to enhance the quality of sheltering, medical care, and rehoming, aiming to mitigate human-dog conflicts and foster a harmonious coexistence.

Local Support

- Adopted and purchased local agricultural products to support small-scale orange farmers in Hsinchu County, with all proceeds donated to the Taiwan Fund for Children and Families (TFCF).

In 2025, MA-tek Taiwan held 5 charity events, encouraging employees to participate and achieving a total of 225 participations.



Figure. Christmas Gift Donation — Hsiang-Yuan Memorial Education and Nursing Institute



Figure. Caring Train for Strays — Society for Animal Welfare of Hsinchu



Figure. Charity Second-hand Bazaar — Saint Joseph Social Welfare Foundation



Photo. Orange Tree Adoption — Hsinchu Branch, Taiwan Fund for Children and Families



Figure. Sponsoring Christmas gifts for the Hsinchu Branch, Taiwan Fund for Children and Families

Connecting the World Through Music – Taipei Music Academy & Festival (TMAF)

Upholding the belief that “Taiwan deserves to be recognized not only for its technological leadership but also for its cultural depth,” MA-tek will support the “Taipei Music Academy & Festival (TMAF)” for three consecutive years starting in 2025, investing NT$1 million annually to create a stage for young musical talents to engage with world-class masters. From supporting music to promoting aesthetics, MA-tek has always believed that by rooting arts education and empowering talent to shine on the international stage, Taiwan’s soft power can be recognized worldwide. Through its support of the TMAF, MA-tek protects Taiwan’s future and illuminates the hearts of its people with music, composing a beautiful chapter together with Taiwan.



Photo. Taipei Music Academy & Festival (TMAF)

» Support for Diverse Education

Newly launched “MA-tek Future Innovation Scholarship” partners with industry and academia to cultivate future industry elites

MA-tek will allocate a budget of NT$1.5 million in 2025 to establish the “MA-tek Future Innovation Scholarship.” The scholarship will be open for applications from students at five vocational and technological universities, including National Taiwan University of Science and Technology, Ming Chi University of Technology, National Yunlin University of Science and Technology, National Chin-Yi University of Technology, and Minghsin University of Science and Technology. Each awardee will be granted a scholarship of NT$60,000, a certificate, and a gift. They will also gain access to various developmental resources, such as corporate visits, technical forums, and priority for internships and employment. These incentives are designed to encourage students with high potential and academic excellence to continue their studies and research in related fields, while also helping them broaden their professional horizons and gain practical experience.



Figure. MA–tek Future Innovation Scholarship

The Intersection of Materials and Aesthetics – Materials Research Society- Taiwan and the Eyes of MA-tek

MA-tek is a strong sponsor of the Materials Research Society- Taiwan – Microstructure Image Aesthetics Contest, organized by the Materials Research Society- Taiwan's 2025 annual meeting. The contest aims to capture material science through visual imaging and analytical instruments, interpreting and presenting scientific images from an aesthetic perspective. Through the keen observation and creativity of our colleagues, we stood out in the "Social Category" category of the finals, winning two Honorable Mention awards. The third "2025 MA-tek's Eye" Aesthetic Photography Contest saw enthusiastic participation from colleagues and promoted the use of analytical tools such as TEM, SEM, EDX, and EMMI. By transforming technical imagery into a visual feast, the event featured three winning works and six honorable mentions. These entries not only showcased MA-tek's industry-leading technology but also actively encouraged employees to cultivate their aesthetic sensibilities.



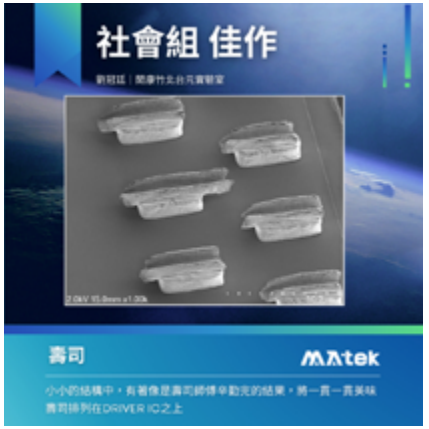
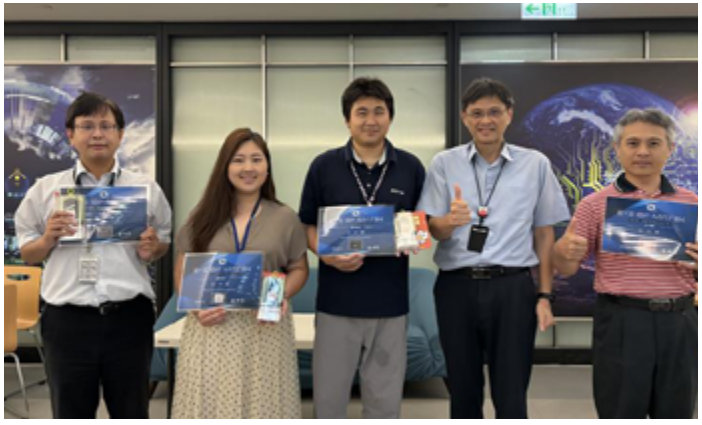


Figure. "Sushi," Honorable Mention in the Microstructure Image Aesthetics Contest



Figure. The 3rd MA–tek's Eye Awards Ceremony



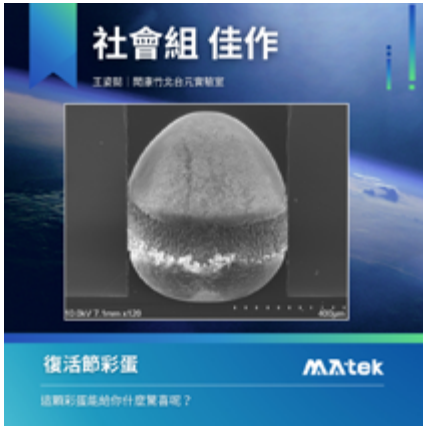


Figure. "Easter Eggs," honorable mention in the microstructure image aesthetics competition

Providing Comprehensive Technical Expertise – MA-tek College of Materials

In 2024, MA-tek continued its collaboration with the Materials Research Society-Taiwan to establish the “MA-tek Materials Academy,” a platform dedicated to the public release of materials-related seminars, educational training videos, and technical articles. In 2025, we will continue to update and offer a wide range of “free” courses. These courses combine the practical experience of MA-tek’s professionals with the academic expertise of university professors to provide the public with technical and practical knowledge that bridges industrial application and technical depth. Our goal is to promote the latest trends in semiconductor materials and popularize scientific and technological knowledge.

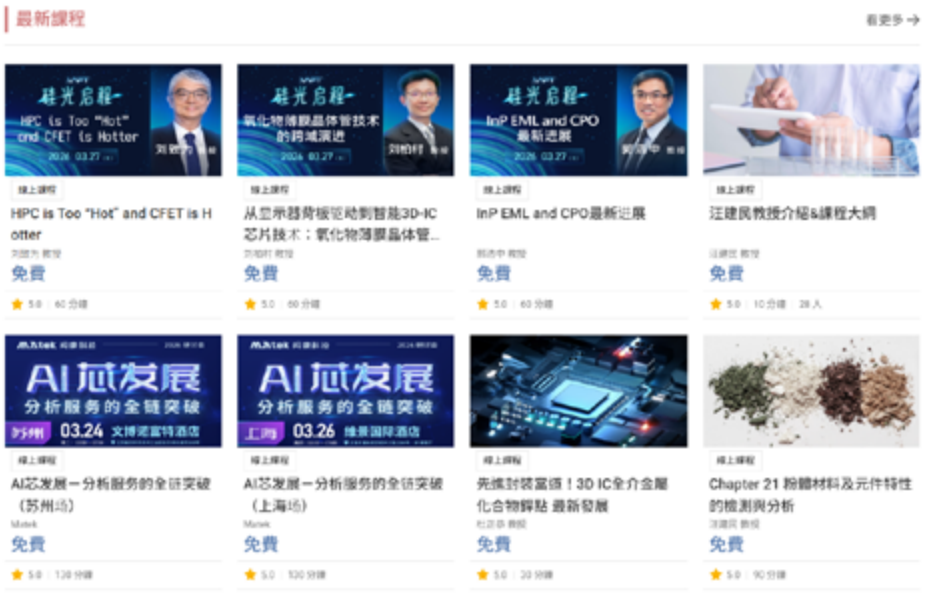


Figure. MA–tek College of Materials

Sustainable Cultivation of Next-Generation Talent – Supporting the “27th Wu Jian-Xiong Science Camp” event

Chairperson Yung-Fen Hsieh has long been concerned with fostering the next generation of scientific talent. She believes that science education is the cornerstone of sustainable technological development and also serves as a director on the board of the Wu Jian-Xiong Academic Foundation, consistently donating resources to support events like the Wu Jian-Xiong Science Camp. In line with the philosophy of “giving back to society what we take from it,” in 2025, MA-tek donated NT$1 million to support the “27th Wu Jian-Xiong Science Camp.” Through this concrete action, the company accompanied science-passionate students across Taiwan in exploring the mysteries of science, inspiring innovative thinking, and encouraging the younger generation to courageously pursue their dreams.

