ONANO
悦城科技股份有限公司
ONANO INDUSTRIAL CORP.

2025
永續報告書
Sustainability Report

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Letter from the Chairperson

In 2025, the challenges of global climate change and the energy demands of advanced technology development continued to intensify, moving net-zero emissions from an initiative into concrete action. Countries worldwide have progressively strengthened their carbon management regulatory frameworks and supply chain decarbonization requirements. Consequently, companies are facing not only market competition, but also a critical test of their sustainable transformation capabilities. For ONANO, this year marked a significant phase of continuous refinement and steady implementation of sustainable governance. Building upon our existing foundation, we further enhanced our greenhouse gas inventory systems and data management workflows. In accordance with the principles of the Greenhouse Gas Protocol (GHG Protocol), we completed the inventory and verification of our Scope 1 and Scope 2 emissions. We also continuously review the rationality of our organizational boundaries and emission sources to ensure the completeness and transparency of our disclosed information. Simultaneously, we continued to optimize energy efficiency, promote energy-saving measures, and improve equipment management, thereby step-by-step establishing a carbon reduction management mechanism that lays a solid foundation for our long-term carbon reduction targets.

Regarding environmental management, the Company continues to operate under the framework of the ISO 14001 Environmental Management System. We implement pollution prevention and effective resource utilization, strengthen waste classification and recycling management, and stay closely attuned to regulatory updates and market trends to enhance our environmental risk response capabilities. We firmly believe that robust environmental management is not only a corporate responsibility, but also a vital competitive advantage for our long-term development.

On the corporate governance and social responsibility front, the Company continues to improve internal controls and compliance mechanisms. We strengthen occupational health and safety management to safeguard employee rights, health, and safety. Meanwhile, through education, training, and open communication channels, we elevate our colleagues' awareness of and engagement in sustainability issues, fostering a responsible and resilient organizational culture.

Looking ahead, ONANO will continue to advance its ESG policies with steady and pragmatic steps, deepen its carbon management capabilities, and elevate the quality of information disclosure. We will work hand-in-hand with our stakeholders to collectively respond to global sustainable development trends. In the face of transformation challenges, we will leverage innovation and professionalism as our foundation, driving toward a future that harmonizes environmental protection, social value, and sustainable business operations.

Chairperson Chen, Chun-Hsia

About This Report

Reporting Principles

This is the second Sustainability Report published by ONANO Industrial Corp. (hereinafter referred to as "the Company"). It discloses the Company's management approaches and performance outcomes across Environmental, Social, and Governance (ESG) pillars. This report has been prepared primarily in accordance with the GRI Universal Standards 2021 published by the Global Reporting Initiative (GRI). It also references the "Rules Governing Climate-Related Information Disclosure of TWSE/TPEx Listed Companies" and the industry-specific sustainability indicators prescribed in Article 4 of the "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" to disclose relevant information. Furthermore, the Company's greenhouse gas inventory has been conducted in accordance with the Greenhouse Gas Protocol (GHG Protocol) and regulations from relevant competent authorities, ensuring the completeness and consistency of the disclosed information.

Reporting Period

The data and content disclosed in this report primarily focus on the 2025 fiscal year (from January 1 to December 31, 2025). To ensure the completeness and comparability of the information, certain sections track back to data from the 2024 fiscal year or extend to cover the latest developments in 2026, thereby illustrating relevant trends and variations.

Reporting Scope and Boundaries

The reporting scope of this report encompasses the Company's operational sites and relevant activities, which is consistent with the scope of the Company's publicly disclosed financial reports. Any discrepancies between the disclosure scope of specific chapters and the aforementioned scope will be explained separately in their respective sections. Regarding the data and statistical information disclosed herein, the annual financial data is cited from the financial reports audited and certified by certified public accountants (expressed in thousands of New Taiwan Dollars). Other information is primarily aggregated and compiled by the respective responsible units within the Company. The calculation of relevant data is based on universally accepted international metrics, domestic regulatory requirements, industry standards, or industry practices. If any quantitative indicators involve special definitions or estimation methods, explanatory notes will be provided in the report. Any changes to this year's disclosure scope due to adjustments in organizational structure, operational sites, or inventory methodologies will be described in the relevant chapters to ensure the transparency and comparability of information disclosure.

Publication Date

The Company publishes its sustainability report on a regular, annual basis. The report is publicly disclosed on the Company's official website for stakeholders' reference.

Inaugural Report: August 2025

Current Report: August 2026

Next Report (Scheduled): August 2027

Report Quality Management

The data in this report is compiled and reviewed by the respective departments within the Company, ensuring the completeness and accuracy of information disclosure through internal controls and cross-departmental review mechanisms. Greenhouse gas (GHG) emissions data for this year is inventoried in accordance with the principles of the GHG Protocol, with data verification and reasonableness analyses conducted by dedicated internal units to ensure the transparency and consistency of emission information. This report has not yet undergone third-party assurance; however, we will continue to evaluate the feasibility of introducing external assurance mechanisms in the future to enhance the quality of information disclosure and stakeholder trust.

Contact Information and Feedback

We sincerely welcome any comments or suggestions regarding this report or our company's sustainable development.

Responsible Unit: Sustainability Promotion Team

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Chapter 1 Corporate Sustainability

1.1 About ONANO

Item	Content
Policies, Commitments, and Materiality	1.To implement our corporate sustainability philosophy, the Board of Directors continuously monitors Environmental, Social, and Governance (ESG) topics. In accordance with our "Sustainable Development Best Practice Principles," we promote sustainability policies across four core dimensions: strengthening corporate governance, enhancing environmental management, fulfilling social responsibilities, and ensuring transparent information disclosure. 2.The Company reports its sustainability achievements and implementation progress to the Board of Directors at least once a year. We also review annual sustainability targets and action plans to enhance the effectiveness of our corporate sustainability goverance.
Responsible Unit	The Board of Directors provides oversight; the Sustainability Committee drives policy and execution.
Short-, medium-, and long-term targets	Short-Term Targets (1-2 Years): 1. Maintain financial stability and robust risk management machanisms. 2. Complete greenhouse (GHG) inventories and enhance energy management. 3. Increase occupational health and safety (OHS) standards and expand employee training coverage Medium-Term Targets (3-5 Years): 1.Optimize energy efficiency in production processes and gradually reduce carbon emission intensity per unit of output. 2. Advance glass substrate thinning and processing technologies to enhance product yield and resource utilization efficiency. Long-Term Targets (5+ Years): 1.Establish a systematic carbon management mechanism and develop carbon reduction strategies and pathways 2.Improve corporate governance transparency and continuously enhance the quality of information disclosure. 3.Develop a sustainable operating model that balances environmental protection with technological innovation.

Item	Content
Action Plans	1. The Company convenes Board of Directors and management meetings annually to review and approve the subsequent year's operational goals and resource allocation, integrating sustainability topics into business strategy evaluations. Each department complies its bubget and action plans based on annual objectives, periodically reviewing implementation progress and performance outcomes to ensure operational stability and effective risk control. 2. The Company has established an employee performance evaluation system, utilizing appraisal results as the basis for promotions, compensation, and training planning. In accordance with Article 20 of the Articles of Incorporation, if the company generates a profit in a given year, it shall allocate no less than 0.5% as employee compensation (with no less than 20% distributed to grassroots employees) to safeguard employee rights and interests. 3. Regarding manufacturing processes and technologies development, the company focused on TGV (Through-Glass Via) etching and advanced ceramics application development as its core technologies during the initial phase of transition. By introducing advanced processes and equipment optimization measures, we aim to enhance product yield and resource efficiency, progressively during energy-saving, carbon-reduction, and process optimization initiatives to minimize environmental impact from operations.
2025 Performance	1. The Company establishes annual operational goals aligned with its business performance, conducting monthly reviews of operating outcomes. Key Performance Indicators (KPIs) are also defined for each department to evaluate departmental performance. 2. In 2025, the annual revenue reached NTD$ 795 thousand, with a loss per share of NTD$ 1.26. Although annual revenue did not meet the original target, the company maintains a solid financial position and continues to operate with zero debt. 3. Despite a modest loss in fiscal year 2025, the company still distributed year-end bonuses based on performance appraisals to incentivize employees who made significant contributions.
Grievance Mechanisms	The company has established diverse communication and grievance channels, including our officials website, Investor Relations (IR) section, and dedicated contact windows, to ensure transparent and timely information disclosure. Opinions and grevances from stakeholders are received and addressed by dedicated units, which track improvement progress to safeguard the relevant rights and interests of all parties.

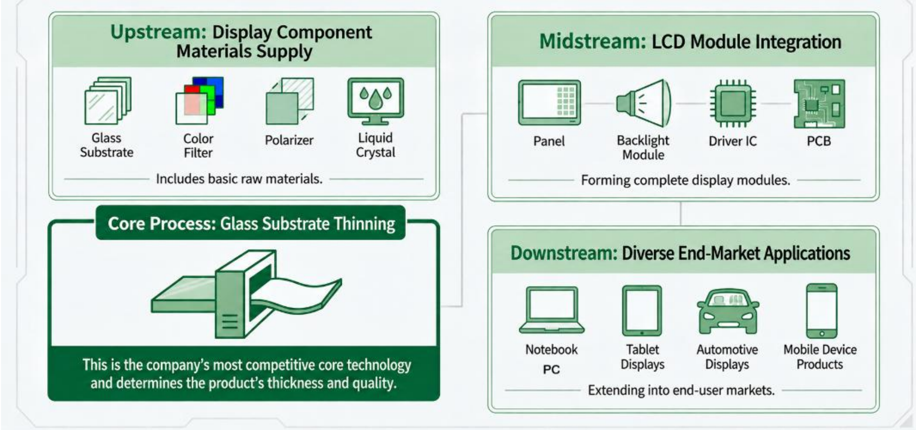
1.1.1 Corporate Profile

Established in July 2004, the Company is a specialized optoelectronic glass thinning manufacturing service provider in Taiwan. We have long-term expertise in technical services such as thinning, polishing, and coating for TFT-LCD, OLED, and solar glass, dedicating ourselves to helping clients develop lightweight product solutions. Historically, the Company has focused heavily on the R&D and process integration of optoelectronic glass thinning technology, winning high praise from clients for product yields and quality stability. Our client base covers domestic panel industry supply chains, with product applications spanning mobile devices such as smartphones, tablets, and laptops.

To adapt to industrial shifts and sustainability requirements, the Company is actively driving a strategic transition. We are now focusing on the application of materials for advanced industries and committing to the development of powder metallurgy technology. By optimizing our foundational manufacturing processes, we deliver comprehensive material solutions to our clients. Moving forward, our core operations will center on our existing grinding/polishing services alongside advanced industrial materials. We aim to leverage our technological advantages to penetrate high-value-added markets, cultivating new engines for growth.

Company Overview	
Company Name	ONANO Industrial Corp.
Company Abbreviation	ONANO
Date of Establishment	2004.07.13
Corporate Headquarters	No. 18, Beiyuan Rd., Zhongli Dist., Taoyuan City
Chairperson	Chen, Chun-Hsia
President	Wu, Te-Hung
Industry Sector	Optoelectronics
Stock Code	6405
Date of Listing	2013.11.28
Paid-in Capital	NTD$ 658 million
Main Products	Optoelectronic Glass Thinning
Operating Locations	No. 18, Beiyuan Rd., Zhongli Dist., Taoyuan City

■ ONANO Industrial Corp. Upstream and Downstream Value Chain



1.1.2 Operational and Financial Overview

In 2025, the Company's operating revenue from optoelectronic glass thinning was NTD$ 795 thousand, representing a 99% decline compared to NTD$ 131,808 thousand in 2024. The decrease in operating revenue was primarily due to the strategic transition phase, which led to a reduction in the core thinning business for panel semi-finished products. In response to this significant decline in revenue, the Company actively expanded its R&D operations while stringently implementing expense control management. Nevertheless, the Company still recorded a gross operating loss of NTD$ 28,264 thousand in 2025, an increase in loss of NTD$ 21,850 thousand compared to the gross operating loss of NTD$ 6,414 thousand in 2024.

The reorganization of the Company's corporate structure was completed in 2023. Since the consolidated and parent-company-only financial statements were disclosed separately for 2023 and 2024 under identical accounting preparation bases, the relevant financial data possess direct comparability.

■ Financial Performance over the Past Three Years

(Unit: NTD$ in Thousands)

Item / Year	2025	2024	2023
Operating Revenue	795	131,808	209,106
Operating Costs	(29,059)	138,222	213,428
Gross Operating Profit	(28,264)	(6,414)	(4,412)
Operating Expenses	(80,472)	98,173	113,016
Operating Income (Loss)	(108,736)	(104,587)	(117,428)
Non-Operating Income and Expenses	21,093	67,127	33,299
Net Income (Loss) Before Tax	(87,643)	(37,460)	(84,129)
Income Tax Expense	4,933	12,021	1,873
Net Profit	(82,710)	(49,481)	(86,002)
Other Comprehensive Income (Net)	323,716	12,405	7,008
Total Comprehensive Income	241,006	(37,076)	(78,994)

Note 1: The data in this table is derived from the audited financial statements for the years 2023, 2024, and 2025.

1.1.3 Participation in Trade Associations and Organizations

The Company actively participates in domestic and international industry associations and organizations to maintain continuous information sharing and stay abreast of the latest industry dynamics and development trends. In 2025, the Company participated in the following associations as a member:

No.	Name of Association	Mission or Objective of the Association	Membership
1	Taoyuan City Industrial Association	To coordinate multi-industry relations, enhance collective industrial interests, drive industrial improvement/promotion, and accelerate economic growth.	Member
2	Chungli Industrial Park Manufacturers Association	To promote industrial growth, foster local prosperity, and cultivate a premier investment climate for industrial entrepreneurs, thereby stimulating national economic development.	Member
3	Taiwan Printed Circuit Association	To fully integrate and leverage resources, enhance overall industry competitiveness, and guide Taiwan's PCB sector into a new era.	Member
4	Semiconductor Equipment and Materials International	To drive the development, growth, and technological innovation of the global semiconductor and electronics manufacturing supply chain.	Member

1.2 Corporate Sustainability Governance Framework

Between 2012 and 2024, the Company's Board of Directors approved the "Code of Ethical Conduct," "Corporate Social Responsibility/Sustainable Development Best Practice Principles," "Corporate Governance Best Practice Principles," and the "Organizational Regulations of the Sustainability Committee." Furthermore, in May 2025, the Board approved the establishment of the "Sustainability Committee," composed of four independent directors elected by the Board. Functional teams are established under this committee, with the President serving as the Chairperson of the Sustainability Promotion Working Group. Through the division of labor among these functional teams, a top-down management mechanism has been formed to drive and manage topics related to Environmental, Social, and Governance (ESG) aspects, ensuring the effective integration of sustainability initiatives into daily operations.

In response to the comprehensive scope of sustainability across environmental, social, and governance dimensions, the Sustainability Committee formulates sustainable development policies. Stakeholders can consult with the Board of Directors or authorized units regarding economic, environmental, and social topics through internal or external channels, depending on their identities. The Company has also established the "Procedures for Handling Whistleblowing Cases of Illegal, Unethical, or Dishonest Conduct." Following communication and consultation between stakeholders and relevant units, the respective recipient units conduct due diligence and follow up to address the issues based on their materiality.

The Sustainability Committee meets at least once a year to conduct discussions, and its implementation results are reported to the Board of Directors on a quarterly basis. The committee held two meetings during fiscal year 2025.

■ Sustainability Governance Organizational Chart

1.3 Materiality Assessment and Analysis

In 2025, in accordance with Taiwan's "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE/TPEx Listed Companies," the Company adopted the GRI Universal Standards 2021 to continuously identify key stakeholders. We assessed the degree of impact that various sustainability topics exert on the economy, environment, and society, using these findings as the foundation for determining our material topics.

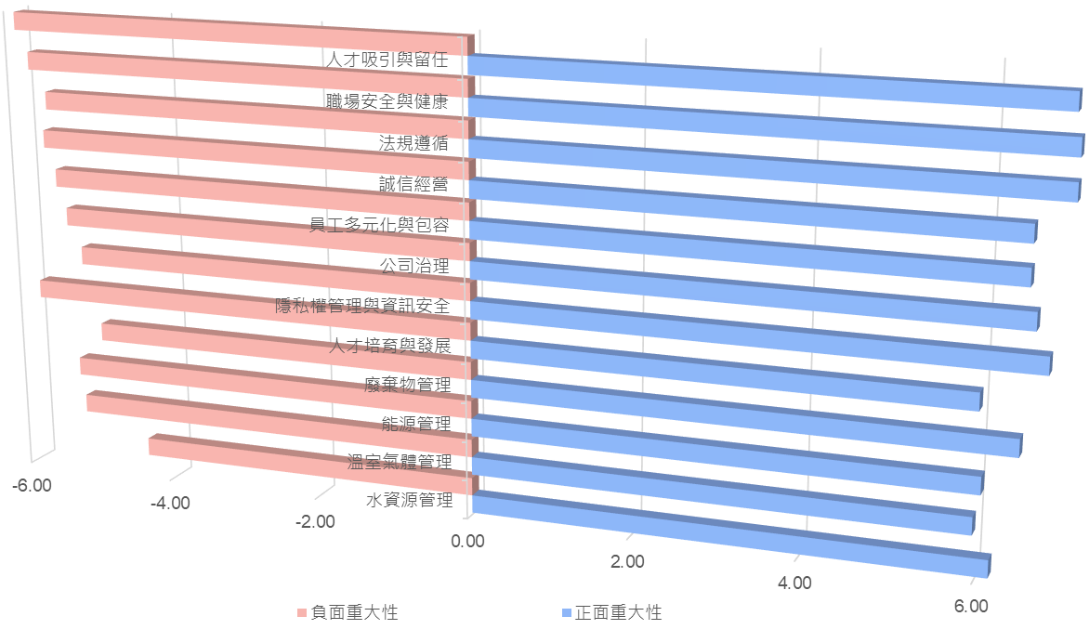
This year, we conducted a comprehensive review and evaluation of the Company's business activities, organizational structure, and topics of stakeholder concern. The results confirmed that there were no significant changes in the identification of material topics. Consequently, the Company has carried forward the material topic analysis framework from the previous year. We continue to track the management approaches and implementation outcomes of each topic to ensure the effective execution of our sustainable development strategies.

