

PHISON



Phison Electronics 2025 ESG Report Highlights

Material Topics & Phison Value Chain

Material Topics (Prioritized according to the significance of impact)	Value Chain Impact Hotspots			GRI Standards/SASB Accounting Metrics	Contribution to SDGs
	Upstream (Raw Material Procurement/ Product Manufacturing)	Company Operations	Downstream (Customer Usage)		
1. Economic Performance	●	●		▶ GRI 201: Economic Performance 2016 ▶ SASB: Activity Metrics	
2. Corporate Governance and Ethical Corporate Management		●		▶ GRI 205: Anti-corruption 2016 ▶ GRI 206: Anti-competitive Behavior 2016	
3. Risk Management	●	●	●	▶ GRI 418: Customer Privacy 2016	
4. Innovation Management		●	●	▶ GRI 302: Energy 2016 ▶ SASB: Intellectual Property Protection & Competitive Behavior	
5. Talent Attraction and Development		●		▶ GRI 401: Employment 2016 ▶ GRI 404: Training and Education 2016 ▶ GRI 405: Diversity and Equal Opportunity 2016 ▶ GRI 406: Non-discrimination 2016 ▶ SASB: Recruiting & Managing a Global & Skilled Workforce ▶ SASB: Workforce Health & Safety	 
6. Supply Chain Management	●	●		▶ GRI 308: Supplier Environmental Assessment 2016 ▶ GRI 414: Supplier Social Assessment 2016 ▶ SASB: Materials Sourcing	
7. Climate Change Response	●	●		▶ GRI 305: Emissions 2016 ▶ SASB: Greenhouse Gas Emissions ▶ SASB: Energy Management in Manufacturing ▶ SASB: Water Management	

Sustainable Governance

- ▶ **11**
Number of Board meetings held
- ▶ **95.96%**
Average attendance rate of directors
- ▶ **6~20%**
Taiwan Stock Exchange corporate governance evaluation ranking among TPEx-listed companies
- ▶ **20**
Number of participations in investor conferences
- ▶ **34%**
Annual gross profit margin
- ▶ **100%**
Completion rate of employees signed a consent letter, agreeing to abide by the "Code of Business Practices and Ethics"
- ▶ **Phison Included in the S&P Global Sustainability Yearbook for Four Consecutive Years**



Innovation & Service

- ▶ **13.8 billion**
Annual R&D expenses (NT\$)
- ▶ **19%**
Percentage of operating revenue represented by annual R&D expenses
- ▶ **2,142**
Accumulated patents worldwide in 2025
- ▶ **83rd**
Ranking of the Taiwan's top 100 invention patent grants list
- ▶ **8.86 points**
Annual customer satisfaction score (Full score is 10)
- ▶ **2026 Taiwan Excellence Gold Award**
The world's first 6nm AI computing SSD solution, E28





Responsible Supply Chain

- ▶ **100%**
Completion rate of sustainable risk assessment on suppliers who meet the transaction criteria
- ▶ **100%**
Percentage of Suppliers who have signed the "Supplier Code of Conduct"
- ▶ **33**
Number of critical suppliers audited under the RBA Code of Conduct
- ▶ **96.97%**
RBA audit passing rate of critical suppliers
- ▶ **98.96%**
Percentage of critical suppliers having received a RBA audit and made an improvement
- ▶ **30**
Established "Supply Chain Information Security Management Guidelines," conducted assessments on 30 major suppliers using the "Information Security Risk Assessment Form"