MA-tek hopes to unlock the potential of a new generation of scientific talent through its long-term support for science education and talent cultivation. By injecting innovative momentum into Taiwan’s future technological development, the company further promotes the sustainable development of the overall industry.







Figure. The Wu Jian–Xiong Academic Foundation received sponsorship from MA–tek

» Care for Disadvantaged Groups

Creating Mutual Prosperity with Disadvantaged Groups – Hiring Visually Impaired Massage Therapists

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. To this end, MA-tek has actively championed support for disadvantaged groups; in 2025, the Company hired two visually impaired individuals to provide massage services. This initiative offers disadvantaged groups greater opportunities to integrate into society, thereby realizing social value and boosting their self-esteem. At the same time, it provides employees with a channel for stress relief when they are tired, boosting morale and enhancing work efficiency through these massage services. In addition, MA-tek purchased 1,000 Mid-Autumn Festival gift boxes from the Down Syndrome Foundation, supporting its operations and development to care for more disadvantaged groups.



Figure. Mid–Autumn Festival gift box from the Down Syndrome Foundation



Figure. MA–tec hires visually impaired people to provide massage service

» Local Support

Giving Back to Our Land – Supporting Fruit Farmers Through 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. To support local farmers in Taiwan, MA-tek will invest NT$24,000 in 2025 to adopt orange trees at the Zhongjuan Orchard in Emei Township, Hsinchu County. Furthermore, the annual yield of approximately 600 Taiwan catties of oranges will be donated to the Hsinchu Branch, Taiwan Fund for Children and Families to continuously expand social care and community contribution.



Photo. MA–tek's adoption of orange–picking activity

6 Green and Sustainable Operations

6.1 Climate ChangeStrategy

MA-tek is deeply concerned about the sustainable development of the Earth and environmental issues. We actively fulfill our corporate environmental responsibility by working to improve our environmental management mechanisms. Climate change and increasingly frequent global extreme weather events are intensifying, leading to more frequent heavy rainfall and water shortages in some of the Taiwan laboratories, and a higher probability of high temperatures, heavy rains, floods, and droughts in some of the China laboratories. This puts significant stress on local power grids and water resources. In the future, climate crises in various countries may indirectly affect MA-tek's operations. To ensure the impact of climate change on the Company's operations is minimized, MA-tek continuously monitors the environmental impact of climate change and manages common climate risks. In 2025, MA-tek continued to refine its greenhouse gas management and set various carbon reduction targets and specific energy-saving measures. Service vehicles at laboratories in Taiwan and China are being phased out in favor of hybrid vehicles, with Taiwan-based laboratories slated to complete the transition by 2028. This demonstrates MA-tek's active commitment to sustainable development, identifying the risks and opportunities brought by climate change to ensure the company aligns with international trends and achieves continuous growth amid the tide of sustainability.

» Climate Change Management

To effectively manage climate risks, Ma-tek has established a Sustainability Committee with groups focused on Corporate Governance, Environmental Sustainability, and Corporate Social Responsibility (CSR). These groups 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.

» Disclosure Structure and Actions of MA-tec's TCFD Indicators

Climate change is one of the most pressing issues facing society today. In recent years, Taiwan and mainland China have 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. With reference to the Task Force on Climate-related Financial Disclosures (TCFD) issued by the Financial Stability Board (FSB), we examine the four elements of the report framework to assess the climate-related risks and opportunities faced by MA-tek.

Aspects of TCFD Framework	MA-tek's Actions
Governance	• The Board of Directors serves as the highest supervisory unit for climate governance and sustainability, regularly reviewing the progress of climate governance and sustainability initiatives. Relevant results are incorporated into the Board of Directors' meeting agenda, and the implementation of climate-related risk management and key performance indicators by senior managers is overseen. Under the Board, a Sustainable Development Committee has been established. The Chairperson appoints supervisors from relevant units to manage the work and related operations of each team. • MA-tek has established a Sustainable Development Committee, under which the Environmental Sustainability Task Force has been set up. The task force is responsible for managing climate-related risks and opportunities, and continuously promoting the Company's sustainable development through a systematic management mechanism.
Strategy	• 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. The Company will analyze the impact and contribution to operations based on the TCFD framework, and develop response strategies based on the short-term, medium, and long-term assessment results of the possible occurrence period of climate change risks and opportunities.
Risk Management	• 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. • The specific methods include screening climate issues by gathering the research data of the industry, international agency reports, relevant regulations, interviews with department heads responsible, and collection of climate related data from various departments based on the framework of TCFD, and using questionnaire analysis and matrix analysis to determine the level of risk value and identify climate change related risks based on the degree of financial or strategic impact and frequency of occurrence.
Metrics and Targets	• Since 2024, MA-tek has maintained dual certification under ISO 14064-1:2018 for organizational greenhouse gas inventories and the GHG Protocol (covering its laboratories in Taiwan, China, and Japan). • In Taiwan and China, internal combustion engine vehicles will be gradually replaced with hybrid vehicles in 2025, with a total reduction of 17,394 (tCO_2e) in 2025. • The Japan laboratory will prioritize the SF6gas recovery project for equipment in 2025, which is expected to achieve a total reduction of 52.92 (tCO_2e) in 2025. • In response to Taiwan's 2050 Net-Zero Emissions declaration, MA-tek has established 2024 – the year of full implementation of ISO 14064-1:2018 – as the base year. Through initiatives such as SF6 gas recovery projects, equipment upgrades to enhance energy efficiency, and reductions in fossil fuel consumption, the company aims to reduce its overall carbon emissions intensity by 14% by 2030 and by 19% by 2035. (Note 1: The calculation basis for the intensity reduction target is estimated based on the company's future operational growth scenarios. Assuming that the Company's overall revenue grows by 10% annually, and considering future business expansion and increased scale of operations, total annual carbon emissions are projected to increase by 5% per year, serving as the basis for evaluating carbon emission intensity and mitigation effectiveness.)

» Climate Change Risks and Opportunities

MA-tek has established a climate change risk and opportunity identification and management process to systematically identify and analyze climate-related risks and opportunities, while assessing their potential impact on the company's operations, finances, and strategic development. In response to major climate-related risks and opportunities, MA-tek has formulated risk mitigation measures and response strategies to strengthen corporate climate resilience and enhance sustainable operating capabilities.

TCFD Risk and Opportunity Identification Process of MA-tek

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 climate change risks and 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 2025, we comprehensively assessed the materiality of climate risks based on the impact and likelihood of occurrence of each climate change event. For this year, 16 climate change risks and 5 climate opportunities were identified.

3 Questionnaire Distribution and Completion

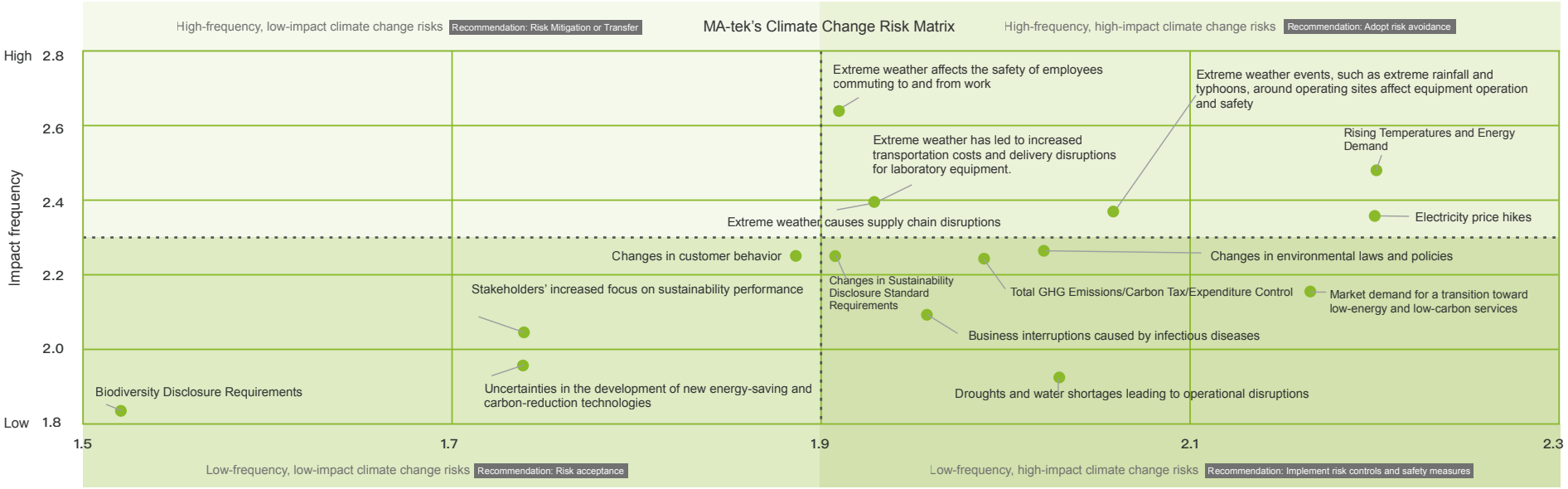
- Distribute the questionnaire to departments relevant to climate change issues, receiving a total of 35 completed questionnaires for subsequent analysis and identification.

