LeadSun Greentech

2025

LeadSun Greentech Corporation

Sustainability Report



Contents

- About the Report 3
- Message from the Chairman 4
- Company Overview 5
- Sustainability Actions in 2025 7

1 Sustainability Management and Diverse Communication 8

1.1 Sustainable Development Governance Structure 9
1.2 Sustainable Development Policy 11
1.3 Identification of Stakeholders and Material Topics 13
1.4 Disclosure of Material Topics 18

2 Transparent Governance and Ethical Corporate Management 22

2.1 Board of Directors 23
2.2 Business Integrity 33
2.3 Internal Audit and Internal Control 36
2.4 Risk Management 38
2.5 Information Security Management 43
2.6 Regulatory Compliance 45

3 Industry Commitment and Value Creation 47

3.1 Economic Performance 48
3.2 Public Policy and Influence 51
3.3 Industry Development 52
3.4 Customer Rights Policy 58
3.5 Engineering Technology and Quality 59

4 Sustainable Supply Chain 60

4.1 Industry Supply Chain 62
4.2 Supplier Management 65

5 Friendly Workplace and Shared Prosperity 70

5.1 Workforce Diversity 71
5.2 Compensation and Benefits 79
5.3 Human Rights Management 83
5.4 Workplace Health and Safety 88
5.5 Social Participation 90

6 Energy Conservation, Carbon Reduction, and Environmental 93

6.1 Climate Action 95
6.2 Biodiversity 105
6.3 Greenhouse Gas and Energy Management 107
6.4 Water Resource Management 110
6.5 Waste Management 110
6.6 Environmental Expenditures 111

Appendix 1 GRI Standards Index 113
Appendix 2 Sustainability Accounting Standards Board, or SASB, Content Index 119
Appendix 3 Climate-Related Information of TWSE/TPEx Listed Companies 122
Appendix 4 Summary Table of Green Revenue 127

About the Report

LeadSun Greentech Corporation issues this Sustainability Report (hereinafter referred to as "the Report") with the primary purpose of providing stakeholders with transparent information regarding the Company's business strategies, as well as presenting its sustainability goals, related strategies, and vision.

Basis of Compilation

The Report is prepared in accordance with the Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies. It adopts the disclosure principles of the GRI Sustainability Reporting Standards, or GRI Standards 2021, issued by the Global Sustainability Standards Board, or GSSB, as its core framework. The Report also refers to the industry disclosure topics for Solar Technology and Project Developers under the Sustainability Accounting Standards Board, or SASB, Standards, and incorporates the Task Force on Climate-related Financial Disclosures, or TCFD, framework to comprehensively identify the risks, opportunities, and financial impacts of climate change on the Company. This ensures that stakeholders are provided with credible, transparent, and publicly disclosed sustainability information.

The financial figures presented in the Report are expressed in thousands of New Taiwan Dollars (NT$). The financial information is primarily based on consolidated revenue and is consistent with the financial statements. The financial data is disclosed based on financial statements prepared in accordance with the International Financial Reporting Standards (IFRS), and the audit report was issued by KPMG Taiwan.

The information in the Report was provided by each department, consolidated by the Sustainable Development Task Force, reviewed and approved by internal supervisors, and finally approved by the Board of Directors prior to publication.

Scope of Compilation

The scope of the Report primarily covers the Taipei headquarters of LeadSun Greentech Corporation, or the parent company. To present the implementation results of sustainability initiatives more comprehensively, certain disclosures also cover subsidiaries included in the consolidated financial statements, such as LeadSunFox Greenergy Investment Co., Ltd. and Xiangyin yongxu Co., Ltd. For the sake of completeness, if the scope of any disclosure differs from the foregoing, such difference is noted in the relevant section. The reporting period is 2025, from January 1 to December 31, 2025. For ease of reference, terms such as "LeadSun," "LeadSun Greentech,"and "the Company" used throughout the Report all refer to the entity of LeadSun Greentech Corporation. The terms "the Group" and "LeadSun Greentech Group"refer to LeadSun Greentech Corporation and its subsidiaries included in the consolidated financial statements.

Report issuance frequency |
Published annually on an ongoing basis.

Current edition |
Published in August 2026. No information was restated this year. The Report is also published in electronic format on the Company's website.

If you have any comments or suggestions regarding the Report, please feel free to contact the Company. Contact details are as follows:



LeadSun Greentech Corporation

Sustainable Development Task Force

Address | 10-1F, No. 1, Songgao Road, Xinyi District, Taipei City, Taiwan

Tel | 02-27099889

Company Website | https://www.leadsun-green.com/

Email | ESG@leadsun-green.com

Message from the Chairman

Amid the global wave of net-zero transition and the strong demand for renewable energy from RE100 and international supply chains, green electricity procurement, energy storage dispatch, and energy management have become core drivers for enterprises to enhance competitiveness. Taiwan is moving toward its policy target of increasing the share of renewable energy generation to 20% by 2026. According to statistics from the Energy Administration, Ministry of Economic Affairs, as of the end of 2025, Taiwan's cumulative installed renewable energy capacity had reached 229 GW, accounting for 13.1% of total national power generation. However, behind the continued growth in installed capacity and power generation, challenges such as grid resilience, land acquisition, and grid connection timelines remain severe. These challenges are not only tests, but also opportunities for LeadSun Greentech to demonstrate its value and achieve breakthroughs.