■ Materiality Assessment Process

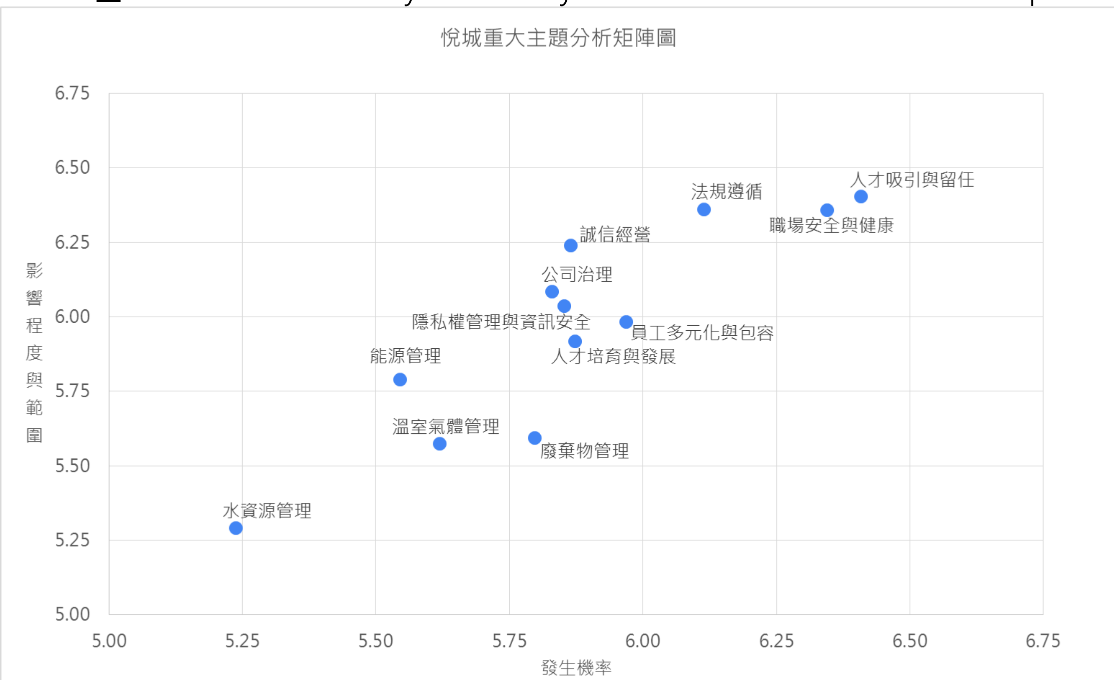
Phase 1 Understanding the Organization's Context	
Collecting Sustainability Topics (21 Sustainability Topics)	■ Based on the company's industry characteristics and internal topics of concern, we identified common industry themes by referencing the GRI Standards, domestic and international sustainability trends, industry benchmarks, and peer data. Through this synthesis, we consolidated 21 sustainability topics and conducted an appropriateness review during the current year.
Phase 2 Assess actual and potential impacts of material topics	
Significance Assessment of Impacts (22 internal questionnaires)	■ A questionnaire was administered to internal employees to score 21 sustainability topics, retrieving 22 valid responses. We conducted a weighted analysis based on the likelihood and magnitude of positive and negative impacts across economic, environmental, and social dimensions (including human rights) to calculate the impact level of each topic.
Assessed stakeholder concern through 14 external questionnaires	■ Concurrently, online questionnaires were utilized to gauge the level of stakeholder concern regarding each topic, retrieving a total of 14 valid responses. To ensure continued applicability, a reasonableness check was conducted on the evaluation results this year.
Phase 3 Prioritization of material topics	
Results of Determination: 11 Material Topics	■ Based on the comprehensive analysis, the Company has identified 11 material topics, which include Regulatory Compliance, Corporate Governance, Ethical Management, GHG and Energy Management, Waste Management, Water Stewardship, Employee Diversity and Inclusion, Occupational Health and Safety, Talent Attraction and Retention, Talent Cultivation and Development, and Privacy Protection and Information Security. ■ Following this year's review, no significant changes were found in the ranking or priority of the material topics. Therefore, the analysis results from the previous year have been carried forward to serve as the foundation for disclosure in this year's sustainability report.

Phase 4 Conduct reporting and disclosure	
Reporting and Disclosure	■ The Sustainability Development Task Force is responsible for establishing the management system and process planning, consolidating relevant data, and compiling the sustainability report. Relevant departments subsequently review and verify the content to ensure the accuracy and completeness of the disclosed information. The final report is approved and issued by the Chairperson, with disclosure completed by August 31 annually.

■ 2025 Materiality Ranking of Sustainability Topics - ONANO Industrial Corp.



■ 2025 Sustainability Materiality Matrix —ONANO Industrial Corp.



■ 2025 List of Material Topics —ONANO Industrial Corp

In accordance with the GRI Standards, an appropriateness review was conducted on the material topics. Following an evaluation of our operational activities, organizational structure, and topics of stakeholder concern, it was confirmed that there were no significant changes to any material topics. Consequently, the list of material topics and related disclosure content from the previous year have been carried forward for this year.

Pillars	2025 Material Topics	Impact and Significance to Business Operations	Value Chain Impacts				Disclosure Section	GRI Content Index
			Internal	External				
			The Company	Upstream (Suppliers)	Midstream (Industry Peers)	Downstream (Customers)		
Governance	Corporate Governance	In 2025, the Company continued to strengthen its corporate governance mechanisms. This included management measures such as board operations, internal controls, and the protection of shareholder rights. These efforts aimed to mitigate operational risks, enhance business transparency, and promote steady development and sustainable operations.	◎	◎	◎	◎	2.1 Corporate Governance	GRI 2-9 Governance structure and composition GRI 2-10 Nomination and selection of the highest governance body GRI 2-12 Role of the highest governance body in overseeing the management of impacts
Governance	Regulatory Compliance	The Company continuously monitors and complies with relevant laws and regulations. This year, we strengthened regulatory compliance management and information disclosure practices, while regularly reviewing regulatory updates to mitigate operational risks and ensure alignment with regulatory requirements.	◎	◎	◎	◎	2.3 Regulatory Compliance	GRI 2-27 Regulatory Compliance

Pillars	2025 Material Topics	Impact and Significance to Business Operations	Value Chain Impacts				Disclosure Section	GRI Content Index
			Internal	External				
			The Company	Upstream (Suppliers)	Midstream (Industry Peers)	Downstream (Customers)		
Governance	Business Ethics	To foster a corporate culture of integrity and sustainable growth, the Company has established robust business operation mechanisms.	◎	◎	◎	◎	2.2 Business Ethics and Integrity	GRI 205 (2016)：Anti-corruption
Governance	Privacy Management and Information Security	The Company continuously strengthens customer data protection and information security management mechanisms. We have established relevant management processes and implemented internal controls, while enhancing cybersecurity awareness and employee training in 2025.	◎			◎	4.3 Information Security and Customer Privacy	GRI 418 (2016)：Customer Privacy
Environmental	Greenhouse Gas (GHG) and Energy Management	The Company continuously advances management actions, such as greenhouse gas (GHG) inventories, to track emission status and enhance energy efficiency.	◎				3.2 Energy and Greenhouse Gas (GHG) Management	GRI 302 (2016)：Energy GRI 305 (2016)：Emissions
Environmental	Waste Management	In 2025, the Company continuously advanced waste reduction and sorting management measures, while strengthening resource recycling and reuse mechanisms to mitigate environmental impacts	◎				3.3 Waste Management	GRI 306 (2020)：Waste

Pillars	2025 Material Topics	Impact and Significance to Business Operations	Value Chain Impacts				Disclosure Section	GRI Content Index
			Internal	External				
			The Company	Upstream (Suppliers)	Midstream (Industry Peers)	Downstream (Customers)		
		and realize circular economy goals.						
Environmental	Water Management	In 2025, the Company continuously executed water management measures, regularly monitored water usage status, and promoted water conservation initiatives to mitigate the impacts of operations on water resources and foster sustainable utilization.	◎				3.4 Water Management	GRI 303 (2018)：Water and Effluents
Social	Occupational Health and Safety (OHS)	In accordance with relevant occupational safety and health regulations, the Company continuously manages workplace environmental safety to provide a safe and healthy work environment and mitigate the risk of work-related injuries.	◎	◎			5.4 Occupational Health and Safety	GRI 403 Occupational Health and Safety Management System
Social	Talent Attraction and Retention	In 2025, the Company strengthened employee care and retention measures to enhance employee satisfaction and organizational stability, thereby attracting and retaining outstanding talent.	◎				5.2 Talent Attraction and Retention	GRI 401 (2016)：Labor-Management Relations

Pillars	2025 Material Topics	Impact and Significance to Business Operations	Value Chain Impacts				Disclosure Section	GRI Content Index
			Internal	External				
			The Company	Upstream (Suppliers)	Midstream (Industry Peers)	Downstream (Customers)		
Social	Talent Training and Development	To improve employee job knowledge and skills, the Company implements education and training programs on an ongoing basis, tailored to individual qualifications and operational needs.	◎				5.3 Talent Training and Development	GRI 404 (2016)：Training and Education
Social	Employee Diversity and Inclusion	The Company continuously promotes equal employment opportunities and diversity and inclusion policies. In 2025, we strengthened employee diversity management and supportive workplace measures to ensure a discrimination-free work environment and safeguard employee rights.	◎				5.1 Employee Human Rights Protection	GRI 405 (2016)：Diversity and Equal Opportunity

1.4 Stakeholder Engagement and Communication

The Company identifies stakeholders with reference to the AA1000 Stakeholder Engagement Standard (SES) 2015. Based on past experience and industry characteristics, six categories of stakeholders have been selected: customers, employees, business partners (suppliers), shareholders (investors), government agencies, and society (media and communities). We continuously collect topics of concern from various stakeholders through diversified communication channels, and regularly review and respond to their needs, thereby strengthening communication effectiveness and enhancing the quality of stakeholder relationship management.

Stakeholders	Topics of Concern	Engagement Frequency and Methods of Response	Communication Channels
Shareholders (Investors)	Corporate Governance Ethical Corporate Management Privacy Management and Information Security Regulatory Compliance	Market Observation Post System (MOPS): Monthly Quarterly Financial Reports: Quarterly Board of Directors / Functional Committees: Quarterly Annual General Meeting: Annually Annual Reports / ESG Reports: Annually Corporate Sustainability Section: As-needed Material Information Disclosure / Press Release / Investor Conference / Official Website: As needed	Point of Contact: Administration Center Hotline: 03-4335831 Email: public@onano-nm.com
Employees	Employee Diversity and Inclusion Occupational Health and Safety Talent Attraction and Retention Talent Training and Development	Employee Welfare Committee: Once a quarter Labor-Management Meetings: Once a quarter Employee Suggestion Mailbox: As-needed Employee Training and Awareness Seminars: Periodically / As-needed	Point of Contact:Operations Center Hotline: 03-4335831 Email: public@onano-nm.com

Stakeholders	Topics of Concern	Engagement Frequency and Methods of Response	Communication Channels
Clients/Customers	Technological Innovation and Strategic Deployment Product Quality and Safety Data Security and Privacy Economic Performance	Customer Service Hotline / Online Contact Form / Customer Suggestion Box /: Real-time In-person Visits / Telephone / Email: As needed Customer Satisfaction Survey: As needed Corporate Sustainability Section: As needed	Point of Contact:Operations Center Hotline: 03-4335831 Email: public@onano-nm.com
Business Partners (Suppliers)	Business Integrity Risk Management Supply Chain Management Regulatory Compliance	In-person Visits / Telephone / Email: As needed Corporate Sustainability Section: As needed Supplier Meetings: As needed	Point of Contact:Operations Center Hotline: 03-4335831 Email: public@onano-nm.com
Government & Regulatory Authorities	Business Integrity Regulatory Compliance	Government Agency Evaluations: Annually Regulatory Inspections and Audits: As needed Policy Seminars / Symposia / Public Hearings: As needed Official Correspondence / Telephone / Email / Public Disclosures: As needed Corporate Sustainability Section: As needed	Point of Contact: Administration Center Hotline: 03-4335831 Email: public@onano-nm.com
Social (Media, Local Communities)	Community Involvement & Social Welfare	Hotlines / Email: Real-time Community Welfare & Environmental Initiatives: As needed Corporate Sustainability Section: As needed	Point of Contact: Administration Center Hotline: 03-4335831 Email: public@onano-nm.com

Chapter 2 Sound Business Operations

2.1 Corporate Governance

Item	Content
Policies, Commitments, and Materiality	To strengthen corporate governance, ONANO strictly complies with all relevant laws and regulations and has adopted the "Corporate Governance Best Practice Principles" to implement ethical management. The Board of Directors serves as the highest governance body, responsible for formulating strategic directions and overseeing management. Through the respective functions of the Internal Audit Unit, Audit Committee, Remuneration Committee, and Sustainability Development Committee, the company ensures that corporate governance and operations are thoroughly implemented, thereby safeguarding the rights and interests of investors and other stakeholders.Concurrently, the Chief Financial Officer (CFO) serves as the Corporate Governance Officer, comprehensively managing affairs related to shareholders' meetings, board meetings, and functional committees, while assisting directors with legal compliance, continuing education, and information acquisition to ensure transparent and effective governance operations. Furthermore, the company provides various updates regarding operations, finance, the Board of Directors, and shareholders' meetings via the corporate website, annual reports, and the Market Observation Post System (MOPS) to ensure that shareholders have access to the company's latest information.
Responsible Unit	Board of Directors
Short-, Medium-, and Long-term Targets	Short-term Targets 1. Ensure the training hours for directors continuously comply with relevant laws and regulations。 2. Achieve an average attendance rate of 100% for Board of Directors meetings. 3. Achieve an average attendance rate of 100% for Audit Committee meetings. 4. Achieve an average attendance rate of 100% for Remuneration Committee meetings. 5.Achieve an average attendance rate of 100% for Sustainability Committee meetings. Medium- and Long-term Targets 1. Enhance the sustainability governance structure and integrate ESG goals into operational decision-making processes. 2. Strengthen stakeholder communication mechanisms to continuously deepen the corporate governance culture. 3. Conduct annual performance evaluations for the Board of Directors and functional committees, continuously optimize governance systems, and maintain evaluation scores above 4.5 points out of 5.

Item	Content
Action Initiatives	1. Hold Audit Committee and Board meetings at least quarterly; mandate direct reporting by the head of internal audit to independent directors, and obtain annual approval for the upcoming year's audit plan. 2.Utilize the Audit Committee—composed of all independent directors—to enhance oversight and governance effectiveness. 3.Continuously review director and executive performance evaluation mechanisms through the Remuneration Committee to link pay with performance. 4.Perform regular operational audits via the internal audit system to strengthen risk control and governance efficiency.
2025 Performance	1.Continuously disclosed Board-related information on the company website and in annual reports to enhance transparency. 2.Conducted regular self-evaluations of corporate governance practices and continuously refined operational mechanisms. 3.Maintained responsive communication channels via the official website and public information platforms to address stakeholder inquiries in a timely manner. 4.Maintained continuous operation of the internal audit system to strengthen supervision over operational activities. 5.Conducted regular performance evaluations for the Board of Directors to continuously improve governance quality.
Grievance Mechanism	Provided diverse grievance and communication channels, allowing stakeholders to contact the Company via the official website or public information platforms.

2.1.1 Corporate Structure and Board Composition

In accordance with Article 20 of the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies," the Company has established its Board Diversity Policy to strengthen board structure and governance effectiveness. The selection of Board members is aligned with the Company’s operational needs and strategic development, comprehensively considering professional backgrounds, industry experience, and personal capabilities to enhance decision-making quality and overall competitiveness.

The Company completed a full re-election of the Board of Directors at the Annual General Shareholders' Meeting on May 23, 2025. The term of office for the current Board runs from May 23, 2025, to May 22, 2028. The Board consists of 8 seats, comprising 4 directors and 4 independent directors.

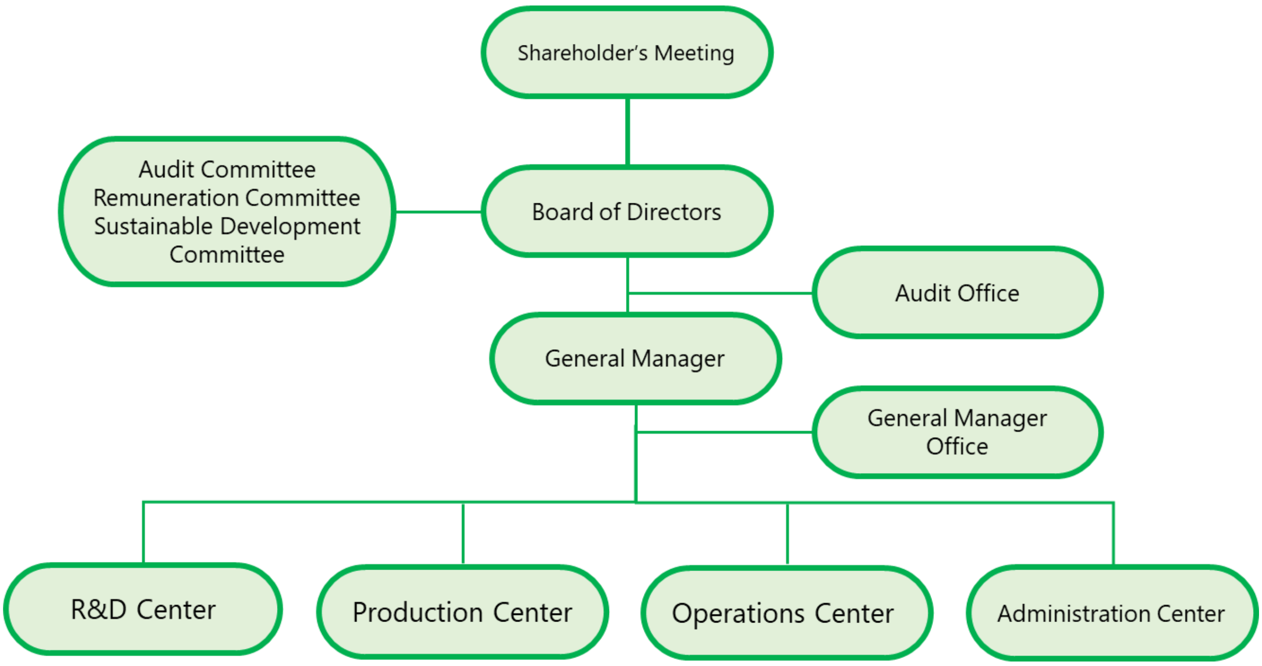
Regarding board diversity, the Company emphasizes gender balance and professional expertise. Currently, the Board comprises 5 male directors (62.5%) and 3 female directors

(37.5%), exceeding our target of having female representation reach at least one-third (33.3%). The age of directors ranges from 28 to 70, bringing together perspectives and experience across generations to enhance multi-dimensional decision-making capabilities. The professional backgrounds of our directors span technology, finance, accounting, and management, backed by extensive practical industry experience. This enables the Board to review strategic planning and key business decisions from diverse professional angles, ultimately enhancing governance quality and operational performance.