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.

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.

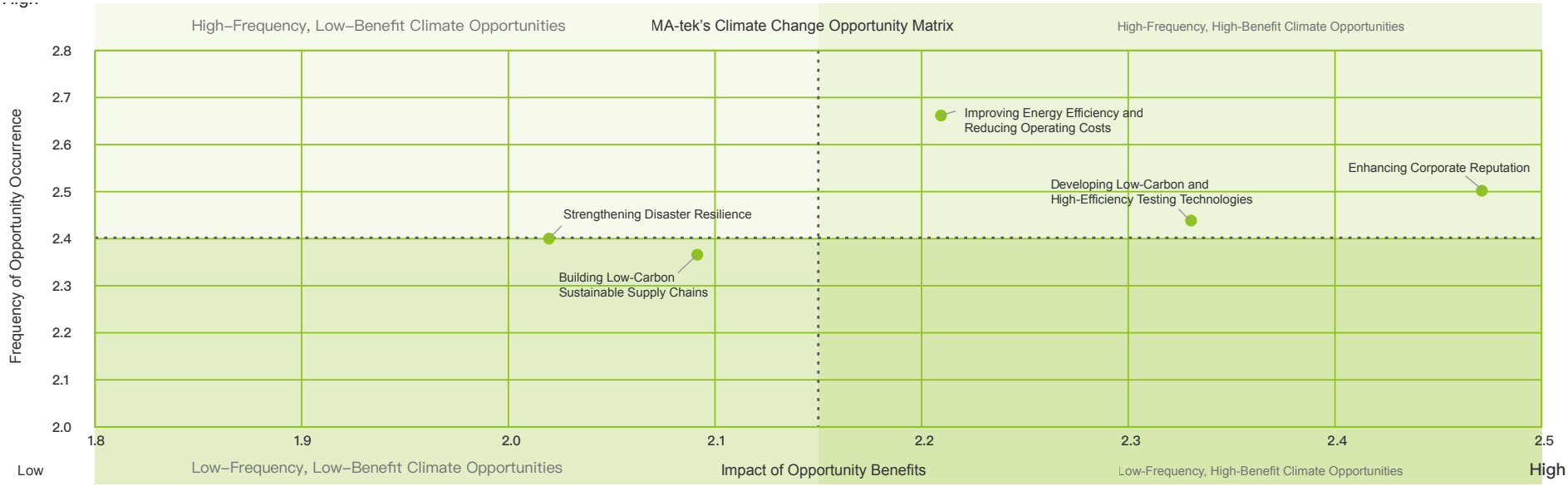


Risk item	Impact on Company operations	Potential financial impact	Corresponding actions
Physical risk			
Strengthened extreme weather events	• Extreme Rainfall and Typhoon Hazards • Rising employee safety risks • Supply chain disruptions • Rising Transportation Costs and Distribution Disruptions	• Damage 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	• Comply with Hsinchu Science Park's disaster response procedures • Insuring self-owned assets to transfer risk and mitigate losses • Enhance cross-laboratory dispatching capabilities to ensure stable production capacity • Supplier Management: 1. Conduct risk assessments of suppliers to minimize or avoid sourcing from high-risk laboratories 2. Establish secondary suppliers to diversify and mitigate single-source procurement risks
Long-term climate change risk	• Drought and Water Scarcity • Rising Temperatures and Energy Demand • Infectious diseases	• Asset impairment: Damage to operational buildings, laboratory equipment, or transportation equipment caused by fire or flooding • 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 drought 2. Increased number of high-temperature days leading to higher cooling costs and water usage	• 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 4. Optimization of water consumption in Taiwan Laboratories, optimization of cooling water quality for cooling water towers. 5. Shanghai Laboratories foot-operated water control valve • Implement energy-saving measures for air conditioning to reduce building temperatures

Risk item	Impact on Company operations	Potential financial impact	Corresponding actions
Transition Risk			
Policy and regulatory risk	• Changes in Sustainability Disclosure Standard Requirements • Biodiversity Disclosure Requirements • Tightening regulations on total greenhouse gas emissions, carbon taxes, or carbon fees • Changes in Environmental Policies • Electricity price hikes	• Increase in operational costs: 1. Sudden power restrictions or outages could disrupt normal operations in R&D centers and laboratories, necessitating additional costs for purchasing emergency power from suppliers 2. 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 3. 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	• Energy management: 1. Important equipment in the laboratory is equipped with a UPS continuous power system to prevent brief power outages. 2. Rent generator equipment to provide emergency power during extended outages 3. Promote energy conservation practices among employees 4. Optimization of energy efficiency in Taiwan's laboratories • 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	• Market demands for transformation require investment in the development of low-carbon services and technologies. • Uncertainties in the development of new energy-saving and carbon-reduction technologies	• Increased operational costs: Purchasing low-carbon equipment or developing low-carbon products may increase cost expenditures.	• Devote efforts to develop higher-tier, more energy-efficient analysis and testing services
Reputation risk	• Stakeholders (such as government agencies and corporate customers) are placing increased emphasis on sustainability performance.	• 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	• 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	• Changes in customer behavior	• Increased operational costs: The development of new low-carbon analysis technologies will increase costs • Loss of customers:Results in decreased revenue and reduced profitability	• 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's Climate Change Opportunity Matrix

MA-tek has identified five major climate-related opportunities: enhancing corporate reputation, improving energy efficiency and reducing operating costs, developing low-carbon and high-efficiency testing technologies, strengthening disaster resilience, and building low-carbon sustainable supply chains.



Opportunity item	Explanation
Development of new services and technologies.	• 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	• 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.
Resource Efficiency	• 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.
Corporate Resilience	• By establishing disaster prevention mechanisms and integrating climate change risk management into our existing systems, MA-tek enhances its resilience and ability to withstand natural disasters.
Reputation	• 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.

Climate Scenario Analysis

With global climate change intensifying and environmental awareness rising, the Taiwanese government has declared a "2050 Net Zero Emissions" goal, published "Taiwan's Pathway to Net-Zero Emissions in 2050," and promulgated the "Climate Change Response Act." Governments worldwide are progressively tightening greenhouse gas emission management, including lowering thresholds for carbon fee collection and adjusting carbon fees, carbon tax rates, or related emission management systems. These measures will require us to bear higher external costs as our operations grow, further increasing both direct and indirect operating costs due to rising prices of raw materials, consumables, and transportation. Consequently, the primary focus is on carbon fee issues to conduct transition risk scenario analysis.

MA-tek has integrated climate scenario parameters from the International Energy Agency (IEA) – specifically the Net Zero Emissions by 2050 Scenario (NZE), the Announced Pledges Scenario (APS), and the Stated Policies Scenario (STEPS). In addition to echoing and supporting the goals of the Paris Agreement, the company has incorporated local government policies, official climate models, and internal operational data to simulate transition risks and financial impacts arising from increasingly stringent sustainability regulations, such as carbon taxes and emission restrictions. The time horizon for scenario analysis covers the reporting period (2025), the short term (2026–2028), the medium term (2029–2030), and the long term (2031 and beyond). These analyses quantify potential losses and identify risk exposures to inform climate strategies and decision-making – such as enhancing the disaster resilience of operating sites and adjusting investment portfolios to reduce the weight of high-carbon assets – thereby ensuring financial stability and market competitiveness under climate change.

Climate Scenarios	Net Zero Emissions by 2050 Scenario (NZE)	Announced Pledges Scenario (APS)	Stated Policies Scenario (STEPS)
Definitions	Achieving net zero carbon emissions by 2050	Assumes that climate commitments made by governments worldwide, including long-term net zero targets, will be met as scheduled	This scenario reflects current policy settings based on existing policies and those announced by governments worldwide.
Representative Warming (°C)	There is a 50% chance of limiting global temperature rise to within 1.5°C by 2100.	By 2100, the global average temperature will be approximately 2.1°C above pre-industrial levels.	By 2100, average global temperatures will rise to 2.6°C and is expected to continue rising.