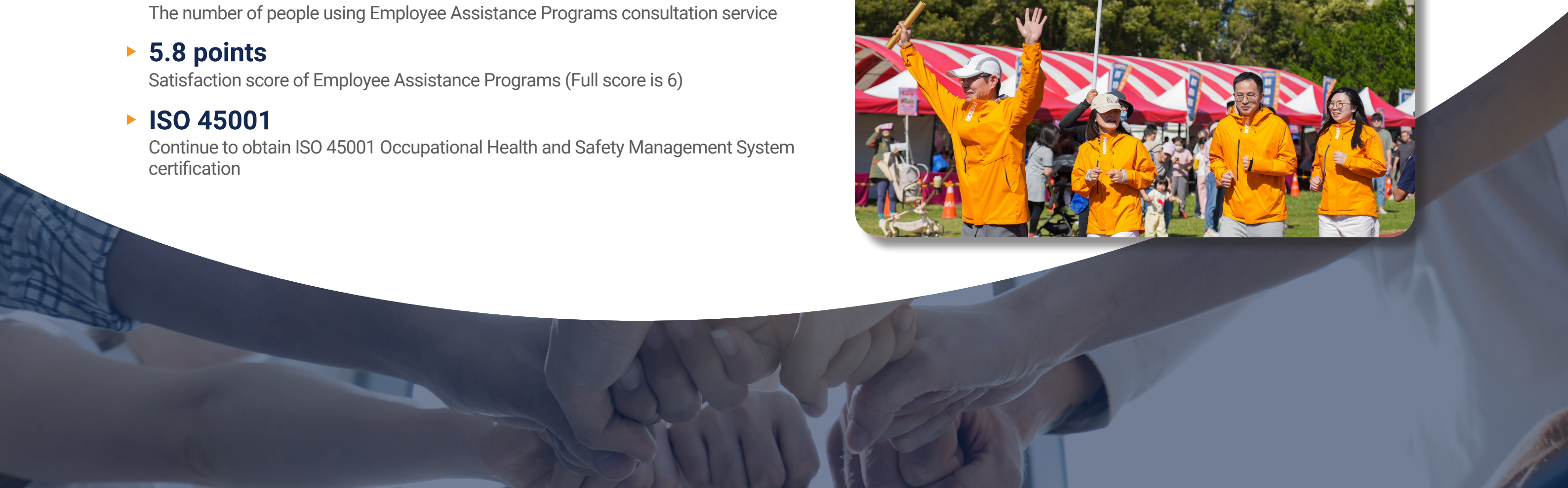
Environmental Protection

- ▶ **8.69%**
Percentage of renewable energy in the Group's total electricity consumption
- ▶ **20%**
Expect to purchase renewable energy in the amount equal to 20% or more of total electricity consumption by 2030
- ▶ **Initiate 4 energy-saving programs**
Expected to save 1,531,006.39 kWh of electricity, which is equivalent to a reduction of 725.6971 tCO_{2e}
- ▶ **55%**
Newly launched SSD and UFS products achieved 55% improvement in Chip Power Efficiency Ratio compared to baseline products
- ▶ **ISO 14001**
Continue to obtain ISO 14001 Environmental Management System certification
- ▶ **ISO 14064-1**
Continue to pass the ISO 14064-1:2018 Greenhouse Gas Inventory verification
- ▶ **ISO 50001**
Phase V facility obtained ISO 50001 Energy Management System certification
- ▶ **Phison Received B Ratings in the CDP Climate Change and Water Security Questionnaires**



Employee Care

- ▶ **2.469 million**
The median salary for full-time employees in nonmanagerial positions (NT\$)
- ▶ **2.862 million**
The average salary for full-time employees in nonmanagerial positions (NT\$)
- ▶ **4.08 million**
Total Employee Training Costs (NT\$)
- ▶ **17 hours**
The average training hours per employee
- ▶ **92.25 points**
Satisfaction score of training courses
- ▶ **7,207**
The number of people using Employee Assistance Programs consultation service
- ▶ **5.8 points**
Satisfaction score of Employee Assistance Programs (Full score is 6)
- ▶ **ISO 45001**
Continue to obtain ISO 45001 Occupational Health and Safety Management System certification