In terms of board operations, the Company holds regular Board meetings in accordance with the law and actively engages with investors through Annual General Shareholders' Meetings and investor conferences to enhance information transparency and governance standards. Furthermore, the Company continuously encourages directors to pursue professional development to enhance their professional capabilities and governance insights. Directors stay informed on the latest industry trends and regulatory changes through participation in educational programs, seminars, and forums, thereby sharpening their judgment regarding the operating environment. In 2025, all directors completed the required training hours pursuant to the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE/TPEx Listed Companies." Newly appointed directors completed at least 12 training hours, and re-elected directors completed at least 6 training hours, fully complying with relevant legal requirements.

The Board-related information disclosed in this report is prepared based on the latest list of directors following the re-election at the 2025 Annual General Shareholders' Meeting, which is consistent with the information disclosed on the official company website. 。

■ **ONANO Industrial Corp. Corporate Organization Chart**



■ 2025 Board of Directors Continuing Education

Organizer	Course Title	Total Training Hours of Directors (Hours)
Accounting Research and Development Foundation	Analysis of Regulations and Standards Related to Sustainability and Financial Reporting	6
Accounting Research and Development Foundation	Legal Liabilities of "Employee Fraud" and Internal Control/Audit Practices	6
Chinese National Association of Industry and Commerce	Directors and Supervisors Training – Generative AI: Development Trends and Use Cases	3
Chinese National Association of Industry and Commerce	Directors and Supervisors Training – Supply Chain Restructuring Trends and Corporate Strategies Under Global Tariff Wars	3
Chinese National Association of Industry and Commerce	Directors and Supervisors Training – Business Negotiation Skills: The PARTS Negotiation Mindset	3
Chinese National Association of Industry and Commerce	Directors and Supervisors Training – Analysis of Corporate Control Battles: Regulatory Insights and Key Perspectives	3
Securities and Futures Institute	Practical Seminar for Directors, Supervisors (including Independents), and Corporate Governance Officers (Taipei Session)	12
Chinese National Association of Industry and Commerce	Directors and Supervisors Training – Epoch-Making AI: Development and Business Impact	3
Financial Legal and Crime Prevention Center	2025 Corporate Governance Practical Seminar (Session 3) – ESG & Sustainable Finance: Trends and Practical Applications	3
Securities and Futures Institute	Practical Seminar for Directors, Supervisors (including Independents), and Corporate Governance Officers (Taipei Session)	12
Financial Legal and Crime Prevention Center	2025 Corporate Governance Practical Seminar (Session 4) – Directors' Responsibilities and Strategies Under ESG Regulations and Sustainability Governance	3
Securities and Futures Institute	Virtual Assets: Modus Operandi of Financial Crimes and Anti-Money Laundering (AML) Countermeasures	3
Financial Supervisory Commission	The 15th Taipei Corporate Governance Forum	6
Securities and Futures Institute	Outlook for 2026: Global and Taiwan Economic Trends	3
The Institute of Internal Auditors - Chinese Taiwan	Sustainability Information Management and Key Practices in Internal Control and Audit	6

■ Board Members and Backgrounds

Title	Board Member	Gender	Age	Term of Office	Term	Education and Experience	Other Major Positions
Chairperson	MARUMI Electronics Corporation	Corporate Director					
	Representative of Institutional Director: Chen, Chun-Hsia	Male	61–70 years old	2025.05.23	3 years	Chairperson of Cosmo Electronics Corp. Representative of the institutional director of EasyCard Investment Holdings Co., Ltd.	Chairperson of ONANO Industrial Corp. Chairperson of MARUMI Electronics Corporation
Director	MARUMI Electronics Corporation	Corporate Director					
	Huang, Shan-Jung	Male	61–70 years old	2025.05.23	3 years	Electrical Engineering, National Taiwan University Chairperson of E-TEN Information Systems Co., Ltd. Chairperson of ROYALTEK Company Ltd.	Chairperson of You Tian Co., Ltd. Director of ONANO Industrial Corp.
Director	Hong Yu Investment Ltd.	Corporate Director					
	Chen, Chih-Cheng	Male	61–70 years old	2025.05.23	3 years	Department of Mechanical Engineering, Hwa Hsia University of Technology Supervisor, Independent Director, Remuneration Committee and Audit Committee of Single Well Industrial Corp. Chairperson of Cosmo Electronics Corp.	Director of Hong Yu Investment Ltd. Supervisor of MARUMI Electronics Corporation Director of ONANO Industrial Corp. Director of Mouchian Optoelectronic Co., Ltd.

Title	Board Member	Gender	Age	Term of Office	Term	Education and Experience	Other Major Positions
Director	MARUMI Electronics Corporation	Corporate Director					
	Chen, Yang	Male	Under 31	2025.05.23	3 years	Master of Digital Marketing, Royal Holloway, University of London, UK Master of International Disaster Management, the University of Manchester, UK Department of Marketing, Lancaster University, UK Manager, Automotive Research & Testing Center Commissioner, Industrial Technology Research Institute	Director of ONANO Industrial Corp., Manager of the Operation Center
Independent Director	Cheng, Tung-Sheng	Male	51–60 years Old	2025.05.23	3 years	The University of Akron, Ohio, USA School of Polymer Science and Polymer Engineering Doctoral Degree Master of Chemical Engineering, National Cheng Kung University Bachelor of Chemical Engineering, National Cheng Kung University	Chairperson of UC Tech Corp. Independent Director, Remuneration Committee, Audit Committee and Sustainable Development Committee member of ONANO Industrial Corp.
Independent Director	Cheng, Chien-Chin	Female	41–50 years Old	2025.05.23	3 years	Accounting and Statistics Department, Chungyu Enterprise Management College Department of International Business, Chien Hsin University of Science and Technology Shareholder Service Agency Department, Taishin Securities	Independent Director, Remuneration Committee, Audit Committee and Sustainable Development Committee member of ONANO Industrial Corp.

Title	Board Member	Gender	Age	Term of Office	Term	Education and Experience	Other Major Positions
Independent Director	Hsu, Shu-Ling	Female	51–60 years Old	2025.05.23	3 years	Department of Public Finance, Feng Chia University Senior Auditor of Wafer Works Corp. Audit Manager of Desiccant Technology Co., Ltd. Auditor of United Radiant Technology Corp.	Audit Manager of GUS Technology Co., Ltd. Independent Director, Remuneration Committee, Audit Committee and Sustainable Development Committee member of ONANO Industrial Corp.
Independent Director	Lin, Chiung-Mei	Female	51–60 years Old	2025.05.23	3 years	Department of Accounting, Fu Jen Catholic University Senior Manager of PwC Taiwan Director of UNIFLEX Technology Inc. Director of apm Communication, Inc. Supervisor of Eminent Materials Corporation Accounting Manager of Unimicron Technology Corp.	Assistant Manager, Corporate Governance Director, and Financial Director of Unimicron Technology Corp. Supervisor of Kunshan Dingxin Electronic Co., Ltd. Supervisor of Unimicron Technology Huangshi Corp. Independent Director, Remuneration Committee, Audit Committee and Sustainable Development Committee member of ONANO Industrial Corp.

Notes:

1.For information on the professional qualifications of directors and the independence of independent directors, please refer to pages 5–7 of the 2025 Annual Report.

2.For the diversity policy and status of board members, please refer to pages 8-9 of the 2025 Annual Report.

2.1.2 Nomination and Selection of Board Members

According to the Company's Articles of Incorporation, the Board of Directors shall consist of 7 to 9 members, serving a term of three years. The election of directors (including independent directors) adopts a candidate nomination system and the cumulative voting method. Directors are elected by the shareholders' meeting from a list of candidates and are eligible for re-election. The Company completed a full re-election of the Board of Directors at the Annual General Shareholders' Meeting on May 23, 2025, and selected the new term of board members in accordance with the aforementioned system. In compliance with corporate governance regulations, the Board shall include no fewer than 3 independent directors, who must also account for at least one-fifth of the total board seats. Matters regarding the qualification requirements, shareholding restrictions, and concurrent-position restrictions of independent directors shall be handled in accordance with the relevant regulations of the competent authorities.

In addition, pursuant to the Articles of Incorporation, the Board of Directors is organized by the directors, and the Chairperson shall be mutually elected by a majority vote at a meeting attended by at least two-thirds of all directors. The Chairperson represents the Company in external affairs. The Chairperson of the Company is currently held by Mr. Chen, Chun-Hsia, who is responsible for overseeing the overall business operations and major decision-making of the Company.

To avoid conflicts of interest, the Company's "Rules of Procedure for Board Meetings" explicitly stipulates the recusal clauses that directors must follow when facing conflicts of interest: When the Board of Directors deliberates on a proposal involving a conflict of interest for a director—specifically concerning their own interests or the interests of the legal entity they represent—the director shall proactively disclose such interests and recuse themselves in accordance with the law. They shall not participate in the discussion and voting, nor act as a proxy for other directors to exercise voting rights, thereby ensuring the independence and objectivity of board decision-making.

2.1.3 Functional Committees

To strengthen corporate governance and the operational effectiveness of the Board of Directors, the Company has established the Audit Committee, the Remuneration Committee, and the Sustainability Committee in accordance with relevant laws and regulations. These committees assist the Board in conducting professional reviews of major proposals, implement conflict-of-interest recusal mechanisms, and enhance the independence and transparency of decision-making.

■ Functions and Composition of Functional Committees

Functional Committees	Key Responsibilities and Supervisory Items	Composition
Audit Committee	The Audit Committee is composed of independent individuals with professional backgrounds who assist the Board of Directors in decision-making through professional division of labor and an independent standpoint, effectively supervising the business activities of management. The primary purposes of the Audit Committee's operations are as follows: 1. Ensuring the fair presentation of the Company's financial statements. 2. Supervising the appointment, dismissal, competence, qualifications, independence, and performance of certified public accountants (CPAs). 3. Overseeing the effective implementation of the Company's internal controls. 4. Ensuring that the Company complies with relevant laws and regulations. 5. Managing and controlling existing or potential risks faced by the Company. Through professional oversight and evaluation, the Audit Committee ensures that the Company's operations comply with regulatory requirements, safeguards the interests of investors, and provides valuable financial reports and management recommendations.	The Audit Committee of the Company held a total of 4 meetings in 2025. Due to the re-election of directors during the year, there were changes in the committee members. The overall attendance rate reached 93.75%.
Remuneration Committee	To assist the Board of Directors in supervising the performance evaluation of directors and managers and in formulating the Company's overall remuneration policy, thereby making the remuneration system more transparent and fair, the Remuneration Committee shall fulfill the following responsibilities and submit its recommendations to the Board of Directors for discussion: 1. Regularly reviewing the charter of the Remuneration Committee and proposing amendments to ensure it meets the company's needs and the latest relevant regulations.	The Remuneration Committee of the Company held a total of 4 meetings in 2025. Due to the re-election of directors during the year, there

Functional Committees	Key Responsibilities and Supervisory Items	Composition
	2. Formulating and regularly reviewing the performance evaluation standards for the Company's directors and managers—including annual and long-term performance targets as well as the implementation performance of sustainable development—and designing corresponding remuneration policies, systems, standards, and structures. The content of the relevant performance evaluation standards shall be disclosed in the annual report. 3. Regularly evaluating the achievement of performance targets by the Company's directors and managers, and determining the content and amount of individual remuneration based on the results of the performance evaluation standards. The Remuneration Committee shall fulfill these responsibilities with the due care of a good administrator to ensure that the remuneration system for directors and managers is fair, reasonable, and aligned with their performance. The recommendations put forward by the committee will be submitted to the Board of Directors for discussion to promote the transparency and fairness of the remuneration system.	were changes in the committee members. The overall attendance rate reached 93.75%.
Sustainability Committee	Authorized by the Board of Directors, and to assist the Board in continuously promoting corporate sustainability and enhancing corporate governance to achieve the goal of sustainable operations, the Committee shall faithfully perform the following duties and powers with the due care of a good administrator, and submit reports or proposals to the Board of Directors for discussion: 1. Formulating the direction, strategies, and targets for corporate sustainability, as well as drafting relevant management policies and specific promotion plans. 2. Tracking, reviewing, and revising the implementation status and effectiveness of corporate sustainability initiatives. 3. Supervising sustainability information disclosure matters and reviewing the sustainability report. 4. Supervising businesses related to the Company's Sustainable Development Best Practice Principles or other matters resolved by the Board of Directors to be handled by the Committee.	The Company established the Sustainability Committee on May 23, 2025. A total of 2 meetings were held in 2025, with all members attending in person, resulting in an attendance rate of 100%.

Note: The Company's Board of Directors completed its re-election on May 23, 2025. The terms of office of the former members expired upon discharge, and the newly appointed members assumed office on the same day. Additionally, the Sustainability Committee was newly established on May 23, 2025.

2.1.4 Performance Evaluation

To strengthen corporate governance and enhance the operational effectiveness of the Board of Directors, the Company has established a board performance evaluation system in accordance with the "Regulations Governing Board Performance Evaluation." Through a institutionalized evaluation mechanism, the operational effectiveness of the Board of Directors and its functional committees is continuously reviewed. The Board of Directors conducts internal performance evaluations annually and engages external professional institutions or expert scholars to conduct evaluations at least once every three years to ensure the objectivity and fairness of the evaluation results. The board self-evaluation is conducted by the Chairperson filling out the "Board Performance Evaluation Self-Evaluation Questionnaire," while board members fill out the "Board Member Self-Performance Evaluation Questionnaire," thereby comprehensively gathering information related to the operation of the Board.

The performance evaluation results of the Board of Directors and various functional committees for the year 2025 are as follows: The comprehensive score for the Board of Directors was 4.66 points, the board members' self-evaluation was 4.73 points, the Audit Committee was 4.96 points, the Remuneration Committee was 4.95 points, and the Sustainability Committee was 4.93 points. The overall evaluation results indicate that all operations are at a good level.

■ Results of Board Performance Evaluation

Type	Evaluation Dimension	Evaluation Item	Average Score	Comprehensive Score
Internal Evaluation	A. Degree of Participation in the Company's Operations	12	4.54	**4.66**
	B. Enhancement of Board Decision-Making Quality	12	4.73	
	C. Composition and Structure of the Board of Directors	7	4.82	
	D. Election and Continuous Professional Development of Directors	7	4.57	
	E. Internal Control	7	4.70	

■ Results of Board Member Self-Performance Evaluation

Type	Evaluation Dimension	Number of Items	Average Score	Comprehensive Score
Internal Evaluation	A. Mastery of the Company's Goals and Missions	3	4.75	**4.73**
	B. Awareness of Directors' Duties	3	4.83	
	C. Degree of Participation in the Company's Operations	8	4.70	
	D. Management and Communication of Internal Relations	3	4.54	
	E. Directors' Professionalism and Continuing Education	3	4.79	
	F. Internal Control	3	4.83	

■ Results of Functional Committee Performance Evaluation: Audit Committee

Type	Evaluation Dimension	Number of Items	Average Score	Comprehensive Score
External Evaluation	A. Degree of Participation in the Company's Operations	4	4.88	**4.96**
	B. Awareness of Functional Committee Duties	6	4.92	
	C. Enhancement of Decision-Making Quality of Functional Committees	7	5.00	
	D. Composition and Member Selection of Functional Committees	4	5.00	
	E. Internal Control	4	5.00	

■ Results of Functional Committee Performance Evaluation: Remuneration Committee

Type	Evaluation Dimension	Number of Items	Average Score	Comprehensive Score
External Evaluation	A. Degree of Participation in the Company's Operations	4	4.88	**4.95**
	B. Awareness of Functional Committee Duties	5	4.90	
	C. Enhancement of Decision-Making Quality of Functional Committees	7	5.00	
	D. Composition and Member Selection of Functional Committees	4	5.00	
	E. Internal Control	2	5.00	

■ Results of Functional Committee Performance Evaluation: Sustainable Development Committee

Type	Evaluation Dimension	Number of Items	Average Score	Comprehensive Score
External Evaluation	A. Degree of Participation in the Company's Operations	4	5.00	**4.93**
	B. Awareness of Functional Committee Duties	6	4.92	
	C. Enhancement of Decision-Making Quality of Functional Committees	7	5.00	
	D. Composition and Member Selection of Functional Committees	3	4.83	
	E. Internal Control	2	4.75	

2.1.5 Remuneration Policy

The remuneration of the company's directors and managers is determined by market levels, peer conditions, and operational performance, reflecting individual responsibilities and contributions, with its reasonableness and market competitiveness regularly reviewed. It also aligns with the company's financial status and long-term strategy.

Remuneration is handled pursuant to the "Regulations Governing the Remuneration of Directors and Managers," reviewed by the Remuneration Committee, and approved by the Board. The policy remains consistent with the previous year and ensures a strong link between compensation and performance, balancing corporate interests with sustainable development while maintaining fairness and transparency.

■ Remuneration Policy

Directors	Managers
The remuneration of the company's directors and managers is handled in accordance with the "Regulations Governing the Remuneration of Directors and Managers." The main components of remuneration are as follows: 1. **Salaries and Bonuses**: Including basic salaries, position allowances, and various bonuses. 2. **Remuneration (Profit Sharing)**: Directors' and employees' remuneration is allocated based on annual operating results pursuant to the Articles of Incorporation. 3. **Pensions**: Handled in accordance with relevant laws and company regulations. 4. **Business Execution Expenses**: Handled in accordance with the company's internal expense reimbursement and management regulations.	The remuneration of the company's managers is handled in accordance with the "Regulations Governing the Remuneration of Directors and Managers," taking into account market salary levels, industry peer conditions, and the company's operational performance, while comprehensively considering their responsibilities, performance, and overall contributions to the company. The determination and adjustment of remuneration must be approved by the Chairperson, reviewed by the Remuneration Committee, and submitted to the Board of Directors for resolution. • Managers' compensation is evaluated based on their length of service, performance, and overall contribution, and is distributed according to annual performance appraisal results.

Directors	Managers
The components and payment standards of directors' remuneration are all established pursuant to the "Regulations Governing the Remuneration of Directors and Managers" to ensure the rationality and transparency of compensation.	• Managers' pensions are handled in accordance with the Labor Standards Act and relevant retirement regulations, and those who meet the retirement conditions may apply for pension disbursement pursuant to the law. • Expenses incurred by managers in connection with the execution of business are handled in accordance with the company's internal expense reimbursement and management regulations.

2.1.6 Sustainability Governance

The Board of Directors is the Company's highest governance body, responsible for reviewing financial reports, internal controls, appointment of CPAs and managers, and major strategic plans. The Board regularly and irregularly convenes to supervise and decide on economic, environmental, and social issues, thereby strengthening overall governance.

To advance corporate sustainability, the Company established foundational regulations in 2024—including procedures for sustainability reporting, information auditing, and the Sustainable Development Committee charter. In 2025, the Company formed the Sustainable Development Committee to regularly report to the Board, assisting in supervising sustainability performance and fulfilling sustainable business goals.