Climate-related policies in jurisdictions where operations are located

MA-tek has referred to the greenhouse gas reduction targets and the Key Strategies for Net-Zero Transition report proposed by Taiwan's National Development Council, while considering the climate-related policy assumptions of the jurisdictions where its operations are located.

GHG Reduction Targets	
Taiwan	Achieve a 28±2% reduction in greenhouse gas emissions by 2030 compared to 2005 levels
China	Achieve carbon neutrality by 2060
Japan	Committed to achieving net zero emissions by 2050, with an interim target to reduce greenhouse gas emissions by 46% from the base year by 2030.

Renewable Energy Targets	
Taiwan	Total renewable energy capacity will increase to 45.46-46.12 GW by 2030 (including 13.1 GW of offshore wind power and 31 GW of solar power)
China	The 2021–2025 five-year plan emphasized promoting the energy structure transition and increasing the proportion of renewable energy, with the share of non-fossil fuel energy consumption expected to reach 25% by 2030.
Japan	Increase the proportion of renewable energy to 36%–38% by 2030 and establish an energy structure centered on "renewable energy + carbon negative technology" by 2050

Scenario Analysis Results Description

Based on the results of the 2025 climate scenario analysis, MA-tek has assessed the potential impact of carbon emissions and carbon fee costs on its operational finances under various climate scenarios for the years 2030, 2040, and 2050. The analysis results indicate that, as global carbon pricing and emission management systems become increasingly stringent, the Company may face significant pressure from carbon fee costs in the future. In 2030, the estimated carbon fee is expected to range from over NT$8 million to less than NT$100 million. Under a high carbon fee scenario in 2050, the maximum potential carbon fee cost could reach approximately NT$1.2 billion.

To mitigate the impact of climate transition risks on operations and finances, MA-tek will incorporate scenario analysis results into the management agendas of the Sustainable Development Committee and the Environmental Sustainability Task Force. The company will continue to track greenhouse gas emissions, energy efficiency, and the progress of carbon reduction projects. Through measures such as the ISO 14064-1 greenhouse gas inventory, the replacement of equipment with energy-saving models, the transition to low-carbon company vehicles, the development of low-energy-consumption testing technologies, and the evaluation of renewable energy procurement, MA-tek will gradually reduce its carbon emission intensity and exposure to future carbon fee costs, thereby strengthening its operational resilience in the face of the low-carbon transition.

Taiwan Laboratory Carbon Fee Scenario Analysis (Metric Tons of CO_2)



China Laboratory Carbon Fee Scenario Analysis (Metric Tons of CO_2e)



Japan Laboratory Carbon Fee Scenario Analysis (Metric Tons of CO_2)



Carbon emission scenario	Carbon Fee Scenarios	2030	2040	2050
STEPS	NGFS 2050 Net-Zero Recommended Price	$96,127,306	$268,203,579	$978,491,307
	NGFS NDC Recommended Rates	$12,311,374	$29,625,246	$37,115,460
APS	NGFS 2050 Net-Zero recommended price	$103,878,203	$312,754,860	$1,250,275,177
	NGFS NDC Recommended Rates	$12,919,839	$34,546,294	$47,424,578
NZE	NGFS 2050 Net-Zero Recommended Price	$65,831,447	$66,608,854	$0
	NGFS NDC Recommended Rates	$8,431,273	$7,357,485	$0

2025 Carbon Reduction Performance and Future Prospects

In accordance with the TCFD disclosure framework and guidelines, MA-tek has continued to expand and deepen its climate risk management measures. Since the initial adoption of the TCFD framework in 2022, MA-tek has analyzed and established its governance, strategy, risk management, as well as metrics and targets. By integrating internal operational mechanisms with close collaboration across the external supply chain, we refine risk management frameworks and review established indicators and targets to continuously assess and improve MA-tek's performance. We also formulate more comprehensive risk management strategies to enhance carbon reduction through various energy-saving projects and emission reduction measures.

	Name of the project	Reduction Benefits	Carbon Reduction (metric tons CO_2e)	Investment Amount (NTD)
Taiwan	Phase out fuel-powered vehicles and transition to hybrid models	Lower fuel consumption; reduce carbon emissions	9,045	840,000
China	Replacing fuel-powered vehicles with hybrid vehicles	Lower fuel consumption; reduce carbon emissions	8,349	2,727,000
Japan	SF6 Recovery Project for Equipment Maintenance	Reduce greenhouse gas emissions	52,920	120,000

6.2 Effective Resource Management

While the Earth is blessed with abundant resources, the availability of these resources is increasingly challenged by the advancement of human civilization. As a multinational enterprise, MA-tek is deeply aware of its corporate responsibilities toward the environment and society, and actively cares for our shared home – Earth. Beyond continuing to promote internal environmental awareness, we also require managers across all business units to lead by example, implementing resource conservation and recycling initiatives. By integrating sustainability into daily operations and work practices, we consistently contribute to the long-term health of the global environment.

» Energy Saving and Carbon Reduction Management

As a provider of high-tech and high-value instrument testing services, MA-tek monitors its overall energy consumption by tracking energy usage data across all laboratories. Energy consumption is primarily derived from laboratory electricity use and fuel for company vehicles. In 2025, overall electricity and fuel consumption in Taiwan increased by approximately 9% year-over-year due to business expansion. However, through energy management and efficiency optimizations, energy intensity decreased by 1.54% compared to 2024, demonstrating continuous improvement in energy efficiency.

In China, the addition of the new Shanghai laboratory in 2025 will drive growth in overall electricity demand. Simultaneously, the Company is introducing hybrid vehicles to lower fuel consumption for its fleet, thereby reducing energy consumption and carbon emissions. In Japan, energy demand increased following the official commencement of operations at the Hokkaido Laboratory.



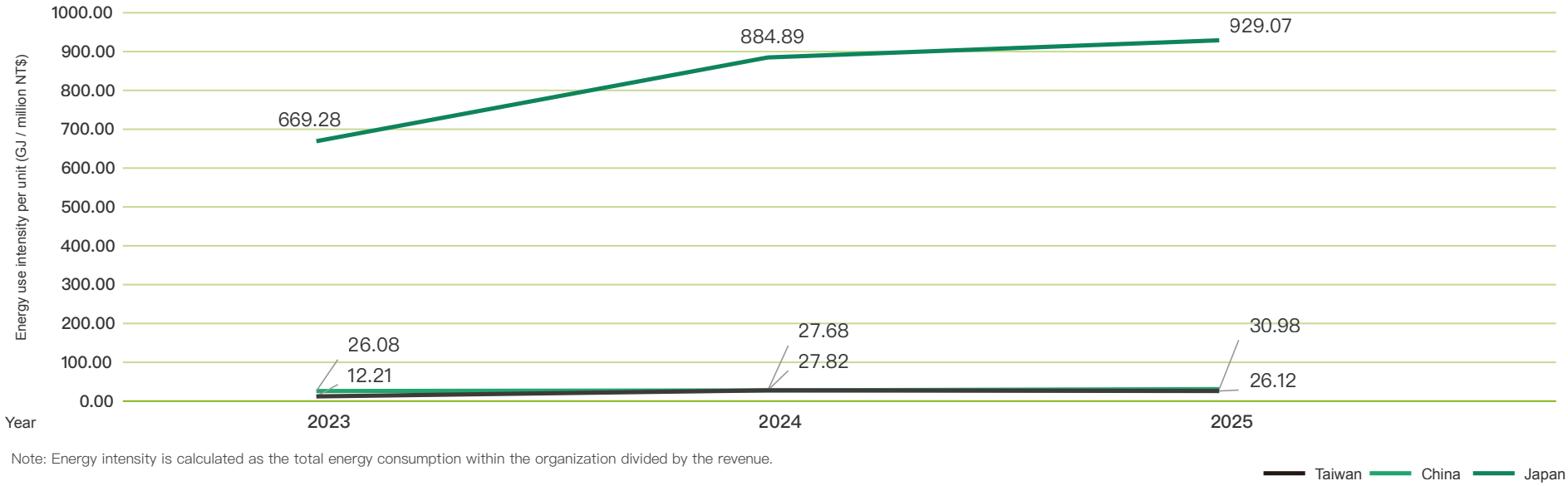
Internal environmental protection awareness posters

MA-tek's Energy Usage Statistics between 2023 and 2025

Energy	2023			2024			2025		
	Taiwan	China	Japan	Taiwan	China	Japan	Taiwan	China	Japan
Externally purchased electricity (thousand kWh)	15,770.0	14,220.5	630.0	18,560.7	15,996.9	1,165.5	19,274.8	17,265.3	2,005.5
Gasoline (thousand liters)	61.4	7.7	0.2	68.1	18.8	0.7	73.3	13.0	0.6
Total Energy (GJ)	58,720.9	51,452.0	2,274.0	68,979.9	58,215.2	4,220.1	71,714.3	62,589.6	7,240.2

Note1: Conversion factors for calorific values are 7,609 kcal/L for gasoline and 3,600 GJ per million kilowatt–hours for electricity for Taiwan in 2024.
Note2: The calorific value of gasoline in Mainland China is 0.04307 GJ/kg, with a density of 0.775 kg/L, and the calorific value of gasoline in Japan is 33.4 GJ/kl.
Note3: 1 GJ = 239,000 kcal.