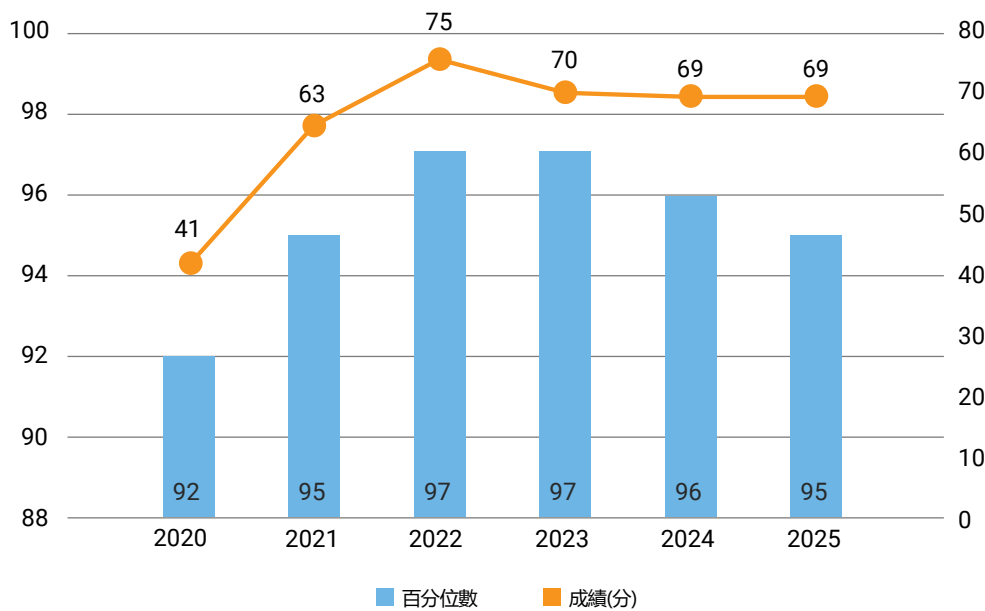


Social Participation

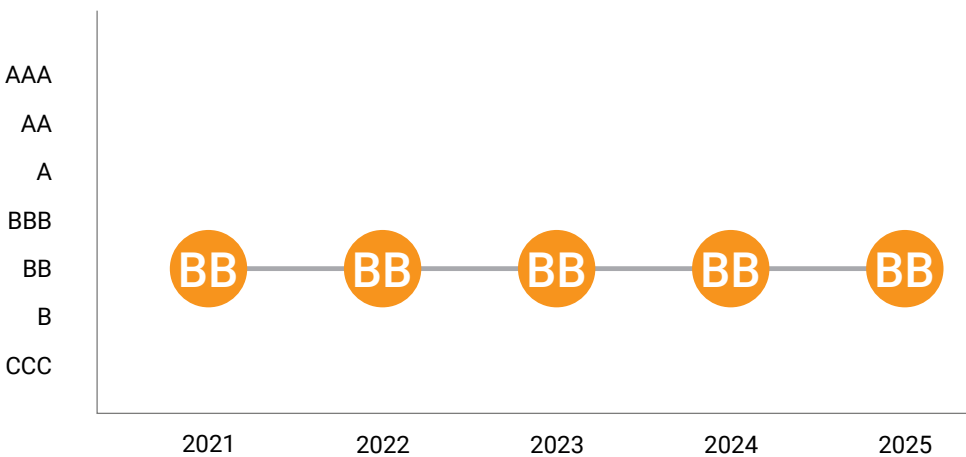
- ▶ **25.80 million**
The amount of charity donation (including donations of funds and resources) (NT\$)
- ▶ **742 hours**
Volunteer service hours
- ▶ **27**
The number of charity sales held
- ▶ **14,590 trees**
Cumulative number of trees planted
- ▶ **3 million**
Cumulative donations to the "Shennong Farming Project" (NT\$)

Appendix – Overview of Domestic and International Sustainability Assessments

DJBIC - S&P Global Corporate Sustainability Assessment (CSA) Score



MSCI Score



Sustainalytics Risk Rating

Year	2021	2022	2023	2024	2025
Risk Rating	High Risk	Medium Risk	Medium Risk	Medium Risk	Low Risk

FTSE Russell Score

Year	2022	2023	2025	2025
Score (Full score is 5)	3.0	3.6	4.1	4.0

Taiwan Stock Exchange Corporate Governance Evaluation Result

Year	2020	2021	2022	2023	2024	2025
Score	80.56	88.21	96.49	89.27	96.03	98.51
OTC company ranking	6%~20%	6%~20%	Top 5%	6%~20%	6%~20%	6%~20%
Electronics industry with a market value above NT\$10 billion	21%~40%	21%~40%	21%~40%	41%~60%	21%~40%	21%~40%