■ Proposals Related to Board Reports and Sustainable Development Initiatives in 2025

Date of Board Meeting	Proposals Reported to the Board of Directors
2025/03/06 The 13th Meeting of the 7th Board of Directors	1. Progress report on the scheduling and preparation of the Company's ESG Sustainability Report. 2. Quarterly control progress report on the planning of the Company's greenhouse gas inventory and verification.
2025/05/09 The 14th Meeting of the 7th Board of Directors	1. Report on the implementation of the Company's integrity management in 2024. 2. Quarterly control progress report on the planning of the Company's greenhouse gas inventory and verification.
2025/05/23 The 1st Meeting of the 8th Board of Directors	1. Quarterly control progress report on the planning of the Company's greenhouse gas inventory and verification.
2025/08/08 The 2nd Meeting of the 8th Board of Directors	1. Quarterly control progress report on the planning of the Company's greenhouse gas inventory and verification. 2. Proposal for the Company's 2024 Sustainability Report.
2025/11/07 The 3rd Meeting of the 8th Board of Directors	1. Quarterly control progress report on the planning of the Company's greenhouse gas inventory and verification. 2. Report on the corporate value enhancement plan. 3. Proposal for amending the Company's "Sustainable Development Best Practice Principles" (AM125).

2.2 Business Ethics and Integrity

Item	Content
Policies, Commitments, and Materiality	The Company values business ethics and integrity, viewing sound codes of conduct as essential for sustainable operations and risk mitigation. Upholding integrity enhances corporate reputation, brand image, and employee loyalty, driving steady long-term growth. The Company has established the "Code of Corporate Integrity Governance," "Code of Ethical Conduct," and related internal regulations, approved by the Board of Directors, to serve as guiding behavioral standards for all employees.
Responsible Unit	Audit Office
Short, Medium, and Long-Term Goals	• Short-Term: 1.100% completion rate of integrity management and confidentiality-related training for new hires. 2.Ensure zero major incidents of violations against integrity management or ethical conduct within the year. • Medium- and Long-Term: 1.Regularly conduct integrity management training for all employees. 2.Continuously optimize the internal audit mechanism for integrity management and conduct at least one audit annually.
Action Plans	1.Establish integrity management and internal control systems, with joint supervision of implementation by the Board of Directors and management. 2.Identify high-risk business activities and establish control mechanisms to prevent unethical behavior. 3.Regularly conduct integrity management education and training to strengthen employees' regulatory compliance and ethical awareness.
2025 Performance	1.Conducted education and training courses related to integrity management for new hires, totaling 15 participants and 30 training hours. 2.Established mechanisms to prevent unethical behavior and supervised implementation through internal audits and internal control systems. 3.No major incidents of violations against the principles of integrity management occurred this year.
Grievance Mechanisms	1.Established hotline and email channels for employees and stakeholders to report misconduct. 2.Establish internal and external whistleblowing and handling mechanisms, with relevant units responsible for investigation and resolution. 3.Imposed disciplinary actions for violations of integrity or ethical codes, disclosing relevant information when necessary.

2.2.1 Anti-Corruption Communication and Training

To implement corporate integrity, the Company adopted the "Code of Corporate Integrity Governance" (approved by the Board of Directors on November 7, 2019) and "Code of Ethical Conduct" (approved by the Board of Directors on March 17, 2011), providing employees with clearer directions and codes to follow regarding ethical integrity.

In accordance with the "Code of Corporate Integrity Governance," the Company will establish integrity management operational procedures in the future. The President's Office serves as the dedicated unit responsible for regularly reporting the following items to the Board of Directors at least once a year:

1. Assisting in integrating integrity and ethical values into the Company's business strategies, and formulating relevant corruption-prevention measures in compliance with laws and regulations.
2. Regularly analyzing and evaluating the risks of unethical behavior within the business scope, formulating anti-unethical behavior programs based thereon, and establishing standard operating procedures and behavioral guidelines related to work tasks within each program.
3. Planning internal organizations, staffing, and responsibilities, and establishing mutual supervision and checks-and-balances mechanisms for business activities with higher risks of unethical behavior within the business scope.
4. Promoting and coordinating the advocacy and training of integrity policies.
5. Planning a whistleblowing system and ensuring the effectiveness of its implementation.
6. Assisting the Board of Directors and management in auditing and evaluating whether the preventive measures established for integrity management are operating effectively, regularly assessing compliance with relevant business processes, and compiling reports.
7. Preparing and properly preserving documented information such as integrity management policies, compliance statements, implementation commitments, and execution statuses.

No reports or litigation cases regarding violations of integrity management were received in 2025.

Moving forward, the Company will continue to actively communicate with internal employees and suppliers to convey the importance of anti-corruption, thereby continually enhancing the anti-corruption awareness of our partners.

2.2.2 Corporate Integrity Governance Policy

Before establishing business relationships with suppliers, customers, and other business partners, the Company conducts operations in accordance with the "Code of Corporate Integrity Governance" approved by the Board of Directors on November 7, 2019, adhering to the principles of fairness, integrity, and transparency in all business activities:

1.Prior to business dealings, the Company evaluates the legality and integrity records of agents, suppliers, customers, or other business partners to avoid engaging with those involved in unethical conduct. Contracts signed with such parties include clauses requiring compliance with the integrity management policy and granting the right to terminate or rescind the contract at any time if the counterpart is involved in unethical behavior, ensuring fairness and transparency while prohibiting the request, provision, or acceptance of bribes.

2.When assessing the integrity management status of suppliers, customers, or other business partners, we review the following aspects:

a. The country of incorporation, operating locations, organizational structure, business policies, and payment locations of the enterprise.

b. Whether the enterprise operates in an industry with higher risks of bribery.

c. The long-term operational status and business reputation of the enterprise.

d. Consulting business partners regarding their opinions on the enterprise.

e. Whether the enterprise has a history of involvement in unethical behaviors such as bribery or illegal political contributions.

3.Upon contract signing, we communicate our commitment to conducting business based on integrity principles. Neither party's personnel shall offer, accept, promise, or demand bribes, commissions, percentages, brokerage fees, kickbacks, gifts, hospitality, or other improper benefits. If either party violates the above provisions, the other party has the right to terminate or rescind the contract and may claim damages from the breaching party. If a party learns that the other party's personnel have violated these provisions, it shall immediately notify the other party and provide relevant evidence and assistance in the investigation.

4.We avoid transacting with entities engaging in unethical management. The Company’s "Employee Code of Conduct" prohibits employees from engaging in illegal or dishonest acts and forbids accepting gifts, hospitality, special discounts, or preferential treatment derived from their positions or duties. Additionally, the "Employee Work Rules" stipulate that employees shall not abuse their authority or intentionally tolerate unethical behavior by subordinates; if concrete evidence shows a serious offense, the Company reserves the right to terminate employment without prior notice.

5.Integrity principles are explicitly incorporated into contracts:

a. Contracts clearly state that both parties must adhere to integrity principles and bear legal liability for relevant violations.

b. Either party has the right to unconditionally terminate or rescind the contract at any time if the other party engages in unethical behavior during business activities.
c. Clear and reasonable payment terms—including payment location and method—are established in compliance with relevant tax regulations. Regarding partner evaluation, the Company prudently assesses the legality and integrity status of prospective partners before transactions, comprehensively considering their operating locations, industry characteristics, business status, and integrity records to mitigate transaction risks with unethical entities, implementing corresponding management measures based on risk levels.

On July 4, 2025, the Company conducted advocacy and training on insider trading prevention for a total of 34 employees (including 4 insiders), covering integrity management, regulatory compliance, and insider trading prevention (0.5 hours). For newly appointed directors and managers, the Company provides educational advocacy on insider trading prevention within one month of assuming office, and the confidentiality agreement signing rate for newly hired employees reaches 100%.

2.2.3 Whistleblowing System

Although the Company has not yet established a comprehensive written whistleblowing operational procedure, a dedicated unit has been set up to handle reported matters, and no whistleblowing cases were received in 2025. Additionally, the Company has handled related matters in accordance with the "Regulations for Handling Reports of Illegal, Unethical, or Untrustworthy Conduct," which was approved by the Board of Directors on November 8, 2024. This serves as the guiding basis for processing subsequent reported cases to ensure the implementation of the Code of Ethical Conduct and the Code of Corporate Integrity Governance, while safeguarding the legal rights and interests of whistleblowers and related parties.

Article 1: Basis These Regulations are formulated to implement the provisions of the Company's Code of Corporate Integrity Governance, and to encourage the reporting of any illegal acts or behaviors violating the Code of Corporate Integrity Governance. Article 2: Purpose To establish internal and external whistleblowing channels and processing systems for the Company, ensuring the effective implementation of the Code of Corporate Integrity Governance, while safeguarding the legitimate rights and interests of both whistleblowers and respondents. Article 3: Receiving Units 1.Spokesperson and Deputy Spokesperson: Receives reports from shareholders, investors, and other stakeholders. 2.Head of Internal Audit: Receives reports from internal employees, customers, suppliers, contractors, and others.

Article 4: Whistleblowing Channels
Reports may be submitted through two channels: "Email Reporting" and "Mailbox Reporting."
1.Email Reporting: moral@onano-nm.com
2.Mailbox Reporting: Written submissions mailed to the Company's Audit Office or placed in the Company's employee suggestion box.

Article 5: Processing Procedures
1.The whistleblower shall provide at least the following information:
a. The whistleblower's name and accurate contact information.
b. The respondent's name or other information sufficient to identify the respondent's identity.
c. Specific evidence available for investigation.
2.The Company shall handle cases in accordance with the following procedures:
a. The receiving unit shall clarify the intent of the report and the specific evidence. If it is deemed that there is a possibility of legal violations or unethical/untrustworthy behavior, the case shall be reported with attached evidence. Cases involving general employees and supervisors shall be reported to the Chairperson. If the reported matter involves senior management or directors, it shall be reported to the Audit Committee for collective deliberation.
b. To protect the rights of the respondent and prevent malicious retaliation, the Company shall provide the respondent with an opportunity to state their opinion, convene a hearing when necessary, and—with the respondent's consent—make audio/video recordings and prepare written records for archival purposes.
c. If investigations confirm that the respondent has violated relevant work rules, laws, or the Company's integrity management policies and regulations, the Company shall immediately demand the respondent to cease the relevant conduct, impose appropriate disciplinary actions pursuant to the work rules, and—if criminal offenses may be involved—refer the case to judicial authorities for investigation along with the whistleblower's written confession and physical evidence to ensure impartiality. If the Company's rights have been damaged, civil damages shall be sought through legal procedures to protect the Company's reputation and interests.
d. For reported matters substantiated through adjudication, the deficient unit shall review and formulate improvement measures, report to the reporting-recipient unit, and require the Company's audit unit to review relevant internal control systems and operating procedures to prevent recurrence.
e. Matters subject to mandatory major information disclosure under Article 4 of the Procedures for Verification and Public Disclosure of Material Information of Companies Listed on Stock Exchanges or OTC Markets shall be handled in accordance with relevant laws and regulations.

Article 6: Inadmissible Whistleblowing Cases
Reports falling under any of the following circumstances shall be rejected outright and may only be processed after supplementation/correction:

1.Anonymous reports or reports using false names without providing contact information.
2.Reports failing to provide evidence available for investigation.

Article 7: Protection of Whistleblowers

1.The safety of the whistleblower shall be protected. If the whistleblower is an internal employee of the Company, the Company commits to protecting the whistleblower from inappropriate treatment resulting from the report; however, cases determined to be malicious attacks through a signed statement shall not enjoy protection under this Article.
2.The whistleblower has an obligation to testify. During the period when the whistleblower assists the Company in the investigation, handling personnel shall avoid any possibility of the whistleblower meeting with the respondent during interviews, and shall not use cross-examination as an investigative method.
3.Personnel handling whistleblowing cases shall strictly maintain the confidentiality of the whistleblower's identity and the contents of the report throughout the process, and shall not leak investigation progress to relevant interested parties.
4.Personnel violating the preceding provision shall be subject to internal disciplinary actions based on the severity of the circumstances.

Article 8: Recusal System for Investigations

If personnel handling a whistleblowing case are within the second degree of kinship with the whistleblower or respondent, have a conflict of interest regarding the reported matter, or face other circumstances that may affect the impartial investigation and processing of the case, such personnel shall proactively recuse themselves. The whistleblower or respondent also has the right to request the recusal of such personnel.

Article 9: Whistleblowing Rewards and Incentives

If a reported case is verified as true and involves serious circumstances, aside from being handled in accordance with laws, regulations, or relevant company rules, appropriate rewards or incentives shall be provided to the whistleblower.

Article 10: Document Preservation Methods

Written documents and audio/video recordings regarding the receipt, investigative process, and investigative results of a whistleblowing case shall be preserved for at least five years, and may be stored in electronic formats. In the event of litigation related to the content of the report, relevant data shall continue to be preserved until the expiration of litigation rights as prescribed by relevant laws and regulations.

Article 11: Implementation and Revision

These Regulations shall take effect upon approval by the Board of Directors. The same applies to revisions.

Article 12: Enforcement Date

These Regulations were passed and took effect on November 4, 2016.
These Regulations were revised and took effect on November 8, 2024.

2.3 Regulatory Compliance

Item	Content
Policies, Commitments, and Materiality	Regulatory compliance is the cornerstone of corporate operations. Failure to comply with regulations can severely impact the company's operations and reputation, while also imposing additional costs on the external environment and society. To this end, the Company strictly adheres to relevant laws and regulations established by competent authorities in areas such as corporate governance, integrity management, environmental protection, and labor human rights. This not only helps mitigate risks, but also safeguards the company's reputation and builds a positive external image.
Responsible Unit	Audit Office
Short, Medium, and Long-Term Goals	The number of major regulatory violations for the year is zero.
Action Plans	1. Conduct annual internal audits to assess critical regulatory items, thereby mitigating the risk of non-compliance. 2. Distribute audit reports to directors on a monthly basis and submit audit reports to the Board of Directors quarterly.
2025 Performance	No significant non-compliance incidents regarding regulations occurred during the reporting year.
Grievance Mechanisms	If any stakeholder discovers any non-compliance by the Company and reports it through the company's whistleblowing hotline or email, the Company will trace the relevant responsible units based on the reported content, clarify the case details and attribution of responsibility, and request the relevant units to conduct reviews and implement corrective actions.

Note: Significant non-compliance incidents are defined as those resulting in fines exceeding NTD 100,000.

Compliance with laws and regulations is a fundamental responsibility of enterprises and demonstrates a responsible corporate attitude. Adhering to this principle, ONANO continuously monitors regulatory changes and adjusts its internal management mechanisms in a timely manner to meet relevant legal requirements. Although the Company does not have a dedicated internal legal department, it retains professional lawyers annually to provide legal consultation and review contract contents concerning stakeholders, thereby ensuring that all operational activities comply with regulatory and policy requirements.

The Company has established an internal control system and manages its operational activities in accordance with relevant laws and regulations, guiding employees through institutional frameworks to comply with regulations during business execution and prevent improper conduct. The Board of Directors and all departments jointly share the responsibility for regulatory compliance to ensure the effective operation of related systems.

To strengthen regulatory compliance, the Company promotes the following measures:

1. Establish clear and appropriate mechanisms for the communication, consultation, coordination, and dissemination of laws and regulations to ensure effective dissemination of regulations and the free flow of related information.
2. Regularly review and update operational and management regulations to align with regulatory requirements, ensuring that all corporate operations comply with legal and regulatory provisions.
3. Each department conducts regular self-assessments, with supervisors responsible for consolidating compliance-related information to enhance overall compliance capabilities.

In fiscal year 2025, the Company incurred no penalties for violations of environmental and social regulations, nor did it experience any violations related to the health and safety of products and services, product and service labeling, marketing communications (including advertising, promotion, and sponsorship), and anti-competitive behavior.

Chapter 3 Environmental Sustainability

3.1Climate Change Mitigation and Adaptation

3.1.1 Climate Governance

As global climate change issues continue to heat up and extreme weather events become increasingly frequent, climate-related risks have gradually become a significant challenge to corporate operations. According to research by the Intergovernmental Panel on Climate Change (IPCC), enterprises must actively identify and manage the risks and opportunities brought by climate change, and adopt appropriate mitigation and adaptation measures.

As a member of the corporate community, the Company continuously monitors the potential impacts of climate change on its operations, and progressively establishes climate-related management mechanisms. Through risk assessment and strategic planning, the Company strengthens its capacity to respond to climate change. Furthermore, the Company continues to promote operational transformation toward low-carbon and sustainable development to enhance its overall climate resilience.

Board of Directors

The highest decision-making body for the Company's climate governance is the Board of Directors, which is responsible for reviewing and supervising the Company's climate-related strategies and targets, as well as overseeing the promotion and implementation of climate actions. The Board of Directors regularly monitors changes in climate-related risks and opportunities, and engages in discussions and decision-making on major climate issues to ensure that the Company's sustainable development direction aligns with its climate governance goals. Under the Board of Directors, a Sustainable Development Working Group has established, with the President serving as the convener, responsible for coordinating the planning and execution of climate-related strategies and regularly reporting implementation results to the Board of Directors.

Sustainable Development Working Group

To strengthen the Company's management and identification of climate-related risks and opportunities, the Company established the Sustainable Development Committee in 2025. Reporting directly to the Board of Directors, it serves as the dedicated functional unit for promoting corporate sustainability and climate governance. Headed by the President as the convener, the Committee convenes regular meetings to discuss material climate-related issues and reports implementation progress and results to the Board of Directors, demonstrating the Company's ongoing efforts to strengthen its climate governance framework and sustainability management mechanisms.

The responsibilities of the Sustainable Development Committee include assisting the Board of Directors in planning and promoting the implementation of climate risk management policies and targets, regularly reviewing climate-related response strategies and execution effectiveness, and supervising the promotion of climate action plans across various units, thereby enhancing overall climate governance efficiency and information integration capabilities.

3.1.2 Climate Risk Management

Aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework, the Company continuously identifies and analyzes the risks and opportunities brought by climate change through cross-departmental discussion mechanisms. This covers dimensions such as policy and legal, technology, market, and reputation, while evaluating their short-, medium-, and long-term impacts on the Company's operations. Based on the risk identification results, the Company formulates corresponding response strategies and integrates them into daily management and tracking mechanisms. Through the Plan-Do-Check-Act (PDCA) cycle, the Company continuously reviews and refines these measures to ensure the effective operation of the climate risk management system and to enhance the Company's adaptive capacity and resilience in the face of climate change.