MA-tek's energy intensity per unit revenue unit from 2023 to 2025



Note: Energy intensity is calculated as the total energy consumption within the organization divided by the revenue.

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

Greenhouse Gas Emissions (Metric Tons CO_2e)	2023	2024	2025
Category I (Direct greenhouse gas emission)	6,877.7858	14,768.4925	5,955.6327
Category II (Indirect greenhouse gas emission)	16,418.8202	17,965.8332	19,683.1062
Category III (GHG emissions from transportation)	557.9644	619.7919	771.4648
Category IV (Indirect GHG emissions from products used by the organization)	1,676.8861	2,072.4080	2,530.9571
Total	25,531.4565	35,426.5256	28,941.1608

Note1: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 CO_2, CH_4, N_2O, HFCs, PFCs, SF6, and NF_3.
Note2:Emission factors are referenced from the Ministry of Environment's greenhouse gas emission factor, and GWP values are referenced from the AR6 version.
Note3:Emission statistics include laboratories in Taiwan, Mainland China, and Japan, as well as subsidiaries.
Note4:Category II (indirect greenhouse gas emission) emissions are calculated based on the location-based approach.
Note5:Category III materiality assessment is performed according to ISO 14064-1:2018. The inventory items include upstream transportation and distribution, employee commuting, and business travel.
Note6:Category IV materiality was identified in accordance with ISO 14064-1:2018; inventory items included purchased goods and services, waste disposal and transportation, and upstream leased assets.

To implement low-carbon operations and reduce greenhouse gas emissions, MA-tek will gradually replace its existing fleet with hybrid vehicles starting in 2025. Through this vehicle replacement program, the company aims to continuously reduce greenhouse gas emissions and fulfill its climate action commitment.

2025 Energy Saving Project Results

Region	Name of the project	Project Description	Energy Savings (kWh) (365 days * 24 hours)	Carbon Reduction ($kgCO_2e$)	Investment Expenditure (NT$)
Taiwan	Reduction of Fluorescent Tubes at Jinshan Laboratory	Fab T-BAR: Removed 1 tube from existing 3-tube fixtures to reduce overall power consumption. A total of 201 tubes x 40 W were removed.	18,235	8,643.39	No derivative costs
	Deactivation of Jinshan Laboratory's MAU RO equipment (June–October)	The MAU RO water generation system underwent seasonal shutdown, which was executed during the summer.	4,158	1,970.89	No derivative costs
	Decommissioning of the Jinshan Laboratory MAU humidifier (June to October in summer)	MAU humidifiers are seasonally deactivated and turned off during the summer.	75,600	35,834.40	No derivative costs
	The Tainan laboratory reduced the operating hours of its makeup air unit (MAU) without compromising laboratory temperature control.	Beginning in September 2025, daytime operations will be suspended to prevent high temperatures from increasing the heavy load on indoor air conditioning systems.	2,160	1,023.84	No derivative costs
China	The Shanghai laboratory installed foot pedals for its chemical grinding water supply system.	Energy savings from RO water production	10,800	6,316.92	33,361
	The under-sink instant water heater in the Shanghai laboratory was turned off.	12 under-sink water heaters were operated 4 hours a day, with the power turned off from April to November to save electricity.	23,040	13,476.10	0
	The fresh air conditioning system at the Shanghai laboratory was deactivated during nighttime hours.	Nighttime shutdowns implemented from June to December 2025	36,337	21,253.51	0
	Energy-Saving Improvement of Air Conditioning for Distribution Cabinet Cooling at Shanghai Laboratory Zhangjiang Site 2	Implementation will begin in October 2025	17,280	10,107.07	4,634
	Shanghai laboratory water dispensers are turned off at night	Implementation will begin in October 2025	1,800	1,052.82	0
Japan	Replaced lobby mercury vapor lamps with LEDs	Replacement with energy-saving LED lighting facilities	1,850.112	782.6	80,009
	Removal of one LED tube in the office	Energy Conservation and Improvement Policy	881.28	372.78	No derivative costs

Note1:Energy savings and carbon reduction in Taiwan were calculated using the latest 2024 electricity emission factor of 0.474 $kgCO_2e/kWh$.
Note2:Electricity savings and carbon reduction in Mainland China were calculated using the latest 2022 emission factors for each region; the emission factor for Shanghai was 0.5849 $kgCO_2e/kWh$, Xiamen was 0.4092 $kgCO_2e/kWh$, Shenzhen was 0.4403 $kgCO_2e/kWh$, and Suzhou was 0.5978 $kgCO_2e/kWh$.

» Water Resource Management

All of MA-tek's operating sites are located in technology parks, and their primary water source is tap water; they do not use surface water, groundwater, or any other alternative sources. According to the Water Risk Atlas provided by the World Resources Institute (WRI), the results show that the Suzhou and Shanghai laboratories in China are located in high water stress risk areas, with a water withdrawal of 32.94 million liters. The remaining Taiwan laboratories, the Xiamen and Shenzhen laboratories in China, and the Japan laboratories are all located in low-to-medium water risk areas, with a total water withdrawal of 61.18 million liters.

Since MA-tek provides high-tech testing and analysis services rather than traditional manufacturing, its overall water consumption is significantly lower. The majority of its water usage is for administrative purposes (such as drinking water and restrooms), and its water intake is comparable to that of a typical office. 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.

		2023			2024			2025		
Water withdrawal	Unit	Taiwan Laboratories	China Laboratories	Japan Laboratories	Taiwan Laboratories	China Laboratories	Japan Laboratories	Taiwan Laboratories	China Laboratories	Japan Laboratories
Total water consumption	Million liters	16.54	-	0.87	16.62	33.5	2.28	17.59	39.67	3.92
Number of employees	Person	806	-	51	855	593	83	938	680	152
Per capita water consumption	Million liters	0.02	-	0.02	0.02	0.06	0.03	0.02	0.06	0.03

Note1:In Taiwan, the data includes the Silicon Laboratory, Zhanye Laboratory, Zhubei Laboratory, and Tainan Laboratory, totaling 4 laboratories; in Mainland China, the data includes the Shanghai Laboratory, Xiamen Laboratory, Shenzhen Laboratory, and Suzhou Laboratory, totaling 4 laboratories; in Japan, the data includes the Hokkaido Laboratory, Nagoya Laboratory, and Kumamoto Laboratory, totaling 3 laboratories.
Note2:Water sources are all from municipal supplies, classified as freshwater sourced from third–party providers.

Water Saving Measures

In order to achieve its long-term sustainable development goals, MA-tek places a high priority on water resource management and is implementing a multi-faceted strategy to conserve water and reduce consumption, despite not being a high-water-consumption industry. 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 has not only effectively improved water resource utilization efficiency but also successfully deepened all employees' awareness of water conservation, propelling MA-tek towards green operations.

Enhanced Awareness

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

Regular Inspections

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

Posting Slogans

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

Installation of Water-Efficient Products

- Install water-saving faucets and regularly monitor water consumption records.
- The Shanghai Laboratories in Mainland China have installed foot-operated valves to control water flow.
- Renovation of water storage facilities in Xiamen, China.





Figure. Shanghai Laboratories foot-operated water control valve



Figure. Renovation of water storage facilities in Xiamen, China.

» Waste Management

MA-tek, as a testing and analysis laboratory, deals with industrial waste consisting of general waste and hazardous waste. General waste mainly consists of employees' domestic waste, which is centrally handled by the property management. Hazardous industrial waste can be divided into hazardous chemical liquids and discarded hardware. Taiwan Laboratories and China Laboratories have appointed qualified waste disposal contractors to report and dispose of hazardous waste (collection/treatment) in accordance with the law. MA-tek's Taiwan and China laboratories signs contracts with waste disposal firms, ensuring adherence to transport and disposal regulations. In addition, Taiwan laboratories conduct annual audits to ensure there are no records of violations or misreporting.

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.

Unit: Metric tons

2025 General Industrial Waste	Taiwan Laboratories	China Laboratories
Incineration treatment	1.06	0.71
Physical treatment (recycling and reuse)	1.98	-
Recycling and Reuse	-	1.29
Total	3.04	2.00

Note: The remaining domestic waste is centrally treated by the Management Committee and Building Management, so there is no record of the total amount.

Hazardous Waste Management

When auditing waste disposal contractors, the Company not only strictly reviews whether they have government permits/qualifications, but also uses the traceability and accuracy of the waste stream as key criteria for evaluating contractor performance.

In 2025, MA-tek's disposal and recycling efforts included items such as electrical cables, electronic components, and printed circuit boards, managed by recyclers. In addition to following standard operating procedures for recycling, a detailed waste report must be submitted to MA-tek for company audit after each operation. In 2025, the waste disposal fee for the Taiwan laboratories of MA-tek was NT$1,855,445, and that for the laboratories in China was RMB 105,993.

Unit: Metric tons

2025 Hazardous Industrial Waste	Taiwan Laboratories	China Laboratories
Incineration treatment	3.60	7.98
Chemical treatment	1.19	-
Physical Treatment (Recycling and Reuse)	0.72	-
Physical treatment	-	2.40
Industrial Wastewater Treatment	-	2.91
Total	5.51	13.29

Note: The laboratory in Japan did not generate or process any hazardous waste.



Laboratory waste disposal and classification advocacy



Waste and waste liquid disposal and transportation

1. MA-tek's management mechanism for toxic and concerned chemical substances primarily relies on obtaining operations permits for such substances in accordance with regulatory requirements.
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

- 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. Review of operation permit certificate
2. Waste Clearance and Transportation Assessment
3. Waste treatment (reuse) assessment.
4. Waste incoming management
5. Vendor safety management.
6. Contractor equipment operation and safety maintenance management
7. Waste disposal procedures
8. Emergency Response Management Measures

Appendix 1 GRI Sustainability Reporting Standards Disclosure Index

Disclaimer	MA-tec has referred to the GRI standard report from Wednesday, January 1, 2025 to Wednesday, December 31, 2025.
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 28	
	2-2	Entities included in the organization's sustainbility reporting	About the Report	2	
	2-3	Reporting period, frequency and contact point	About the Report	2	
	2-4	Restatements of information	-	-	There were no restatements of information this year.
	2-5	External guarantee/assurance	Appendix 4. Certified Public Accountants' Limited Assurance Report	165	
	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	28 54 60	
	2-7	Employees	4.1 Talent Composition of Professional Teams	97	
	2-8	Workers who are not employees	4.1 Talent Composition of Professional Teams	97	

GRI Standard	Disclosure item		Corresponding Chapters	Page number	Remarks
GRI 2: General Disclosure 2021	Governance				
	2-9	Governance structure and composition	1.1 Plan for Sustainable Development 2.2 Corporate Governance	10 34	
	2-10	Nomination and selection of the highest governance body	2.2 Corporate Governance	34	
	2-11	Chair of the highest governance body	2.2 Corporate Governance	34	
	2-12	Role of the highest governance body in overseeing the management of impacts	1.1 Plan for Sustainable Development 2.2 Corporate Governance	10 34	
	2-13	Delegation of responsibility for managing impacts	1.1 Plan for Sustainable Development	10	
	2-14	Role of the highest governance body in sustainability reporting	1.1 Plan for Sustainable Development	10	
	2-15	Conflicts of interest	2.2 Corporate Governance	34	
	2-16	Communication critical concerns	2.2 Corporate Governance	34	
	2-17	Collective knowledge of the highest governance body	2.2 Corporate Governance	34	
	2-18	Evaluation of the performance of the highest governance body	2.2 Corporate Governance	34	
	2-19	Remuneration policies	2.2 Corporate Governance 4.3 Excellent Compensation and Benefits	34 108	
	2-20	Process to determine remuneration	2.2 Corporate Governance	34	
	2-21	Annual total compensation ratio	-	-	The highest salary of the Company is confidential information and will not be disclosed to the public.
	Strategy, policies and practices				
	2-22	Statement on sustainable development strategy	Message from the Chairperson	3	
	2-23	Policy commitments	2.2 Corporate Governance 4.4 Friendly and Heart-warming Workplace	34 113	

GRI Standard	Disclosure item		Corresponding Chapters	Page number	Remarks
GRI 2: General Disclosure 2021	2-24	Embedding policy commitments	1.2 Identification of Material Issues 2.2 Corporate Governance 4.4 Friendly and Heart-warming Workplace	15 34 113	
	2-25	Processes to remediate negative impacts	2.2 Corporate Governance	34	
	2-26	Mechanism for seeking advice and raising concerns	2.2 Corporate Governance 4.4 Friendly and Heart-warming Workplace	34 113	
	2-27	Regulatory Compliance	2.4 Internal Audit and Regulatory Compliance	52	No such event in the year.
	2-28	Membership associations	2.3 Management Overview	51	
	Stakeholder engagement				
	2-29	Approach to stakeholder engagement	1.2 Stakeholder Engagement	15	
	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	18	
	3-2	List of Material topics	1.3 Identification of Material Issues	18	
Customer privacy					
GRI 3: Material Topics 2021	3-3	Management of material topics	1.3 Identification of Material Issues	18	
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	88	
Information security					
GRI 3: Material Topics 2021	3-3	Management of material topics	1.3 Identification of Material Issues 3.4 Information Security and Customer Privacy	18 88	

GRI Standard	Disclosure item		Corresponding Chapters	Page number	Remarks
Employee compensation and benefits					
GRI 3: Material Topics 2021	3-3	Management of material topics	1.3 Identification of Material Issues	18	
GRI 401: Labor-management relationship 2016	401-1	New employee hires and employee turnover	4.1 Talent Composition of Professional Teams	97	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.3 Excellent Compensation and Benefits	108	
	401-3	Parental leave	4.4 Friendly and Heart-warming Workplace	113	
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	34 97	
	405-2	Ratio of basic salary and remuneration of women to men	4.3 Excellent Compensation and Benefits	108	
Customer relationship and development					
GRI 3: Material Topics 2021	3-3	Management of material topics	1.3 Identification of Material Issues 3.3 Customer Relationship Maintenance	18 75	
Waste and hazardous substance management					
GRI 3: Material Topics 2021	3-3	Management of material topics	1.3 Identification of Material Issues	18	
GRI 306: Waste 2020	306-3	Waste generated	6.2 Effective Resource Management	148	
Technical Service Quality					
GRI 3: Material Topics 2021	3-3	Management of material topics	1.3 Identification of Material Issues 3.1 Technical Service and Quality	18 60	
General issues					
GRI 204: Procurement Practices 2016	201-4	Financial assistance received from government	2.3 Management Overview	48	For detailed information, please refer to MA-tek's annual report for 2024.
GRI 205: Anti-corruption 2016	204-1	Proportion of spending on local suppliers	2.5 Supply Chain Partners	54	

GRI Standard	Disclosure item		Corresponding Chapters	Page number	Remarks
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	2.4 Internal Audit and Regulatory Compliance	52	No such event in the year.
GRI 206: Anti-competitive behavior 2016	206-1	Legal actions for anti-competitive behavior, practices, anti-trust and monopoly practices	-	-	No such event in the year.
GRI 207: Tax 2019	207-1	Approach to tax	2.3 Management Overview	48	
	207-2	Tax governance, control and risk management	2.3 Management Overview	48	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	6.2 Effective Resource Management	148	
	302-3	Energy intensity	6.2 Effective Resource Management	148	
GRI 303: Water 2018	303-3	Water withdrawal	6.2 Effective Resource Management	148	
GRI 305: Emission 2016	305-1	Direct (Scope 1) GHG emissions	6.2 Effective Resource Management	148	
	305-2	Indirect (Scope 2) GHG emissions	6.2 Effective Resource Management	148	
	305-3	Other indirect (Scope 3) greenhouse gas emissions	6.2 Effective Resource Management	148	
	305-5	Reduction of greenhouse gas emissions	6.1 Climate Change and Adaption 6.2 Effective Resource Management	140 148	
GRI 401: Labor-management relationship 2016	401-1	New employee hires and employee turnover	4.1 Talent Composition of Professional Teams	97	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.3 Excellent Compensation and Benefits	108	
	401-3	Parental leave	4.4 Friendly and Heart-warming Workplace	113	