3.1.3 Climate Change Response Strategies

Aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework, the Company continuously identifies and evaluates the risks and opportunities brought by climate change, analyzing their potential impacts on the Company's operations, strategy, and financials based on likelihood, magnitude of impact, and time horizons. Through the risk assessment results, the Company further distinguishes material short-, medium-, and long-term climate-related risks and opportunities, with respective responsible units formulating corresponding response strategies and management measures to mitigate operational shocks and enhance corporate resilience. The implementation status of related climate risk assessments and response strategies is regularly reviewed and tracked by the Sustainable Development Committee, with reports submitted to the Board of Directors.

Time Horizons	Risk Factors	Scope of Impact	Response Strategies and Management Measures
Short term	Increased frequency and intensity of extreme weather events	Increased related insurance premiums and rising maintenance costs for plants and equipment	The Company continuously inventories the condition of factory equipment, plans the replacement of obsolete equipment, enhances energy use efficiency and operational stability, and has relevant units regularly review and track implementation status.

Time Horizons	Risk Factors	Scope of Impact	Response Strategies and Management Measures
Short and Medium Term	Regulatory changes and low-carbon transition trends	Increased operating costs	The Company closely monitors climate policy and regulatory changes, evaluating the impacts of carbon fees and low-carbon transition on operations. Meanwhile, it promotes supplier diversification and backup mechanisms to enhance supply chain resilience, with implementation regularly reviewed by the Sustainable Development Committee.
Long Term	Increased demand for low-carbon products and industry-wide pressure for carbon reduction	Changes in revenue structure or increased operating costs	The Company closely monitors low-carbon development trends, evaluates the feasibility of adopting low-carbon production and renewable energy to enhance corporate competitiveness and climate resilience. Related strategies are coordinated and reviewed by the Sustainable Development Committee and regularly reported to the Board of Directors.

3.2 Energy and Greenhouse Gas Management

Item	Content
Policies, Commitments, and Materiality	The Company attaches great importance to energy use efficiency and greenhouse gas (GHG) emission management, continuously monitoring international carbon reduction trends and the development of Taiwan's carbon fee system. We conduct GHG inventories in accordance with ISO 14064 and the GHG Protocol to progressively grasp emission sources and risks. Through institutionalized management and continuous improvement, we enhance energy use efficiency and reduce the environmental impact of our operations, thereby strengthening our corporate sustainability capabilities.
Responsible Unit	All plant units and the Sustainable Development Task Force
Short, Medium, and Long-Term Goals	1. Short-term goal (2026): Total carbon emissions decreased by 2% compared to the baseline year. 2. Medium-term goal (2028): Total carbon emissions decreased by 4% compared to the baseline year. 3. Long-term goal (2030): Total carbon emissions decreased by 8% compared to the baseline year.
Action Plans	1. Conduct greenhouse gas (GHG) inventories annually to regularly review emission conditions. 2. Evaluate reduction potential based on inventory results and progressively plan energy management and carbon reduction measures. 3. Continuously strengthen internal energy management and energy-saving measures to enhance overall operational efficiency.
2025 Performance	The Company has completed the greenhouse gas (GHG) emissions inventory for Scope 1 and Scope 2, establishing baseline emission data to serve as the basis for subsequent reduction management and strategic planning.
Grievance Mechanisms	Each operational site regularly compiles and reports its greenhouse gas (GHG) inventory results to the headquarters. The headquarters centrally tracks emission trends and management performance, while continuously reviewing and adjusting related carbon reduction and energy management measures.

3.2.1 Energy Management

To strengthen the Company’s energy and greenhouse gas (GHG) management mechanisms and lay a solid foundation for carbon reduction, ONANO completed the Scope 1 and Scope 2 GHG inventory in 2025 in accordance with the GHG Protocol. Using 2025 as the baseline year, the Company has established a GHG management system and an internal audit mechanism. Moving forward, we will continuously enhance inventory quality and evaluate the adoption of third-party verification to improve data reliability. In addition, aligned with Taiwan's 2050 net-zero emissions policy, the Company will persistently promote energy management and carbon reduction measures to gradually minimize the environmental impact of our operations, while actively demonstrating to stakeholders our commitment to executing a low-carbon transition.

3.2.2 Energy Consumption Overview

In 2025 and 2024, the total energy consumption of ONANO was 5,353.78 GJ and 12,841.56 GJ, respectively. Self-generated and self-consumed energy accounted for 0 GJ in both years, with externally purchased electricity accounting for 100% of total energy, resulting in an annual renewable energy usage rate of 0%. ONANO primarily engages in the thinning process of glass substrates, and its energy consumption is mainly driven by electricity used for process equipment and air conditioning systems. Overall, process machinery and air conditioning electricity are the primary sources of energy consumption. The Company will continue to track various energy consumption trends and promote energy-saving improvement measures to enhance energy use efficiency.

3.2.3 Greenhouse Gas Management

In 2025, ONANO completed the Scope 1 and Scope 2 greenhouse gas (GHG) inventory in accordance with the GHG Protocol. Total GHG emissions for ONANO in 2025 were 843.654 metric tons of CO_2e. Category 1 (direct emissions) accounted for 0% of the total, primarily stemming from septic tank emissions, while Category 2 accounted for 100%, mainly driven by electricity consumption for plant/office lighting and process equipment. Moving forward, the plants will track the progress of ONANO toward its short-, medium-, and long-term carbon reduction targets through routine carbon inventories, thereby contributing to global decarbonization efforts.

■ **GHG Emissions and Intensity for Scope 1 and Scope 2 Over the Past Two Years**

Category / Year	2025		2024	
Unit	tonCO2e	%	tonCO2e	%
Scope 1	107.652	12.76	107.535	5.98
Scope 2	736.001	87.24	1,690.094	94.02
Total Scope 1 and Scope 2 Emissions	843.654	100	1,797.629	100
Scope 1 and Scope 2 Emission Intensity (CO2e/ NTD Million Revenue)	1,061.2	-	13.64	-
YoY Change (%)	-53.07%		-44.13%	

Note 1: Greenhouse gas coverage: Main Plant
Note 2: Emission Factors Source: Greenhouse Gas Emission Factors Management Table (Version 6.0.4)
Note 3: Inventory Methodology: GHG Protocol
Note 4: Greenhouse gases included in the inventory: A total of 7 greenhouse gases, namely carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), and nitrogen trifluoride (NF_3).
Note 5: GHG Emissions Intensity = (Total Scope 1 + Scope 2 CO2e Emissions) / Total Annual Revenue

3.2.4 Emissions Reduction and Energy Efficiency Initiatives

Currently, the primary sources of energy consumption for ONANO are electricity used for plant process equipment and air conditioning systems. According to the 2025 inventory results, greenhouse gas emissions are mainly derived from purchased electricity (Scope 2), followed by Scope 1 emissions such as refrigerant fugitive emissions. To achieve the long-term goal of low-carbon operations, the Company will continue to promote energy-saving and carbon-reduction measures, including auditing and replacing high-energy-consuming process equipment, improving operational efficiency, gradually upgrading plant lighting to high-efficiency LED fixtures, and strengthening air conditioning systems and refrigerant management to reduce energy consumption and greenhouse gas emissions.

3.3 Waste Management

Item	Content
Policies, Commitments, and Materiality	ONANO manages its waste in strict compliance with relevant regulations (e.g., waste with a pH level of 2.0 or lower is classified as hazardous industrial waste). Deeply aware that improper disposal can impact aquatic environments and ecosystems, the Company places a high priority on the proper management and disposal of waste. We are committed to commissioning qualified third-party waste clearance and disposal contractors for the collection and final disposal of all types of waste. Furthermore, regular audits are conducted on these vendors to ensure that all waste is properly handled in accordance with regulations, thereby preventing environmental pollution and mitigating potential risks.
Responsible Unit	Facility EHS Unit
Short, Medium, and Long-Term Goals	Ongoing Annual Goal: Ensure zero regulatory fines or penalties resulting from violations of waste-related regulations. Short-Term Goal (2026): Promote the reduction of single-use tableware usage in the office. Medium-Term Goal (2028): Promote the reduction of single-use tableware usage across plant facilities. Long-Term Goal (2030): Gradually promote the reduction of single-use tableware usage across all operational sites.
Action Plans	1.Continue to conduct on-site audits of third-party waste clearance and disposal contractors to ensure that waste flows and treatment methods comply with regulations, thereby preventing improper disposal. 2.Promote product packaging reduction measures and continuously optimize design to minimize packaging material usage. 3.Strengthen internal waste sorting and management mechanisms to enhance resource recycling and recovery efficiency.
2025 Performance	1.No fines or penalties were incurred for violations of waste-related regulations during the reporting year. 2.Continuously promote waste reduction and resource recycling/recovery management. 3.Completed on-site audits of third-party waste clearance and disposal contractors to ensure regulatory compliance in treatment processes.

Item	Content
Grievance Mechanisms	Waste management supervision and statistics across all plant facilities are overseen by the respective EHS departments. They regularly review operations for any violations of relevant regulations or non-compliance by waste clearance and disposal contractors, compile annual results to report back to headquarters, and conduct reviews and improvements in response to any anomalies.

3.3.1 Waste Management System

ONANO conducts waste classification and management in accordance with relevant regulations (e.g., waste with a pH level of 2.0 or lower). The primary source of waste is industrial waste generated by plant manufacturing processes, such as waste liquid from etching processes. Classified as hazardous industrial waste, these materials are stored, declared, and treated in strict compliance with regulations. Part of the waste liquid is recovered through treatment equipment for reuse, thereby reducing the overall volume of hazardous waste generated.

All types of waste are commissioned to qualified third-party clearance, treatment, or recycling contractors for collection, treatment, or reuse. Dedicated personnel regularly review and manage waste-related operations to ensure that the treatment processes comply with relevant regulatory requirements. Office areas primarily generate general domestic waste, including plastics, metals, and paper, which are sorted in accordance with internal classification guidelines and handled by qualified clearance contractors.

To minimize the environmental impact of waste on the surrounding community, ONANO has established a waste management mechanism following the ISO 14001 management system. The EHS department is responsible for supervising waste classification, storage, and clearance operations, utilizing waste declaration and management systems for tracking and control to ensure that all waste is properly handled. The Company also regularly reviews the compliance of clearance contractors and continuously strengthens management mechanisms to maintain the objective of zero waste violations.

■ Waste Value Chain Management Measures

Corporate Waste Value Chain Management Measures	
Upstream Value Chain – Raw Materials	Manage and optimize the usage of raw materials at our plants, utilizing internal management mechanisms to monitor material inputs, thereby reducing unnecessary consumption and waste generation.

Corporate Waste Value Chain Management Measures	
Own Operations: Office and Plant Waste	Establish hazardous and general waste sorting and temporary storage areas in accordance with waste management regulations. These areas are managed and periodically reviewed by dedicated units to ensure that waste sorting, storage, and handling processes comply wit regulatory requirements.
Downstream Value Chain – Waste Treatment	Implement reporting and flow management based on the waste triple-copy manifest system to ensure waste traceability, and regularly review the compliance of waste collection and treatment contractors to ensure final disposal complies with environmental regulations.

3.3.2 Waste Generation

In 2025, the total volume of waste generated by ONANO reached 147.39 metric tons, with hazardous waste accounting for 93.78% of the total and non-hazardous waste accounting for 6.22%. Looking ahead, the Company will continue to track the trends of various wastes and gradually evaluate measures to increase resource recovery and recycling rates, thereby reducing the environmental impact of our operations.

Waste Generation Summary		
Year	2025	2024
Non-hazardous Waste (t)	9.17	99.05
Hazardous Waste (t)	138.22	798.76
Total Waste Generated (t)	147.39	897.81
Year-on-Year Change (%)	-83.58	-50.50
Waste Intensity (t/Million Revenue)	185.48	6.81

Note 1: The Ministry of Environment announced that the average daily domestic waste generation per capita in 2024 was 1.37 kg/day.
Note 2: The scope of waste statistics covers: Main Plant

■ Total Waste Generated by Hazardous and Non-hazardous Category over the Past Two Years

Category	2025		2024	
	Total Volume	Proportion	Total Volume	Proportion
Hazardous Waste (t)	138.22	93.78%	798.76	88.96%
Non-hazardous Waste (t)	9.17	6.22%	99.05	11.04%
Total Weight (t)	147.39	100%	897.81	100%

■ Breakdown of Waste by Final Disposal Method

Waste Type	Waste Sub-category	Waste Generated (t)	Off-site Third-party Disposal		On-site Treatment	
			Waste Treatment Volume (t)	Disposal Method	Waste Treatment Volume (t)	Disposal Method
Non-hazardous Waste	0	9.17	9.17	Landfilling, By-products, Reuse	—	Incineration (without energy recovery)
Hazardous Waste	0	138.22	138.22	General Reuse	—	Reuse
Total Waste Volume (t)			Total Off-site Waste (t)	Percentage	Total On-site Waste (t)	Percentage
147.39			147.39	100%	—	—%

3.3.3 Waste Minimization Initiatives

To reduce the environmental impact of waste generated during operations, waste reduction measures are implemented through two main approaches: source management and resource circularity. During the raw material and product design stages, the necessity of packaging materials is continuously evaluated, and packaging usage is minimized through optimized design to reduce waste generation. At the operational level, in-house waste segregation and management mechanisms are strengthened to enhance resource recovery and recycling efficiency, while partnerships with qualified waste collectors and treatment vendors ensure the proper management and recycling of waste.

Looking ahead, the feasibility of adopting eco-friendly materials and recyclable designs will continue to be evaluated to gradually increase the waste recycling rate, moving toward the goals of waste minimization and resource circularity.

3.4 Water Stewardship and Management

Item	Content
Policies, Commitments, and Materiality	In recent years, the intensification of extreme climate change has led to uneven rainfall distribution and increased water scarcity risks, placing pressure on water resource allocation in Taiwan. ONANO attaches great importance to water management and water conservation. Through factory water management and regular reviews of water consumption, the company continuously monitors water usage trends to minimize the impact of its operations on water resources.
Responsible Unit	EHS Departments of Each Plant
Short, Medium, and Long-Term Goals	Annual Continuous Goals: 1. Zero penalties incurred due to violations of wastewater discharge regulations. 2. Continuous implementation of wastewater quality testing operations. Short-Term Goal (2026):Increase the overall water recycling rate to 2%. Mid-Term Goal (2028):Increase the overall water recycling rate to 4%. Long-Term Goal (2030):Increase the overall water recycling rate to 8%.
Action Plans	1.Regularly review plant water sources and consumption patterns to monitor major water-consuming equipment. 2.Manage and optimize high-water-consumption equipment to minimize unnecessary consumption and evaporative losses. 3.Continuously strengthen wastewater treatment and management operations to ensure that discharged effluent complies with regulatory standards. 4.Evaluate the feasibility of process improvements and water-use optimization measures to reduce wastewater generation.
2025 Performance	This year, the Company continued to review its facility-level water sources and usage status, while implementing targeted management and improvements for water-consuming equipment to enhance water efficiency.
Grievance Mechanisms	The EHS department at each plant is responsible for managing water consumption and wastewater discharge. They periodically review water usage and discharge status, reporting the results back to corporate headquarters to ensure strict regulatory compliance and drive continuous improvement.

3.4.1 Water Risk Assessment

In recent years, the impacts of climate change have intensified, with uneven rainfall distribution and an increased frequency of extreme weather events (such as droughts and heavy rainfall) posing challenges to the stability of water supply and potentially affecting corporate operations and supply chain activities. ONANO pays close attention to water-related risks, continuously reviews plant water consumption and potential risks, evaluates water-using equipment and manufacturing processes, and promotes water-saving and water-use efficiency measures to minimize the impact of water resource utilization on operations.

Looking ahead, the company will continue to monitor water consumption and changes in related risks, adjust management strategies in a timely manner, and reduce reliance on local water resources as well as potential environmental impacts.

3.4.2 Water Withdrawal, Consumption, and Discharge

The primary source of water withdrawal for ONANO is supplied by third-party municipal water utilities. Water usage is predominantly for manufacturing processes, including chemical tank mixing, washing, and cooling operations, with process water accounting for the majority of total water consumption. Statistics on recent water usage show that total water withdrawal for 2025 and 2024 was approximately 7 million liters and 40.142 million liters, respectively. To minimize the environmental impact of water usage, ONANO continues to promote water management measures, enhancing water use efficiency and reducing unnecessary consumption by reviewing water-using equipment and process water conditions to achieve water-saving targets.

3.4.3 Wastewater Discharge Management

Regarding wastewater discharge management, to mitigate the environmental impact of process water, ONANO has established wastewater treatment facilities within its plants to treat process wastewater. After confirming compliance with relevant discharge standards, the treated wastewater is discharged into the industrial park's sewage treatment system for subsequent processing. Domestic sewage generated primarily from offices is discharged after treatment through existing sewage treatment facilities, ensuring compliance with relevant regulatory requirements.

Each operational site regularly commissions third-party entities to conduct water quality testing, and manages and monitors discharge in accordance with relevant regulations and emission standards. All wastewater testing results for the 2025 fiscal year complied with local regulations and industrial park discharge standards, with no violations of wastewater discharge regulations.

3.4.4. Water Management and Reduction Initiatives

ONANO attaches great importance to water management and water conservation, continuously promoting water management and water-saving measures within its plants to reduce reliance on operational water resources. In practical operations, the company reviews plant water-using equipment and process water conditions, evaluates feasible water-saving measures, optimizes water use efficiency, and reduces unnecessary consumption and evaporative losses. At the same time, it continuously strengthens water management mechanisms, regularly reviews water consumption, evaluates improvement plans to mitigate the impact of water scarcity risks on operations, and moves toward the goal of enhancing water resource utilization efficiency.

Chapter 4 Product Innovation and Customer Service

4.1 R&D and Innovation

The company focuses on the research and development of powder metallurgy and grinding/polishing processing services. To cope with the booming development trend of advanced industries and provide customers with high-quality products and comprehensive manufacturing solutions, the company not only enhances its independent technological capabilities but also plans to develop new products to strengthen its overall competitive advantage. The company's strategy will focus on the development of material applications for advanced industries to meet industrial development needs. At the same time, it collects various raw powders for sample production and verification, and establishes multi-material processing modules. In the initial stage of transformation, the strategy will focus primarily on meeting the customized market demand for high-mix, low-volume production, while simultaneously refining the company's grinding and polishing processing capabilities. Future plans will follow these main directions:

(1) Development of materials for advanced industries.

(2) High-temperature co-fired ceramic (HTCC) technology.

(3) Grinding and polishing processing technology.

In 2025, our R&D expenditures totaled NTD$44,724 thousand, compared to NTD$57,707 thousand in 2024, reflecting an ongoing adjustment in resource allocation and efficiency optimization. Moving forward, we will continue to enhance our production and management performance to lower operational costs, while pivoting toward providing high-quality glass substrate thinning and polishing services to strengthen our market competitiveness.