GRI Standard	Disclosure item		Corresponding Chapters	Page number	Remarks
GRI 403: Occupational health and safety 2018	403-3	Occupational health services	4.5 Environmental Safety and Health	121	
	403-5	Worker training on occupational health and safety	4.5 Environmental Safety and Health	121	
	403-6	Promotion of worker health	4.5 Environmental Safety and Health	121	
	403-9	Work-related injuries	4.5 Environmental Safety and Health	121	
GRI 404: Education and training 2016	404-1	Average hours of training per employee	4.2 Diverse Recruitment and Talent Development	100	
	404-3	Percentage of employees receiving regular performance and career development reviews	4.2 Diverse Recruitment and Talent Development	100	
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	34 97	
	405-2	Ratio of basic salary and remuneration of women to men	4.3 Excellent Compensation and Benefits	108	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	4.4 Friendly and Heart-warming Workplace	113	In 2025, 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 408: Child Labor 2016	408-1	Operaions and suppliers at significant risk for incidents of child labor	2.5 Supply Chain Partners 4.4 Friendly and Heart-warming Workplace	54 113	
GRI 411: Rights of indigenous peoples 2016	411-1	Incidents of violations involving rights of indigenous people	-	-	In 2025, 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.
GRI 417: Marketing and Labeling 2016	417-2	Incidents of non-compliance concerning product and service information and labeling	-	-	No such event in the year.
		Incidents of non-compliance with regulations related to marketing and broadcasting	-	-	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	1	Total energy consumption, percentage of purchased electricity, and utilization rate of renewable energy	Quantitative	The total energy consumption in 2025 was 138,728 GJ, with purchased electricity accounting for 97.93% of the total. 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 independently. In the future, we will comply with the government's implementation plan.	6.2 Effective Resource Management	148
	2	Total water intake and total water consumption	Quantitative	The total water intake in 2025 was 61.25million liters; MA-tek mainly uses water for administrative purposes (such as drinking water for employees, toilets, and laboratory operations).	6.2 Effective Resource Management	148
	3	Weight and recovery percentage of hazardous waste generated	Quantitative	In 2025, the total weight of hazardous business waste was 18.12 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	148
	4	Describe the type, number of people and ratio of occupational accidents	Quantitative	There were no occupational injury accidents in 2025.	4.5 Environmental Safety and Health	121
	5	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.	-	
	6	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	54
	7	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 2025.	-	
	8	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 and Adaption	140
	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 and Adaption	140
	3. Explain the financial impact of extreme climate events and transformation actions.	6.1 Climate Change and Adaption	140
	4. Describe how the identification, assessment, and management process of climate risks are integrated into the overall risk management system.	6.1 Climate Change and Adaption	140
	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 and Adaption	140
	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 and Adaption	140
	9. GHG inventory and assurance status, as well as reduction goals, strategies, and specific action plans.	In compliance with the Financial Supervisory Commission's greenhouse gas (GHG) inventory regulations for listed companies, MA-tek has mandated the completion of its GHG inventory by 2027. The company introduced and completed its first verified GHG inventory in 2024. Starting from 2025, it has continued to obtain dual certifications for ISO 14064-1:2018 (Organizational Greenhouse Gas Inventory) and the GHG Protocol, covering its laboratories in Taiwan, China, and Japan. Using 2024 as the base year, MA-tek has implemented carbon reduction initiatives, including SF6 gas recycling projects, equipment upgrades to enhance energy efficiency, and reductions in fossil fuel consumption. The company aims to reduce its overall carbon emission intensity by 14% by 2030 and by 19% by 2035. In the future, MA-tek's initial phase of planning will focus on laboratory electricity management. This will involve a parallel investigation of power usage, with an (energy saving/replacement) assessment of facilities and their daily use. Furthermore, the company will evaluate the actual usage of its company vehicles, with plans to replace gasoline-powered vehicles with electric vehicles to reduce fossil fuel consumption.	-

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 prevent information security violations, the Company has implemented the Security Scorecard Report information security risk management system, paying close attention to the potential risks posed by every third party in the information security ecosystem. In addition, an annual risk assessment is conducted through the ISO 27001 risk identification process, targeting the seven key issues developed by the Information Safety Management Promotion Group. Immediate risk mitigation is required if the risk index from the assessment results exceeds a certain threshold.	3.4 Information Security and Customer Privacy	88
	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	88
	SV-PS-230a.3	Quantitative	(1) Number of data breaches,(2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	1) 0; (2) 0%; (3) 0.	3.4 Information Security and Customer Privacy	88

<table>
<tr><th>Disclosure Topic</th><th>Indicator Code</th><th>Properties</th><th>Disclosure Indicators</th><th>Summary and description</th><th>Corresponding Chapters</th><th>Page number</th></tr>
<tr><td rowspan="3">Employee diversity and engagement</td><td>SV-PS-330a.1</td><td>Quantitative</td><td>(a) Senior management, (b) non-senior management, and (c) all other employees by (1) gender and (2) diversity groups
Percentage of representation of the governing body</td><td>he composition of employees at the Taiwan, China, and Japan laboratories of MA-tek in 2025 is as follows:
<table><tr><th></th><th></th><th>Number of managerial personnel</th><th>Number of non-managerial personnel</th></tr><tr><td rowspan="2">Gender</td><td>Male</td><td>148</td><td>839</td></tr><tr><td>Female</td><td>75</td><td>513</td></tr><tr><td rowspan="3">Diversity</td><td>Foreign nationality</td><td>1</td><td>34</td></tr><tr><td>Indigenous people</td><td>0</td><td>5</td></tr><tr><td>Individual with physical or mental disability</td><td>0</td><td>11</td></tr><tr><td rowspan="4">Nationality</td><td>Taiwan</td><td>170</td><td>774</td></tr><tr><td>China</td><td>52</td><td>531</td></tr><tr><td>Japan</td><td>1</td><td>46</td></tr><tr><td>USA</td><td>0</td><td>1</td></tr></table></td><td>4.1 Talent Composition of Professional Teams</td><td>97</td></tr>
<tr><td>SV-PS-330a.2</td><td>Quantitative</td><td>Employee (1) voluntary and (2) involuntary turnover rates</td><td>The 2025 turnover rates for MA-tek's laboratories in Taiwan, China, and Japan are as follows:
<table><tr><th></th><th>Total Number of Employees</th><th>Voluntary resignation rate</th><th>Involuntary resignation rate</th></tr><tr><td>Taiwan</td><td>930</td><td>14.73%</td><td>0.32%</td></tr><tr><td>China</td><td>564</td><td>15.07%</td><td>3.37%</td></tr><tr><td>Japan</td><td>81</td><td>14.81%</td><td>0.00%</td></tr></table></td><td>4.1 Talent Composition of Professional Teams</td><td>97</td></tr>
<tr><td>SV-PS-330a.3</td><td>Quantitative</td><td>Employee Engagement Percentage</td><td>MA-tek conducted an employee engagement survey, and in 2025, 75% of MA-tek employees achieved the "Engaged" level of engagement.</td><td>4.4 Friendly and Caring Workplace</td><td>113</td></tr>
</table>

<table>
<tr><th>Disclosure Topic</th><th>Indicator Code</th><th>Properties</th><th>Disclosure Indicators</th><th>Summary and description</th><th>Corresponding Chapters</th><th>Page number</th></tr>
<tr><td rowspan="2">Professional Integrity</td><td>SV-PS-510a.1</td><td>Qualitative</td><td>Description of Practices to Ensure Professional Integrity</td><td>Please refer to MA-tek's "Code of Ethics" and "Employee Code of Conduct" for details.</td><td>2.2 Corporate Governance</td><td>34</td></tr>
<tr><td>SV-PS-510a.2</td><td>Quantitative</td><td>Total amount of monetary losses as a result of legal proceedings associated with professional integrity</td><td>No monetary losses were incurred from legal proceedings related to professional integrity in 2025.</td><td>2.2 Corporate Governance</td><td>34</td></tr>
<tr><td rowspan="2">Activity Indicator</td><td>SV-PS-000.A</td><td>Quantitative</td><td>Number of employees classified by full-time and part-time, and temporary and contractual.</td><td>The following is the 2025 contract employee structure for MA-tek's laboratories in Taiwan, China, and Japan:
<table>
<tr><th rowspan="2"></th><th colspan="2">Taiwan</th><th colspan="2">China</th><th colspan="2">Japan</th><th rowspan="2">Total</th></tr>
<tr><th>Male</th><th>Female</th><th>Male</th><th>Female</th><th>Male</th><th>Female</th></tr>
<tr><td>Full-time employees</td><td>566</td><td>357</td><td>352</td><td>212</td><td>65</td><td>14</td><td>1,566</td></tr>
<tr><td>Part-time employees</td><td>3</td><td>2</td><td>0</td><td>0</td><td>0</td><td>2</td><td>7</td></tr>
<tr><td>Temporary employees</td><td>1</td><td>1</td><td>0</td><td>0</td><td>0</td><td>0</td><td>2</td></tr>
<tr><td>Total</td><td>570</td><td>360</td><td>352</td><td>212</td><td>65</td><td>16</td><td>1,575</td></tr>
</table></td><td>4.1 Talent Composition of Professional Teams</td><td>97</td></tr>
<tr><td>SV-PS-000.B</td><td>Quantitative</td><td>Employee working hours presented as a percentage of computable expenses</td><td>In 2025, MA-tek's employees provided a total of 3,511,973 working hours, and the salary percentage rate was 100%.</td><td>-</td><td>-</td></tr>
</table>

Appendix 4. Certified Public Accountants' Limited Assurance Report

安永聯合會計師事務所
11012 台北市基隆路一段333號9樓
9F, No. 333, Sec. 1, Keelung Road
Taipei City, Taiwan, R.O.C.
Tel: 886 2 2757 8888
Fax: 886 2 2757 6050
www.ey.com/tw

AUDITORS' LIMITED ASSURANCE REPORT

Materials Analysis Technology Inc.

Scope

We have been engaged by Materials Analysis Technology Inc. ("the "Company") to perform a 'limited assurance engagement,' as defined by Assurance Standards issued by the Accounting Research and Development Foundation of the Republic of China, to report on selected sustainability information (the "Subject Matter") included in the Company's Sustainability Report for the year ended December 31, 2025.

Subject Matter and Criteria applied

The Subject Matter of the Company and its applicable criteria (Criteria) are detailed in Appendix I.

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.

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 the International 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.

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 Accountants, and have the required competencies and experience to conduct this assurance engagement.

A member firm of Ernst & Young Global Limited

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:

- Interview with Materials Analysis Technology Inc. to understand the overall of sustainability reporting process;
- Through interviews, we will understand Materials Analysis Technology Inc.'s main stakeholders and their expectations and needs, and how Materials Analysis Technology Inc. responds to these expectations and needs;
- Interview with relevant personnel of Materials Analysis Technology Inc. to understand the relevant processes used to collect, organize and report target information;
- Check that the calculation criteria have been correctly applied according to use on Sustainability Report;
- Executing analytical procedures for the sustainable performance information selected in the report; collect and evaluate other supporting evidence and obtained management statements; if necessary, we will select samples for testing;
- Executing analytical procedures to support the consistency of data;
- Identify and test assumptions supporting calculations;
- Select samples for testing related documents to check their correctness;
- Read Materials Analysis Technology Inc.'s sustainability report and confirm that the overall implementation of sustainable development;

Inherent Limitations

Due to the inherent uncertainties in measuring non-financial information included in the sustainability report, the selection of different measurement methods could lead to significant variances in performance measurement. Additionally, as the assurance work is conducted on a sampling basis, any internal control is subject to inherent limitations, and therefore may not detect all existing material misstatements, whether caused by fraud or error.

Conclusion

Based on our procedures performed and the evidence obtained, we have not become aware of any material modifications that should be made to the Subject Matter Information for the year ended December 31, 2025, in order for it to be in accordance with the applicable Criteria.

Hu, Shen-Chieh

Ernst & Young, Taiwan
July 15, 2026

Notice to Readers
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 Chinses-language independent auditors' limited assurance report and summary of identified subject matter information shall prevail.

Appendix 4. Certified Public Accountants' Limited Assurance Report

EY安永

Appendix I

No.	Corresponding Section	Description of Indicators	Assurance Subject Matter and Criteria
1	Ch6.2 Effective Resource Management	**Waste Management** MA-tek, as a testing and analysis laboratory, deals with industrial waste consisting of general waste and hazardous waste. General waste mainly consists of employees' domestic waste, which is centrally handled by the property management. Hazardous industrial waste can be divided into hazardous chemical liquids and discarded hardware. Taiwan Laboratories and China Laboratories have appointed qualified waste disposal contractors to report and dispose of hazardous waste (collection/treatment) in accordance with the law. **General Waste Management** Unit: Metric Tons 2025 General Industrial Waste / Taiwan Laboratories / China Laboratories Incineration Treatment: 1.06 / 0.71 Physical Treatment (Recycling and Reuse): 1.98 / - Recycling and Reuse: - / 1.29 Total: 3.04 / 2.00 Note：The remaining domestic waste is centrally treated by the Management Committee and Building Management, so there is no record of the total amount. **Hazardous Waste Management** Unit: Metric Tons 2025 Hazardous Industrial Waste / Taiwan Laboratories / China Laboratories Incineration Treatment: 3.60 / 7.98 Chemical Treatment: 1.19 / - Physical Treatment (Recycling and Reuse): 0.72 / - Physical Treatment: - / 2.40 Industrial Wastewater Treatment: - / 2.91 Total: 5.51 / 13.29 Note：The laboratory in Japan did not generate or process any hazardous waste.	GRI 306-3: 2020 Waste Generated a. Total weight of waste generated in metric tons, and a breakdown of this total by the composition of the waste. b. Contextual information necessary to understand the data and how the data has been compiled.

EY安永

No.	Corresponding Section	Description of Indicators	Assurance Subject Matter and Criteria
2	Ch6.2 Effective Resource Management	**Water Resources Management** Suzhou and Shanghai laboratories in China are located in high water stress risk areas, with a water withdrawal of 32.94 million liters. The remaining Taiwan laboratories, the Xiamen and Shenzhen laboratories in China, and the Japan laboratories are all located in low-to-medium water risk areas, with a total water withdrawal of 61.18 million liters. Water withdrawal / Unit / 2025 / Taiwan Laboratories / China Laboratories / Japan Laboratories Total water consumption / Million liters / 17.59 / 39.67 / 3.92 Number of employees / Person / 938 / 680 / 152 Per capita water consumption / Million liters / 0.02 / 0.06 / 0.03 Note 1：In Taiwan, the data includes the Silicon Laboratory, Zhanye Laboratory, Zhubei Laboratory, and Tainan Laboratory, totaling 4 laboratories; in Mainland China, the data includes the Shanghai Laboratory, Xiamen Laboratory, Shenzhen Laboratory, and Suzhou Laboratory, totaling 4 laboratories; in Japan, the data includes the Hokkaido Laboratory, Nagoya Laboratory, and Kumamoto Laboratory, totaling 3 laboratories. Note 2：Water sources are all from municipal supplies, classified as freshwater sourced from third-party providers.	GRI 303-3:2018 Water withdrawal a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources. b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by following sources.

Appendix 4. Certified Public Accountants' Limited Assurance Report

EY安永

No.	Corresponding Section	Description of Indicators	Assurance Subject Matter and Criteria
3	Ch4.1 Talent Composition of Professional Teams	2025 MA-tek Statistics of New Hires Note 1：The percentage refers to the proportion of the number of employees in this category to the total number of contract employees at the end of the year (1,575 employees). 2025 MA-tek Statistics of Departures Note 1：The percentage refers to the number of employees in that category as a proportion of the total number of employees at the end of that year (1,575 employees in total).	GRI 401-1:2016 New employee hires and employee turnover a. Total number and rate of new employee hires during the reporting, by age group, gender and region. b. Total number and rate of employee turnover during the reporting, by age group, gender and region.

2025 MA-tek Statistics of New Hires

Region	Total Number of people	Under 29 years old Number	%	30-50 years old Number	%	Over 51 years old Number	%	Female Number	%	Male Number	%
Taiwan	309	87	5.52	68	4.32	3	0.19	67	4.25	91	5.78
China		108	6.86	18	1.14	2	0.13	37	2.35	91	5.78
Japan		12	0.76	11	0.70	0	-	5	0.32	18	1.14

2025 MA-tek Statistics of Departures

Region	Total Number of people	Under 29 years old Number	%	30-50 years old Number	%	Over 51 years old Number	%	Female Number	%	Male Number	%
Taiwan	256	57	3.62	79	5.02	4	0.25	60	3.81	80	5.08
China		78	4.95	25	1.59	1	0.06	30	1.90	74	4.70
Japan		5	0.32	6	0.38	1	0.06	3	0.19	9	0.57

EY安永

No.	Corresponding Section	Description of Indicators	Assurance Subject Matter and Criteria
4	Ch3.4 Information Security and Customer Privacy & Appendix	a. The number of data breaches is zero. b. The percentages of data breaches involving (a) customers' confidential business information (CBI) and (b) personally identifiable information (PII) are 0%. c. The numbers of (a) customers and (b) individuals affected by data breaches are zero.	SV-PS-230a.3 a. Number of data breaches, b. percentage that (a) involve customers' confidential business information and (b) c. number of (a) customers and (b) individuals affected
5	Ch2.2 Corporate Governance & Appendix	In 2025, MA-tek did not incur any violations related to ethical business conduct or anti-competitive behavior, and no disputes or litigation concerning professional ethics were reported. In 2025, MA-tek did not incur any monetary losses as a result of legal proceedings associated with professional integrity.	SV-PS-510a.2 Total amount of monetary losses as a result of legal proceedings associated with professional integrity



MA-tek

The Best R&D Partner

Tel +886-3-6116678 ext : 3766
Mail ir@ma-tek.com
Web https://www.ma-tek.com
Add 300094 1A3, No. 1, Lixing 1st Road, Hsinchu Science Park