4.1.1 Key Products and Services

The company is dedicated to technological research and development in material applications, and continuously strives to break through traditional manufacturing processes to provide high-quality products and processing services:

(1) Powder metallurgy sintering services.

(2) Grinding and polishing processing services.

(3) Contract / Custom experimentation services.

4.1.2 R&D Personnel and Investment

The company's R&D investment over the past two years is as follows:

(Unit: NTD Thousands)

Year	2025	2024
Investment Amount	44,724	57,707
Percentage of Revenue	5,626%	43.78%
Year-over-Year Change	-22.50%	-11.68%

4.1.3 Future R&D Outlook

Observing the capacity changes in the global panel market, mainland China's dominance in the global display panel market continued to increase in 2025. Its market share for large-size panels has reached 70%, and its market share in the small- and medium-size OLED market has also surpassed its main competitor, South Korea, exceeding 50%. Conversely, affected by industry-wide scale competition in recent years, major domestic manufacturers have strategically focused their glass thinning processes on processing within mainland China, while the market shares of manufacturing in Vietnam and Thailand have also continued to grow.

With overall domestic operations trending toward conservatism, coupled with insufficient industrial economies of scale and rising environmental regulatory costs facing the traditional acid etching (HF) process, Taiwan's panel glass thinning processing business will face more severe challenges. Due to poor profitability and reduced production capacity, LCD manufacturers in Taiwan and Korea are gradually reducing their investments in LCDs.

As the profit margins for existing thinning processing businesses are gradually squeezed, and in response to changing industrial environments and sustainable development needs, the Company will actively promote its transformation. Focusing on advanced industry-related applications and dedicated to the development of powder metallurgy/sintering technology, we will gradually transition away from the panel market. By leveraging our technological advantages to enter high-value-added markets, we aim to build new growth momentum.

4.1.4 Innovation Exhibitions and Industry-Academia Collaboration

The Company continuously monitors industrial development trends and actively participates in major domestic and international exhibitions and technical exchange events, such as SEMICON Taiwan and TPCA, to grasp market dynamics and technological pulses. Through interactions with upstream and downstream supply chain partners, we strengthen the Company's technological capabilities and market linkages in the field of optoelectronic thinned glass. Regarding industry-academia collaboration, the Company currently focuses on in-house R&D and has not yet established formal cooperative mechanisms with domestic academic institutions. However, we will continue to evaluate the feasibility of cooperating with academic and research organizations in the future, introducing external research energy in a timely manner according to technological development needs and resource allocation. Meanwhile, the Company also possesses the capability to undertake industry-commissioned testing and experimentation to expand the scope of technological applications.

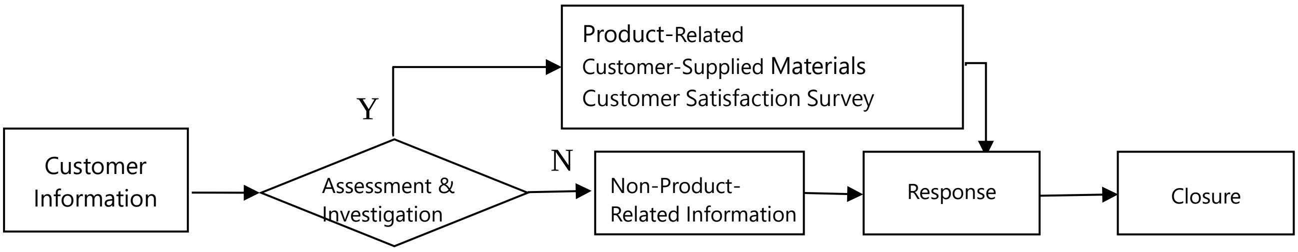
4.1.5 Intellectual Property Protection and Patent Deployment

To strengthen core competitiveness, the Company continues to promote intellectual property management based on operational goals and R&D directions, gradually building a comprehensive patent deployment and protection mechanism. Through patent applications and technical document management, we enhance the Company's grasp and application capabilities regarding key technologies. The Company has established relevant management systems, including proposal review, patent application and evaluation mechanisms, as well as patent activation and management processes. We continue to optimize internal management systems to enhance the management efficiency and application value of patent assets, thereby mitigating potential IP risks.

In addition, the Company continues to invest in proprietary technology R&D, monitors domestic and international technological development trends, and timely evaluates the possibility of external technical cooperation and licensing to enhance overall technical standards and market competitive advantages. Simultaneously, through internal management and external professional support, we strengthen intellectual property protection capabilities to ensure the Company's steady operational development. In the future, the Company will continue to strengthen the acquisition, management, and application of intellectual property based on industry trends and corporate development strategies, while refining related systems to support long-term operational development and sustainable management goals.

4.2 Customer Relationship Management

The Company attaches great importance to customer relationship management and has established a standardized operational mechanism in accordance with the "Customer Communication and Feedback Procedure," covering customer satisfaction surveys, customer complaint handling and improvement, product quality management, and related compliance matters. Through systematic communication and feedback processes, we properly respond to customer needs and suggestions, serving as an important basis for the Company to continuously improve its products and services, thereby enhancing overall customer satisfaction and cooperative relationships. Regarding the information and feedback provided by customers, the Company classifies and assesses them according to their nature, and conducts subsequent responses and tracking through different processing mechanisms to ensure that issues are handled promptly and closed effectively.



4.3 Information Security and Customer Privacy

Item	Content
Policies, Commitments, and Materiality	Information security is vital to the Company's operational stability and long-term competitiveness. ONANO continuously strengthens its information security management mechanisms, enhances its capacity to protect confidential information, and raises employees' awareness and alertness regarding information security through education and training. This minimizes information leakage and cybersecurity risks, ensuring the security of data belonging to the Company, its employees, and its customers.
Responsible Unit	IT Department
Short, Medium, and Long-Term Goals	Short-term: Establish information security management mechanisms to clarify cybersecurity responsibilities and the division of labor. Medium-to-Long-term: Continuously invest in information security resources to strengthen defense capabilities, and conduct regular cybersecurity training to raise information security awareness among all employees.

Item	Content
Action Plans	1.Implement cybersecurity defense mechanisms (e.g., firewalls and network security controls) to mitigate the risk of external attacks. 2.Enforce tiered account privilege management to strengthen internal access controls. 3.Conduct regular information security training to enhance employee security awareness. 4.Promote the use of authorized software to reduce information security risks.
2025 Performance	Cybersecurity expenditures for the year included NTD 118 thousand for firewall maintenance, NTD 37 thousand for email security, NTD 20 thousand for server warranty extensions, and NTD 32 thousand for antivirus software.
Grievance Mechanisms	If stakeholders identify any violations of regulations or have cybersecurity-related concerns regarding the Company, they can report them through the Company's established whistleblowing channels. The relevant departments will investigate and handle the cases according to procedures, taking corrective actions as necessary to ensure the effective operation of the system.

4.3.1 Information Security Management Framework and Responsibilities

The Company has established an information security management mechanism, assigning relevant personnel to be responsible for the formulation, planning, and promotion of information security policies, as well as the execution of information security-related operations to enhance overall cybersecurity management capabilities. Meanwhile, the internal audit unit regularly reviews the implementation of information security, proposes improvement recommendations based on audit results, and continuously tracks the progress of improvements to mitigate potential information security risks.

4.3.2 Information Security Management Strategy

The Company attaches great importance to the protection of confidential information, viewing information security as an essential foundation for maintaining stable business operations and enhancing competitiveness. To strengthen information security management, the Company continuously refines its information security defense mechanisms, enhances its capacity to protect confidential information, and strengthens employee cybersecurity awareness and risk identification capabilities through education and training. Going forward, we will continue to review and optimize information security management measures to minimize the risk of information leakage, ensure the security of data belonging to the Company, its employees, and its customers, and safeguard the rights and interests of stakeholders.

■ **Information Security Protection Practices:**

Information Security Protection	
Practices	**Description**
Prevention of Hacking and Cyber Attacks	To prevent the theft of confidential company information and minimize disruption to normal operations, the Company has comprehensively reviewed its internal information security. In addition to deploying firewalls to prevent external intrusions, access controls are implemented internally based on employee account privileges. This ensures data confidentiality while limiting the potential impact radius should an individual workstation be compromised. Furthermore, comprehensive reviews and management protocols are established for external visitors' IT equipment and network usage, strictly safeguarding the Company's information security.
Training and Awareness	The Company regularly conducts "information security education and training" for new employees. Through these training courses, employees are educated on information security concepts to enhance overall cybersecurity awareness across all personnel.
Authorized and Licensed Software	1.Purchase and use of licensed software 2.Software installation is restricted to IT personnel, and general users are not permitted to install software independently.

■ **The Company's information security management measures are as follows:**

Information Security Management		
Category	**Description**	**Related Practices**
Access Control	User Account and Access Control	• User account and access control and review • Periodic inventory of user account and access permissions

Information Security Management		
Category	Description	Related Practices
Access Management	Control Measures for User Access to Internal/External Systems and Data Transmission Channels	• High-security management of systems and servers to prevent personnel from accessing unauthorized information • Internal and external access control measures, including periodic user password updates • Recording and analysis of operational audit logs (or operational behavior traces)
External Threats	Potential vulnerabilities, infection vectors, and protective measures of internal systems	• Host/computer vulnerability scanning and control measures • Firewalls block external malicious attacks and prevent information leakage to enhance information security • Antivirus protection and malware detection
System Availability	Measures for Maintaining System Availability and Responding to System Disruptions	• System and network status and monitoring mechanisms • Response mechanisms for service disruptions • Data backup measures—performing daily data backups for critical information systems • Regular disaster recovery drills • Installation of fire suppression systems, constant temperature and humidity air conditioning systems, and uninterrupted power supply (UPS) systems in the server room, along with regular inspections, maintenance, and servicing of equipment to reduce environmental risk for information systems

4.3.3 Information Security Incident Reporting and Response Procedures

To minimize the impact of information security incidents on company operations, the Company has established a basic security incident notification and response mechanism. Relevant personnel take immediate responsive and corrective actions based on actual circumstances to mitigate potential risks and impacts in a timely manner. In 2025, the Company experienced no material information security incidents.

■ Information Security Incident Reporting and Handling Principles

Based on information system operations and practical needs, the Company adopts the following reporting and handling procedures:

1. Upon discovering an information security anomaly or suspected incident, relevant personnel shall immediately report the event and initiate preliminary handling.
2. The situation is analyzed and assessed, with external technical support or vendor assistance sought when necessary.
3. Depending on the severity of the impact, internal notifications and progress reports are conducted during the handling process to track resolution status in a timely manner.
4. If the incident involves customers or other stakeholders, necessary communication and responses are carried out based on actual circumstances.

■ Information Security Incident Response and Handling

1. Appropriate response measures are taken according to the nature of the incident to resolve the issue and control risks.
2. Backups or other contingency operations are activated when necessary to maintain stable system operations.
3. A post-incident review and analysis are conducted upon resolution to identify root causes and propose corrective actions.
4. Related management mechanisms are continuously strengthened to reduce the risk of similar incidents recurring.
5. Relevant handling records are properly retained to serve as the basis for subsequent tracking and management.

4.3.4 Information Security Awareness and Training

To enhance employees' awareness and knowledge of information security and privacy protection, the Company continuously strengthens employees' security concepts and risk identification capabilities through education training and internal advocacy. In addition to conducting irregular information security advocacy sessions, the Company shares security-related information through internal communication mechanisms to foster an overall culture of security awareness. In the event of material information security incidents or critical security issues, timely internal announcements and reminders are issued to mitigate potential risks and ensure stable corporate operations.

4.4Sustainable Supply Chain

To ensure that suppliers can meet the Company's requirements and deliver products and services that satisfy quality, Hazardous Substance Free (HSF), safety, health, and environmental requirements in a timely, qualified, and quantitative manner, the Company requires suppliers to sign multiple documents, including the Contractor and Supplier On-Site Work Safety Discipline Commitment, Integrity Commitment, and Conflict Minerals-Free Declaration. Furthermore, the procurement/materials department selects at least one supplier per quarter to conduct an on-site audit and completes a Supplier Audit Report to monitor and supervise supplier quality management practices. The performance evaluation focuses on quality, delivery, price, service, and cooperation. Based on the evaluation results, the Company applies the following reward and disciplinary measures for suppliers:

Grade	Score	Incentive and Disciplinary Measures
A	90-100	Increase procurement volume and prioritize as a preferred supplier
B	80-89	No incentive or disciplinary action required
C	60-79	Reduce procurement volume and require improvements to be made within one quarter.
D	59 and below	Classified as an unqualified supplier

100% of the Company's mass-production raw material suppliers do not use conflict minerals. In 2025, a survey of 30 mass-production raw material suppliers revealed that 100% of them had signed the Conflict Minerals-Free Declaration. The Company requires all new suppliers to sign the Integrity Commitment; in 2025, a total of two new suppliers completed the signing and were incorporated as qualified suppliers.

Supplier Evaluation Results of the Company for the Past 2 Years

Vendor	Grade	2025	2024
Supplier	A	3	2
	B	2	3
	C	0	0
	D	0	0

Supplier Audit Execution Results of the Company for the Past 2 Years

Supplier Category		Supplier	
Audit Method		2025	2024
On-site Audit	Number of On-site Audits Planned	1	1
	Number of On-site Audits Conducted	1	1
	Achievement Rate	100%	100%
Desk Audit	Number of On-site Audits Planned	1	4
	Number of On-site Audits Conducted	1	4
	Achievement Rate	100%	100%

Chapter 5 Harmonious and Healthy Workplace

5.1 Employee Human Rights Protection

Item	Content
Policies, Commitments, and Materiality	Employees are the vital cornerstone of corporate sustainable development. The Company is committed to building a competitive, diverse, and inclusive workplace to ensure that all employees and job applicants are not subjected to discrimination or unequal treatment based on gender, age, race, religion, marital status, sexual orientation, gender identity, physical or mental disability, or other personal characteristics. We strictly comply with domestic and international labor regulations and human rights principles, actively promote diversity and inclusion (D&I), employee development, and a healthy, friendly workplace, thereby fostering a safe, respectful, and opportunity-rich working environment.
Responsible Unit	Human Resources Department
Short, Medium, and Long-Term Goals	Percentage of female management positions: 18% Internal talent promotion rate: 10%
Action Plans	1.Recruitment and remuneration are free from discrimination based on gender, age, race, religion, political affiliation, marital status, or group participation. 2.Through internal communications and new-hire orientation training, we help employees understand and respect diverse cultures, backgrounds, and beliefs, thereby fostering teamwork and mutual growth.
2025 Performance	1.The employment rate of employees with disabilities exceeds the statutory standard. 2.The proportion of female management positions reached 21%. 3.The internal talent promotion rate is 10%.
Grievance Mechanisms	Through regular labor-management communication meetings and management meetings, we report on employee grievance cases and related positive and negative feedback, enabling departments to formulate relevant improvement measures or preventive actions.

5.1.1 Promoting Workplace Human Rights Protection

Regarding workplace human rights issues, ONANO continuously complies with labor-related regulations at all operating locations to safeguard the lawful rights and interests of employees. By referencing international human rights standards such as the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental

Principles and Rights at Work, and the United Nations Global Compact Ten Principles, we implement management mechanisms consistent with the Responsible Business Alliance (RBA) Code of Conduct, ensuring that all employees (including regular, contracted, and temporary staff) work in a fair, respectful, and safe environment.

5.1.2 Workforce Demographics and Diverse Workplace

In 2025, ONANO had a total of 40 full-time regular employees, with Thai employees accounting for 2.5% and Indian employees for 5% of the total workforce, while gender distribution was approximately 67% male and 33% female, an average age of 43 years, and 3 female managers out of 14 total management positions, achieving a female management proportion of 21%.

ONANO values multiculturalism and workplace inclusion, employing 1 person with a disability and 3 foreign employees in 2025 with an average tenure of 6 years to ensure team stability, providing proper care through comprehensive migrant worker management systems for effective talent retention, and successfully recruiting 2 foreign engineers to demonstrate our ability to build a stable and secure working environment.

We provide a lactation room and offer festival and custom leave for indigenous employees, ensuring an equitable and consistent workplace experience for all colleagues, and recorded no reported or investigated incidents of discrimination, child labor, or forced or compulsory labor throughout 2025.

■ Workforce Demographics

Diversity Statistics / Year		2025		2024	
		Headcount	Percentage	Headcount	Percentage
Gender	Male	27	67.5%	33	70.21%
	Female	13	32.5%	14	29.79%
Full-time Employees	National Employees	37	92.5%	43	91.49%
	Thai Employees	1	2.5%	4	8.51%
	Indian Employees	2	5%	0	0%
Part-time Employees		0	0%	0	0%
Employee Category	Direct Employees	2	5%	6	12.77%
	Indirect Employees	38	95%	41	87.23%

Diversity Statistics / Year		2025		2024	
		Headcount	Percentage	Headcount	Percentage
Age	Under 30 Years Old	4	10%	2	4.25%
	Aged 30–50	27	67.5%	36	76.60%
	Aged 50 and Above	9	22.5%	9	19.15%
Educational Level	Ph.D.	2	5.13%	2	4.65%
	Master's Degree	10	25.64%	9	18.6%
	Junior College	20	48.72%	24	51.16%
	High School and Below	8	19.89%	12	25.59%
Total Headcount		40	100%	47	100%

Note 1: The data calculation baseline date is the on-the-job workforce as of December 31, 2025.
Note 2: Full-time/Part-time: Part-time workers (also known as part-time employees) are defined by the Ministry of Labor as workers whose working hours are significantly reduced compared to full-time workers within the organization, with the reduction in hours determined by mutual agreement between employers and employees.
Note 3: Definition of direct employees: Personnel directly related to production activities, such as production technicians and quality inspectors.
Note 4: Definition of indirect employees: Personnel indirectly related to production activities, such as quality assurance engineers, R&D engineers, and sales and marketing personnel.

5.1.3 Accessible Communication Channels

ONANO aims to foster a culture of real-time and transparent workplace communication. As all employees have signed formal employment contracts, the Company has not established an industrial union, but maintains comprehensive employee communication channels. A joint labor-management committee, composed of representatives from both employees and management, convenes on a regular quarterly basis. In 2025, a total of 4 labor-management meetings were held, addressing 8 agenda items including minimum wage adjustment policies and the installation of facial recognition devices. The outcomes of these meetings apply to 100% of all employees.

To practice two-way labor-management communication and establish diversified and open communication channels, a comprehensive grievance mechanism is in place. Internally, multiple channels are established, including physical and online employee suggestion boxes, a dedicated grievance hotline, in-person or telephone consultations, and employee interviews. Supported by institutional frameworks such as the Guidelines for Processing Employee Feedback and the Workplace Harassment Prevention Management Regulations, various suggestions are addressed promptly. Externally, a whistleblowing email address (moral@onano-nm.com) has been established to enable suppliers, customers, employees, and other stakeholders to provide feedback or report suspected non-compliance. Designated authorities handle all cases with strict confidentiality and anonymity to safeguard every employee's rights, thereby achieving the objectives of thorough communication, effective problem resolution, and sound two-way dialogue.

We strictly abide by governmental labor laws, international human rights policies, and all applicable wage and hour regulations. We respect the labor rights of all employees in accordance with work rules and the Labor Standards Act. Any adjustments to employment terms and conditions are subject to bilateral negotiation and the consent of the labor-management meeting, and all operational activities comply with local legal frameworks.

5.2 Talent Attraction and Retention

Item	Content
Policies, Commitments, and Materiality	ONANO places high value on workplace human rights and pay equity, providing equal and transparent employment opportunities. Our hiring practices are free from discrimination based on nationality, race, religion, gender, age, marital status, or disability, ensuring no differential treatment due to gender. Furthermore, the Company offers comprehensive employee benefits to support work-life balance, empowering staff to fully engage in their work, unleash their optimal potential, enhance satisfaction, and mitigate the intangible costs associated with excessive turnover.
Responsible Unit	Human Resources Management Department
Short, Medium, and Long-Term Goals	Medium- to Long-Term Goals: Reduce the turnover rate and expand employee welfare programs (such as birthday celebrations, movie screenings, or sports activities).
Action Plans	1. Diverse and equitable talent recruitment: Formulate quality talent acquisition strategies to recruit suitable professionals and maintain industrial competitiveness. 2. Annual benchmarking against Taiwan's HR market salary surveys: Understand salary trends and competitive levels, align with corporate operational goals through performance management systems, formulate appropriate total rewards, and provide incentive-based compensation to achieve the objectives of attracting, retaining, motivating, and cultivating quality talent. 3. Integration of compensation and performance management: Link salary management systems with performance management results, and determine various bonus categories based on operational performance and individual performance appraisals.

Item	Content
2025 Performance	1.The monthly average turnover rate in 2025 was 4.21%. 2.The hiring ratio of master's and doctoral degree holders reached 30.77% in 2025. 3.Expanded employee welfare programs (including birthday celebrations, movie screenings, and sports activities). 4.Selected model workers, with a total of 2 individuals receiving the model worker honors in 2025.
Grievance Mechanisms	Through regular labor-management communication meetings, we report on the status of employee grievance cases and related positive and negative feedback, enabling various departments to subsequently formulate corresponding improvement practices or preventive measures.

5.2.1 New Hires and Employee Turnover

In 2025, due to factors such as the sluggish market conditions of the global panel industry which impacted capacity utilization levels, recruitment momentum slowed down. Meanwhile, in response to corporate transformation and active investment in the R&D of new products, the company promptly adjusted its hiring strategy to position itself for future development. A total of 15 new employees were recruited in 2025, including 4 youths under the age of 30, accounting for 26.67% of all new hires. The monthly average turnover rate in 2025 was 4.21%, with a total of 22 departing employees, representing an 82.4% decrease compared to 2024. This decrease was primarily attributed to the workforce reallocation and restructuring resulting from the company's industrial transformation phase. For departing colleagues, the hiring managers and the human resources department conduct exit interviews and care sessions to understand their reasons for leaving, providing assistance or adjusting job content wherever possible to enhance their willingness to stay and build a collaborative partnership with the company.

■ New Employee Statistics

Annual New Hire Statistics		2025		2024	
Gender	**Age**	Headcount	Proportion (%)	Headcount	Proportion (%)
Male	Aged Under 30	2	7%	1	3%
	Aged 30 to 50	8	30%	1	3%
	Aged 50 and Above	0	0%	0	0%
Female	Aged Under 30	2	15%	0	0%
	Aged 30 to 50	3	23%	1	7%
	Aged 50 and Above	0	0%	0	0%
Total New Employees		15	37.5%	3	6.38%
Total Number of Employees		40		47	

Note: New hire rate = (Number of new employees in the given year / Total number of employees at the end of the given year) * 100%

■ Employee Turnover Statistics

Annual Employee Turnover Statistics		2025		2024	
Gender	**Age**	Headcount	Proportion (%)	Headcount	Proportion (%)
Male	Aged Under 30	0	0%	7	10%
	Aged 30 to 50	14	87.5%	55	78.57%
	Aged 50 and Above	2	12.5%	8	11.43%
Female	Aged Under 30	2	33.33%	2	3.64%
	Aged 30 to 50	4	66.67%	45	81.82%
	Aged 50 and Above	0	0%	8	14.54%
Total Departing Employees		22	100%	125	100%
Monthly Average Turnover Rate		4.21%		2.49%	

Note: Monthly average turnover rate = Total number of resignations for the year ÷ Average number of employees for the year [(Number of employees at the beginning of the year + Number of employees at the end of the year) / 2] × 100% ÷ 12

5.2.2 Comprehensive Compensation and Benefits System

ONANO determines compensation levels based on employees' academic background, work experience, professional knowledge and skills, tenure, and individual performance. The remuneration of all employees remains impartial, unaffected by gender, age, race, nationality, religion, political affiliation, or sexual orientation. We are committed to establishing a competitive and equitable reward framework to attract top talent and retain dedicated partners who grow alongside the Company. In 2025, there was no significant variance in the female-to-male salary ratio across all job grades.

In 2025, the average salary for non-management full-time employees was NTD$ 756 thousand, and the median salary was NTD$ 629 thousand. Compared to 2024, the average and median salaries increased by NTD$ 199 thousand and NTD$ 170 thousand, respectively. This growth was primarily attributed to economic fluctuations in 2025, which led to a significant restructuring of entry-level workforce and consequently drove up both the average and median compensation metrics relative to the previous year.

Item / Year		2025	2024	Variance
Non-Managerial Full-Time Employees (Unit: Persons)		38	148	-110
Annual Salary of Non-Managerial Full-Time Employees (Unit: NTD$ Thousands)	Average	756	557	199
	Median	629	459	170

Year	Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)
2024	2.79：1	0.83：1
2025	2.07：1	0.21：1

5.2.3 Diverse Employee Benefits

ONANO provides employees with reasonable rights and benefits, safeguarding employee rights in accordance with the law. To enhance employee medical protection, we provide group insurance with 100% of the premiums fully covered by the company, including life insurance and accidental medical insurance. Additionally, business travel insurance is arranged for employees traveling overseas on official business to ensure their peace of mind during travel.

We provide employees with their entitled basic rights and benefits, including insurance, pensions, and leave. Furthermore, we offer a diverse range of welfare policies that exceed statutory requirements, such as employee dormitories, hygienic and nutritious meals, hospitalization condolence grants, subsidies for weddings and funerals, and senior employee awards, aiming to foster team cohesion and build harmonious labor-management relations. In 2025, total employee welfare expenditures reached NTD$40.73 million (including salaries, labor and health insurance, pensions, directors' remuneration, and other expenses).

■ ONANO Employee Benefit Items

Item	Content
Welfare Allowances	■ Employee Festival Bonuses ■ Marriage Subsidies ■ Funeral Subsidies ■ Childbirth Subsidies ■ Hospitalization Condolence Grants ■ Senior Employee Awards ■ Pension Contribution and Payment
Insurance and Health	■ Statutory Employee Insurance ■ Group Insurance ■ Recreation Room ■ Nursing Room ■ Health Lectures
Flexible Working Hours and Leave	■ Annual Leave
Professional Consultation	■ Health Consultation
Recreational Subsidies	■ Special Partner Store Discounts ■ Sports Competitions ■ Year-End Banquet

5.2.4 Parental Leave

ONANO actively promotes gender equality, creates an equal and inclusive workplace environment, and encourages and supports employees in raising the next generation with peace of mind. We strictly abide by laws and regulations to ensure employees' right to parental leave. Both male and female employees are eligible to apply for unpaid parental leave after completing six months of service, while relevant labor insurance subsidy information is provided to safeguard employee rights and interests. Prior to the expiration of the leave, we proactively reach out to employees on parental leave to confirm their intention to return to work and arrange subsequent reinstatement procedures. Relevant education and training are provided upon reinstatement to help employees seamlessly transition back to their original roles and successfully reintegrate into the workplace.

In 2024, a total of 5 employees applied for parental leave, with 5 expected to return and 5 actually returning, achieving a return-to-work rate of 100%. No employees applied for parental leave in 2025.

Year	2025			2024		
Gender	Male	Female	Total	Male	Female	Total
Employees eligible for parental leave (A)	0	0	0	4	3	7
Employees who took parental leave (B)	0	0	0	2	3	5
Employees expected to return to work after parental leave (C)	0	0	0	2	3	5
Employees who returned to work after parental leave (D)	0	0	0	2	3	5
Employees who returned to work in the previous year (E)	0	0	0	0	0	0
Employees still employed 12 months after returning from parental leave in the previous period (F)	0	0	0	0	0	0
Parental leave application rate (B/A)	0%	0%	0%	50%	100%	71.43%
Return-to-work rate (D/C)	0%	0%	0%	100%	100%	100%
Retention rate (F/E)	0%	0%	0%	0%	0%	0%

Note 1: Employees entitled to parental leave in 2025 (A): Determined by employees who have taken 56 days or more of maternity leave and 1 day or more of paternity leave (including companion leave) within the three-year period from January 1, 2022, to December 31, 2025.

Note 2: Employees still employed 12 months after return from parental leave in 2024 (F): Calculated based on the number of employees who returned from parental leave in 2024 and remained continuously employed for 12 months or more following their reinstatement.

5.3 Talent Training and Development

Item	Content
Policies, Commitments, and Materiality	We continuously listen to employee feedback and refine our development programs, empowering employees to learn and grow effectively through training programs and mentorship systems. We allocate an annual budget for internal and external employee training to enhance employees' professional skills and leadership capabilities while encouraging self-enrichment. Furthermore, to enhance industrial competitiveness, the Company offers a certification allowance and incentive system to encourage employees to pursue continuous education, promote professional certifications, recognize their professional growth, and assist in their career development and job stability.
Responsible Unit	Human Resources Department
Short, Medium, and Long-Term Goals	Medium- and Long-Term Target: Achieve an average training hours of 15 hours per employee.
Action Plans	1. Optimizing talent development and training programs enhances employees' work skills and professional knowledge, increases their flexibility and personal value, thereby driving corporate innovation and competitiveness while improving employee satisfaction and retention rates. 2. We provide employees with diverse and abundant learning channels and development resources, including onboarding professional training, on-the-job training, job instruction, and job rotation.
2025 Performance	1. The company offered 6 internal training courses and 29 external training courses, totaling 35 courses. The average training hours per employee reached 16 hours. 2. Total expenditures invested in employee training reached NTD$75,000 in 2025, with an average training cost of NTD$1,875 per employee. 3. A company library was established to provide employees with diverse reading resources, fostering knowledge and innovation. 4. We provide diverse learning channels, such as dispatching employees to external training courses, conducting internal knowledge-sharing sessions based on external training (train-the-trainer model), and establishing an internal instructor system.
Grievance Mechanisms	Through regular labor-management communication meetings, we report on the status of employee grievance cases as well as related positive and negative feedback. Subsequently, various departments formulate relevant improvement measures or preventive actions.

5.3.1 Talent Development Management

To sharpen our corporate competitiveness and drive operational goals, ONANO deploys targeted training programs tailored to various career levels and job functions, successfully elevating professional expertise and refining management capabilities. In 2025, we fostered continuous learning through a diversified matrix of training channels, including On-the-Job Training (OJT), external courses, and professional seminars. During the year, our training initiatives engaged 169 person-times, with employees achieving an average of 16 hours of training per capita.

■ Average Training Hours

Gender	Employee Category	2025			2024		
		Training Participants	Total Training Hours	Average Training Hours	Training Participants	Total Training Hours	Average Training Hours
Male	Management	15	249.5	16.6	19	120.5	6.2
	Indirect Employees	22	216	9.8	24	255	7.3
	Direct Employees	0	0	0	52	391	3.5
Female	Management	2	58	29	2	7	7.5
	Indirect Employees	13	105	8.1	14	101.5	10.6
	Direct Employees	2	10	5	42	260	6.3
Total		54	638.5	11.8	153	1,135	7.4

Note 1: Management is defined as supervisors at the section manager level and above.

Note 2: Indirect employees refers to personnel indirectly involved in production activities, such as QA engineers, R&D engineers, and sales and marketing personnel.

Note 3: Direct employees are defined as personnel directly related to production activities, such as production technicians and quality inspectors.

Note 4: The data boundary covers training records for the year 2025.

Note 5: The headcount at the beginning of 2025 was 47; the data in the table above includes employees who departed during the year.

5.3.2 Performance Appraisal Mechanism

ONANO conduct regular performance appraisals in accordance with the Performance Evaluation and Reward/Disciplinary Management Procedures, accompanied by performance interviews with employees. The appraisal focuses on evaluating past job performance and setting future work objectives. The results serve as a basis for compensation adjustments, promotions, and career development planning. Personnel adjustments are conducted annually based on the previous year's performance evaluations to ensure a transparent, fair, and robust promotion channel.

The appraisal process begins with employees completing a self-assessment using the Employee Performance Appraisal Form. Supervisors then evaluate employees based on their performance and goal achievement. Together, they review performance outcomes and discuss future development and improvement plans. Through this two-way communication management approach, a shared consensus between both parties regarding the enterprise and its goals is achieved.

Through comprehensive performance management, organizational goals, personal objectives, and talent development are closely integrated to collectively drive corporate performance. In 2025, 100% of regular employees completed the annual performance evaluation. Except for probationary employees and those returning from unpaid leave during the year (with a tenure of less than three months) who were exempt from the appraisal, all other colleagues underwent full performance evaluations.

■ ONANO Performance Evaluation Criteria

Appraisal Items	Appraisal Criteria
Shared Values	Evaluates whether an employee's work attitude aligns with the company's core values.
Employee Development Program Performance	Assesses whether managerial employees have provided effective resources and learning/growth opportunities to their subordinates over the past year. Indicators include program participation, job rotation/backup coverage (job shadowing/deputization), and education and training.
Key Performance Indicator (KPI) Attainment	Includes employee self-assessment of work performance, along with a description of the achievement status regarding annual work plans, projects, and assigned tasks.

5.4 Occupational Health and Safety (OHS)

Item	Content
Policies, Commitments, and Materiality	Creating a safe, friendly, and healthy workplace is our consistent commitment. We have established the Safety and Health Work Rules and the Occupational Safety and Health Management Plan to continuously improve working environment safety and health, prevent accidents, reduce the risk of occupational injuries, safeguard employee safety, and promote physical and mental well-being.
Responsible Unit	Occupational Safety and Health Committee, Occupational Safety and Health Office.
Short, Medium, and Long-Term Goals	Short-term Goal (2026): Obtain ISO 45001 certification. Medium-term Goal (2028): Further improve the workplace environment. Long-term Goal (2030): Maintain zero occupational disease cases.
Action Plans	1.Conduct irregular plant quality, safety, and health audits, improvements, and corrective/preventive actions. 2.Strengthen hazard communication and education/training for contractors prior to construction, and conduct irregular audits, reviews, and improvements.
2025 Performance	1.Zero major work-related safety accidents and regulatory violations. 2.Conducted irregular OSH audits, holding a total of 10 audits in 2025 with 0 deficiencies. 3.Provided employee safety and health training courses in accordance with regulations and job requirements, holding a total of 15 sessions in 2025 with 72 training participants and 288.5 total training hours. 4.Zero recordable occupational injury cases. 5.Zero occupational disease cases. 6.Installed an Automated External Defibrillator (AED) / nursing room, first-aid/medical room, and 3F cafeteria. 7.Obtained Health Promotion Certification / Excellent Nursing Room Certification / Safe Venue Certification.
Grievance Mechanisms	1.Occupational safety and health matters are regularly discussed by the Occupational Safety and Health Committee (quarterly). 2.In the event of an accident, procedures are handled in accordance with the accident notification and reporting procedures stipulated in the company's Safety and Health Work Rules.

5.4.1 OHS Policy and Management System

The Company has mandated comprehensive operating procedures, including the Occupational Safety and Health Code of Practice, Occupational Safety and Health Management Plan, and Occupational Safety and Health Management Guidelines. The scope of application encompasses all workers within our primary site (Zhongli Plant), including regular employees, contractors, and visitors, achieving a 100% boundary coverage rate.

To orchestrate the execution and promotion of our health and safety initiatives, we have established Occupational Safety and Health Committees at both our corporate headquarters and manufacturing bases. Furthermore, employees have been elected as statutory OSH labor representatives in full compliance with regulatory quotas. The Committee convenes quarterly to deliberate on workplace safety and health policies, oversee OHS performance metrics, and review the latest updates on occupational safety regulations.

For grassroots communication, employees can voice recommendations via dedicated hotlines or emails to department supervisors and OSH labor representatives for formal inclusion in Committee agendas. Concurrently, official updates on OHS regulations and standards are propagated to the workforce through bulleted announcements, digital newsletters, and targeted training sessions, ensuring transparent access to safety information.

5.4.2 Hazard Identification and Risk Assessment Management

To identify potential hazards in the work environment and operational processes, our dedicated occupational safety and health unit conducts hazard identification and operational safety risk assessments semi-annually. Hazards are categorized and identified based on chemical, physical, ergonomic, biological, and other safety and health factors. Risk levels are determined by evaluating severity and probability to judge and implement risk controls, and corresponding response strategies and action plans are formulated based on the risk levels to continuously improve and reduce hazard risk values.

5.4.3 Workplace Incident Investigation Procedures

To ensure the safety of all workers, ONANO has established the Accident Notification and Investigation Operating Procedures. When there is an imminent danger in the workplace, the person in charge of the workplace must immediately halt on-site operations and evacuate workers to a safe location. If workers discover hazardous conditions in the workplace, they have the right to independently stop working and evacuate to a safe area, report to superiors to take appropriate emergency response measures, and be exempt from any disciplinary action.

In the event of an occupational accident involving any worker of ONANO, on-site personnel must immediately notify the dedicated department and initiate emergency response measures following the incident. Subsequently, the head of the accident-involved unit shall convene relevant departments to form an investigation team. Through personnel interviews, equipment inspection and analysis, review of relevant documents and records, and reconstruction of the accident scene, the root causes of the accident are identified, and corresponding corrective and preventive actions (CAPA) are proposed. The dedicated department then exercises continuous supervision and tracking to make every effort to prevent the recurrence of similar accidents.

5.4.4 OHS Education and Training

To ensure that all employees understand occupational safety and health regulations and are familiar with the company's safety and health management mechanisms, the company provides employee safety and health education and training in accordance with regulatory requirements and job duties. These include training for occupational safety and health operational supervisors, occupational safety and health management personnel, hazardous operation supervisors, fire prevention management personnel, first-aid personnel, members of the Occupational Safety and Health Committee, and general employee on-the-job training.

5.4.5 Occupational Health Services and Promotion

To build a friendly, healthy, and safe workplace, the company adopts the Occupational Safety and Health Act and the PDCA (Plan-Do-Check-Act) management cycle as its framework to establish the Four Major Plans for Worker Health Protection. These include the Ergonomic Hazard Prevention Plan, the Prevention Plan for Diseases Induced by Abnormal Workloads, the Prevention Plan for Unlawful Infringements Encountered in the Performance of Duties, and the Maternal Health Protection Plan. Through these initiatives, employees receive comprehensive physical, mental, and spiritual care, thereby enhancing their sense of identity and organizational cohesion, and continuously creating competitive advantages for the company.

Item	Action Plans	Performance
Ergonomic Hazard Prevention Program	■ Regularly provide free employee health check-ups. ■ Regularly provide on-site physician consultation services. ■ Regularly conduct physical condition surveys of employees using the "Musculoskeletal Injury and Illness Questionnaire" for tiered management.	■ Forward relevant personnel health check reports to the on-site professional occupational physician and occupational health nurses for follow-up health education interviews, recommendations, and tracking.

Item	Action Plans	Performance
Prevention Plan for Diseases Induced by Abnormal Workloads	■ Conduct psychological health assessment questionnaires based on actual needs to identify employee psychological stress, and conduct on-site service interviews according to the questionnaire results. ■ Organize stress-relief courses and lectures. ■ Enhance safety awareness to safeguard the safety of oneself and others.	■ Conduct care interviews through occupational health nurses to provide counseling for colleagues. ■ Held CPR + AED training in 2025, utilizing professional instructors to enhance safety awareness and provide correct operation concepts.
Prevention Plan for Unlawful Infringements Encountered in the Performance of Duties	■ Provide a grievance hotline for employees to report issues. ■ Provide assistance and consulting programs for employees who have suffered unlawful infringements.	■ Conduct annual hazard identification and risk assessment surveys for workplace unlawful infringement prevention. ■ Conduct implementation performance evaluation and analysis; zero related incidents occurred in 2025.

5.4.6 Work-Related Injuries and Ill Health

To ensure the ongoing effectiveness of our occupational safety and health management measures, ONANO leverages occupational injury and illness statistical datasets as our core governance metrics. These indicators are utilized to evaluate OHS management performance, trace the root causes of incidents, and continuously optimize our preventive mechanisms.

Over the past three years, ONANO has recorded zero major occupational accidents. Historically, past recordable work-related injuries primarily consisted of minor incidents such as slips, trips, strains, and off-site traffic accidents. In response to these identified risks, the company has implemented targeted corrective and mitigating measures. These include evaluating and upgrading the specifications of factory-issued safety shoes, amplifying employee safety communication, and reinforcing specialized education for both traffic safety and operational workflow security. Moving forward, ONANO will continuously refine our occupational injury and illness prevention frameworks, driving step-by-step progress toward our ultimate goal of zero accidents through regular reviews and dynamic optimization of safety measures.

In 2025, the number of recordable work-related injuries was zero, representing a recordable injury rate of 0% relative to the total workforce. The number of high-consequence work-related injuries was also zero (0%). Concurrently, there were 0 documented cases of occupational illnesses.

To mitigate fire-related operational risks, ONANO actively prevents emergencies through the strategic installation and routine inspection of fire protection systems, rigorous firefighting and evacuation drills, and the execution of comprehensive emergency response plans. In 2025, 0 fire incidents occurred, resulting in zero casualties and maintaining a 0% casualty-to-workforce ratio.

Appendix I: GRI Standards Index

Statement of Use	ONANO has prepared its sustainability report in accordance with the GRI Standards. The scope of data and information covers the period from January 1 to December 31, 2025.
GRI 1 Version	GRI 1: Foundation 2021
Application of GRI Sector Standards	None

GRI Standard	Disclosure Item	Page Number	Corresponding Chapter / Supplementary Notes
GRI 2: General Disclosures (2021)			
GRI 2: General Disclosures (2021)	2-1 Organizational details	6	1.1.1 Corporate Profile
	2-2 Entities included in the organization's sustainability reporting	2	About This Report
	2-3 Reporting period, frequency and contact point	2、3	About This Report
	2-4 Restatements of information	-	No restatements of information occurred in 2025
	2-5 External assurance	3	About This Report
	2-6 Activities, value chain and other business relationships	7	1.1.1 Corporate Profile
	2-7 Employees	65	5.1.2 Workforce Structure and Diverse Workplace
	2-8 Workers who are not employees	65	5.1.2 Workforce Structure and Diverse Workplace
	2-9 Governance structure and composition	19	2.1.1 Corporate Structure and Board Composition
	2-10 Nomination and selection of the highest governance body	25	2.1.2 Nomination and Selection of Board Members

GRI Standard	Disclosure Item	Page Number	Corresponding Chapter / Supplementary Notes
	2-11 Chair of the highest governance body	25	2.1.2 Nomination and Selection of Board Members
	2-12 Role of the highest governance body in overseeing the management of	32	2.1.6 Sustainability Governance
	2-13 Delegation of responsibility for managing impacts	9、32	1.2 Corporate Sustainability Governance Structure 2.1.6 Sustainability Governance
	2-14 Role of the highest governance body in sustainability reporting	10、32	1.3 Materiality Assessment and Analysis 2.1.6 Sustainability Governance
	2-15 Conflicts of interest	25	2.1.2 Nomination and Selection of Board
	2-16 Communication of critical concerns	10、32	1.3 Materiality Assessment and Analysis 2.1.6 Sustainability Governance
	2-17 Collective knowledge of the highest governance body	19	2.1.1 Corporate Structure and Board Composition
	2-18 Evaluation of the performance of the highest governance body	28	2.1.4 Performance Evaluation
	2-19 Remuneration policies	30	2.1.5 Remuneration Policy
	2-20 Process to determine remuneration	30	2.1.5 Remuneration Policy
GRI 2 : General Disclosures (2021)	2-21 Annual total compensation ratio	70	5.2.2 Comprehensive Compensation and Benefits System

GRI Standard	Disclosure Item	Page Number	Corresponding Chapter / Supplementary Notes
	2-22 Statement on sustainable development strategy	1	Message from the Chairperson
	2-23 Policy commitments	33	2.2 Business Ethics and Integrity
	2-24 Embedding policy commitments	34	2.2.1 Anti-Corruption Communication and Training
	2-25 Processes to remediate negative impacts	36	2.2.3 Whistleblowing System
	2-26 Mechanisms for seeking advice and raising concerns	36	2.2.3 Whistleblowing System
	2-27 Compliance with laws and regulations	39	2.3 Regulatory Compliance
	2-28 Associations memberships	8	1.1.3 Participation in Trade Associations and Organizations
	2-29 Approach to stakeholder engagement	16	1.4 Stakeholder Engagement and Communication
	2-30 Collective bargaining agreements	66	5.1.3 Accessible Communication Channels
Material Topics			
GRI 3：Material Topics (2021)	3-1 Process to determine material topics	10	1.3 Materiality Assessment and Analysis
	3-2 List of material topics	10	1.3 Materiality Assessment and Analysis
Corporate Governance			
3-3 Management of material topics		18	2.1 Corporate Governance

GRI Standard	Disclosure Item	Page Number	Corresponding Chapter / Supplementary Notes
Business Ethics and Integrity			
3-3 Management of material topics		33	2.2 Business Ethics and Integrity
GRI 205 (2016): Anti-corruption	205-1 Operations assessed for risks related to corruption	34	2.2.1 Anti-Corruption Communication and Training
	205-2 Communication and training about anti-corruption policies and procedures	34	2.2.1 Anti-Corruption Communication and Training
	205-3 Confirmed incidents of corruption and actions taken	34	2.2.1 Anti-Corruption Communication and Training
Regulatory Compliance			
3-3 Management of material topics		39	2.3 Regulatory Compliance
Energy and GHG Management			
3-3 Management of material topics		44	3.2 Energy and Greenhouse Gas Management
GRI 302 (2016): Energy	302-1 Energy consumption within the organization	45	3.2.2 Energy Consumption Overview
	302-3 Energy intensity	45	3.2.3 Greenhouse Gas Management
	302-4 Reduction of energy consumption	46	3.2.4 Emissions Reduction and Energy Efficiency Initiatives
GRI 305 (2016): Emissions	305-1 Direct (Scope 1) GHG emissions	45	3.2.3 Greenhouse Gas Management
	305-2 Energy indirect (Scope 2) GHG emissions	45	3.2.3 Greenhouse Gas Management

GRI Standard	Disclosure Item	Page Number	Corresponding Chapter / Supplementary Notes
	305-4 GHG emissions intensity	45	3.2.3 Greenhouse Gas Management
	305-5 Reduction of GHG emissions	46	3.2.4 Emissions Reduction and Energy Efficiency Initiatives
Waste Management			
3-3 Management of material topics		47	3.3 Waste Management
GRI 306 (2020): Waste	306-1 Waste generation and significant waste-related impacts	48	3.3.1 Waste Management System
	306-2 Management of significant waste-related impacts	48	3.3.1 Waste Management System
	306-3 Waste generated	49	3.3.2 Waste Generation
	306-4 Waste diverted from disposal	49	3.3.2 Waste Generation
	306-5 Waste directed to disposal	49	3.3.2 Waste Generation
Water Resources Management			
3-3 Management of material topics		51	3.4 Water Stewardship and Management
GRI 303 (2018): Water and Effluents	303-1 Interactions with water as a shared resource	52	3.4.1 Water Risk Assessment
	303-2 Management of water discharge-related impacts	52	3.4.3 Wastewater Discharge Management
	303-3 Water withdrawal	52	3.4.2 Water Withdrawal, Consumption, and Discharge
	303-4 Water discharge	52	3.4.2 Water Withdrawal, Consumption, and Discharge

GRI Standard	Disclosure Item	Page Number	Corresponding Chapter / Supplementary Notes
	303-5 Water consumption	52	3.4.2 Water Withdrawal, Consumption, and Discharge
Employee Diversity and Inclusion			
3-3 Management of material topics		64	5.1 Employee Human Rights Protection
GRI 405 (2016): Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	65	5.1.2 Workforce Demographics and Diverse Workplace
	405-2 Ratio of basic salary and remuneration of women to men	70	5.2.2 Comprehensive Compensation and Benefits System
GRI 402 (2016): Labor/Management Relations	402-1 Minimum notice periods regarding operational changes	66	5.1.3 Accessible Communication Channels
GRI 406 (2016): Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	64	5.1.1 Promoting Workplace Human Rights Protection
GRI 408 (2016): Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	64	5.1.1 Promoting Workplace Human Rights Protection
GRI 409 (2016): Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	64	5.1.1 Promoting Workplace Human Rights Protection
Talent Attraction and Retention			
3-3 Management of material topics		67	5.2 Talent Attraction and Retention
GRI 201 (2016): Economic Performance	201-3 Defined benefit plan obligations and other retirement plans	71	5.2.3 Diverse Employee Benefits
GRI 405 (2016): Diversity and Equal Opportunity	405-2 Ratio of basic salary and remuneration of women to men	70	5.2.2 Comprehensive Compensation and Benefits System

GRI Standard	Disclosure Item	Page Number	Corresponding Chapter / Supplementary Notes
GRI 401 (2016): Employment	401-1 New employee hires and employee turnover	68	5.2.1 New Hires and Employee Turnover
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	71	5.2.3 Diverse Employee Benefits
	401-3 Parental leave	72	5.2.4 Parental Leave
Talent Training and Development			
3-3 Management of material topics		73	5.3 Talent Cultivation and Development
GRI 404 (2016): Training and Education	404-1 Average hours of training per year per employee	74	5.3.1 Talent Development Management
	404-2 Programs for upgrading employee skills and transition assistance programs	74	5.3.1 Talent Development Management
	404-3 Percentage of employees receiving regular performance and career development reviews	75	5.3.2 Performance Appraisal Mechanism
Occupational Health and Safety			
3-3 Management of material topics		76	5.4 Occupational Health and Safety (OHS)
GRI 403 (2018): Occupational Health and Safety	403-1 Occupational health and safety management system	77	5.4.1 OHS Policy and Management System
	403-2 Hazard identification, risk assessment, and incident investigation	77	5.4.2 Hazard Identification and Risk Assessment Management 5.4.3 Workplace Incident Investigation Procedures
	403-3 Occupational health services	78	5.4.5 Occupational Health Services and Promotion

GRI Standard	Disclosure Item	Page Number	Corresponding Chapter / Supplementary Notes
	403-4 Worker participation, consultation, and communication on occupational health and safety	77	5.4.1 OHS Policy and Management System
	403-5 Worker training on occupational health and safety	78	5.4.4 OHS Education and Training
	403-6 Promotion of worker health	78	5.4.5 Occupational Health Services and Promotion
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	77	5.4.2 Hazard Identification and Risk Assessment Management 5.4.3 Workplace Incident Investigation Procedures
	403-8 Workers covered by an occupational health and safety management system	77	5.4.1 OHS Policy and Management System
	403-9 Work-related injuries	79	5.4.6 Work-Related Injuries
	403-10 Work-related ill health	79	5.4.6 Work-Related Injuries and Ill Health
Information Security and Privacy Management			
3-3 Management of material topics		57	4.3 Information Security and Customer Privacy
GRI 418 (2016): Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	61	4.3.3 Information Security Incident Reporting and Response Procedures

GRI Standard	Disclosure Item	Page Number	Corresponding Chapter / Supplementary Notes
Other Material Topics			
GRI 300: Environmental			
GRI 301 (2016): Materials	301-1 Materials used by weight or volume	49	3.3.2 Waste Generation
	301-2 Recycled input materials used	49	3.3.2 Waste Generation
	301-3 Reclaimed products and their packaging materials	50	3.3.3 Waste Minimization Initiatives
GRI 308 (2016): Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	62	4.4 Sustainable Supply Chain
	308-2 Negative environmental impacts in the supply chain and actions taken	62	4.4 Sustainable Supply Chain
GRI 400: Social			
GRI 414 (2016): Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	62	4.4 Sustainable Supply Chain
	414-2 Negative social impacts in the supply chain and actions taken	62	4.4 Sustainable Supply Chain
Operational and Financial Overview			
3-3 Management of material topics		4	1.1 About ONANO
GRI 201 (2016): Economic Performance	201-1 Direct economic value generated and distributed	7	1.1.2 Operational and Financial Overview
	201-4 Financial assistance received from government	-	No restatements of information occurred
Climate Change Mitigation and Adaptation			
3-3 Management of material topics		41	3.1 Climate Change Mitigations and Adaptations
GRI 201 (2016): Economic Performance	201-2 Financial implications and other risks and opportunities due to climate change	42	3.1.3 Climate Change Response Strategy

Appendix II: TWSE/TPEx Listed Companies Climate-Related Information Index

In accordance with Article 4-1 of the "Regulations Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies": Appendix 2: Climate-Related Information of TPEx Listed Companies

Item	Disclosure Content	Corresponding Section	Page
1	Describe the board's oversight and management's role in assessing and managing climate-related risks and opportunities.	3.1.1 Climate Governance	41
2	Describe the impact of identified climate-related risks and opportunities on the businesses, strategy, and financial planning over the short, medium, and long term.	3.1.3 Climate Change Response Strategy	42
3	Describe the financial impacts of extreme weather events and transition actions.	3.1.3 Climate Change Response Strategy	42
4	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management framework.	3.1.2 Climate Risk Management	42
5	Disclose the scenarios, parameters, assumptions, analytical factors, and key financial impacts used to assess climate-related resilience using scenario analysis.	In Progress	
6	Describe the transition plan for managing climate-related risks, including the metrics and targets used to identify and manage physical and transition risks.	In Progress	
7	Disclose the basis for determining the internal carbon price if internal carbon pricing is used as a planning tool.	In Progress	
8	Disclose climate-related targets, including covered activities, greenhouse gas emissions scopes, planning timeframes, and annual progress; and where carbon offsets or renewable energy certificates (RECs) are used, disclose the source, quantity, or volume used.	In Progress	
9	Greenhouse gas inventory and assurance status, as well as emission reduction targets, strategies, and action plans.	3.2.3 Greenhouse Gas Management 3.2.4 Emissions Reduction and Energy Efficiency Initiatives	45 46

Appendix III: SASB Standards Content Index

The Company has referenced the Sustainability Accounting Standards Board (SASB) Electrical & Electronic Equipment Industry Standard (RT-EE) to disclose information related to material sustainability issues for the industry as follows:

Category	Disclosure Topic	Code	Accounting Metric	Corresponding Section
Environmental	Energy Management	RT-EE-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable energy	3.2.1 Energy Management, 3.2.2 Energy Consumption Overview
Environmental	Hazardous Waste Management	RT-EE-150a.1	(1) Amount of hazardous waste generated (2) Percentage recycled	3.3.1 Waste Management System, 3.3.2 Waste Generation, 3.3.3 Waste Minimization Initiatives
Environmental	Hazardous Waste Management	RT-EE-150a.2	(1) Number of significant spills (2) Amount reclaimed	2.3 Regulatory Compliance, 3.3 Waste Management
Social Capital	Product Safety	RT-EE-250a.1	(1) Number of product recalls issued (2) Total units recalled	N/A
Social Capital	Product Safety	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	2.3 Regulatory Compliance
Business Model and Innovation	Product Lifecycle Management	RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	4.1 R&D and Innovation, 4.4 Sustainable Supply Chain

Category	Disclosure Topic	Code	Accounting Metric	Corresponding Section
Business Model and Innovation	Product Lifecycle Management	RT-EE-410a.2	Percentage of revenue from energy-efficient products	4.1 R&D and Innovation
Business Model and Innovation	Product Lifecycle Management	RT-EE-410a.3	Revenue from renewable energy and energy efficiency products	4.1 R&D and Innovation
Business Model and Innovation	Materials Sourcing	RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	4.4 Sustainable Supply Chain
Leadership and Governance	Business Ethics	RT-EE-510a.1	Description of policies and practices for prevention of corruption, bribery, and anti-competitive behavior	2.2.1 Anti-Corruption Communication and Training, 2.2.2 Corporate Integrity Governance Policy, 2.2.3 Whistleblowing System
Leadership and Governance	Business Ethics	RT-EE-510a.2	Financial loss from legal proceedings associated with corruption	2.3 Regulatory Compliance
Leadership and Governance	Business Ethics	RT-EE-510a.3	Financial loss from legal proceedings associated with anti-competitive behavior	2.3 Regulatory Compliance
Activity Metrics	Activity Metrics	RT-EE-000.A	Production volume by product category	1.1.1 Corporate Profile
Activity Metrics	Activity Metrics	RT-EE-000.B	Number of employees	5.1 Employee Human Rights Protection, 5.2 Talent Attraction and Retention