In the face of external challenges, sound corporate governance is the foundation that enables us to move forward steadily and pursue stable development. LeadSun Greentech has always upheld ethical corporate management as its core principle and continued to deepen its governance practices. In 2025, the Corporate Governance and Sustainable Development Committee officially commenced operations, driving and supervising the Company's sustainability affairs comprehensively from the highest governance level. At the same time, we optimized several internal management measures and promoted a series of positive changes. As a result, the Company achieved a significant improvement in the 12th Corporate Governance Evaluation and ranked ahead of peers of the same scale. In addition, we added a dedicated sustainability section to the corporate website and optimized the corporate governance section to enrich information disclosure and ensure that stakeholders have access to transparent, timely, and clear communication channels.

Employees are LeadSun Greentech's most valuable assets and the driving force behind the Company's growth. We are committed to creating a diverse, equitable, inclusive, and happy workplace, and we invest training resources to support employees in achieving self-realization. Starting in 2025, our employees are entitled to five to twelve days of welfare leave each year. Through concrete measures, we encourage employees to achieve work-life balance. In the same year, we launched an employee opinion survey to listen to employees' voices and use their feedback as a basis for optimizing management. While pursuing corporate growth, LeadSun Greentech also remains committed to giving back to society. In 2025, we worked with a social welfare organization, with the Company's senior executives leading all employees in organic farming volunteer services. The harvest was transformed into nutrition support for disadvantaged children, fulfilling our corporate citizenship responsibility through practical, hands-on action.

In the face of increasingly severe climate change challenges, environmental management is not only a corporate environmental obligation to the planet, but has also become an important strategy for enhancing operational resilience. LeadSun Greentech fully recognizes the importance of environmental stewardship. In 2025, we continued to advance greenhouse gas inventories by expanding the scope to cover all subsidiaries included in the consolidated financial statements, and further extending the inventory to Scope 3 emissions. This enables us to comprehensively understand the Group's overall carbon emissions trajectory and establish a solid data foundation for our future carbon reduction roadmap. At the same time, we formally introduced the Task Force on Climate-related Financial Disclosures, or TCFD, framework to assess climate-related risks and opportunities and plan response strategies in advance. With comprehensive preparation, we are ready to embrace a changing future and build green resilience for the Company. Looking ahead to 2026, LeadSun Greentech believes that energy transition is no longer only a trend in industrial development, but also an important responsibility for enterprises in advancing sustainable management. In response to global net-zero emissions targets, the growing demand for green electricity driven by AI and high-tech industries, and the market's heightened focus on energy resilience, LeadSun Greentech will continue to deepen its deployment in renewable energy, energy management, and energy storage applications, while strengthening overall operational resilience and core competitiveness.

In the future, LeadSun Greentech will uphold the philosophy of "green energy value creation and sustainable management,"continue to enhance its energy integration capabilities and service value, and work together with the government, supply chain partners, and customers to promote low-carbon transition and create a stable, safe, and sustainable energy environment.



Chairman
Li-Chen Lin

Company Overview

Stock Code: 8087

Capital | NT$390 million (as of December 2025)
Chairman | Li-Chen Lin
Established | 11997 (Listed on TPEx in 2004)

LeadSun Greentech Corporation was founded in August 1997 under the former name Homenema Technology Incorporation, specializing in the manufacturing and global sales of optical storage media. The Company was officially listed on the Taipei Exchange (TPEx) in February 2004. In June 2024, the Company formally changed its name to LeadSun Greentech Corporation.

Since 2021, the Company has actively entered the renewable energy sector, focusing on the development and construction of solar power plants. In 2022, it successfully transformed into a professional enterprise centered on renewable energy. Its business scope includes the installation of solar photovoltaic systems, energy storage solutions, and ancillary services. The Company continues to develop aquavoltaic and other innovative green energy projects, while also offering asset management services to provide investors with comprehensive support in plant operation and performance monitoring.

LeadSun Greentech Corporation positions itself as a "Green Energy Incubation and Acceleration Partner,"with renewable energy technology at its core. By integrating innovation and asset management expertise, the Company leverages its professional technical capabilities and extensive industry experience to drive Taiwan's energy transition and industrial upgrading. Committed to supporting sustainable development, LeadSun works collaboratively with society to create a resilient and sustainable future.

Company History

1997
- Company established
- Manufacturing and sales of electronic products

2004
- Listed and traded on the Taipei Exchange, stock code 8087

2021
- Transformed and entered the green energy industry
- Developed a 17.5 MW aquavoltaic project site in Tainan
- Established a joint venture with a life insurance company, with asset management capacity exceeding 106 MW

2022
- Expanded into the energy storage business
- Established Xiangyin Green Energy Co., Ltd. to engage in agrivoltaics and agricultural technology development
- Established Xiangyin yongxu Co., Ltd. to engage in green electricity trading

2023
- Obtained an electricity retailing license
- Joined the AFC trading platform
- Developed a 20 MW aquavoltaic project site in Tainan
- Asset management capacity exceeded 145 MW

2024
- Renamed as LeadSun Greentech Corporation
- Developed 60 MW aquavoltaic project sites in Tainan and Pingtung

2025
- Developed a 60 MW aquavoltaic project site in Changhua
- Developed ground-mounted and agrivoltaic integrated project sites

Group Business Structure



Sustainability Actions in 2025



Governance

- The Board of Directors held nine meetings, fully performing its governance and supervisory functions.
- Eight sustainability-related proposals were reported to the Board of Directors.
- Female directors accounted for 28.8% of all directors.
- The Company's Corporate Governance Evaluation ranking improved by three tiers, moving up to the 21%-40% range.
- The total number of lawsuits involving violations of competition, antitrust, and monopoly regulations, as well as corruption-related incidents, was zero.



Social

- The Company collaborated with a social organization to hold one corporate volunteer activity and donated 100 Taiwan catties of fruits and vegetables to disadvantaged children.
- The Company provided employees with five to twelve days of welfare leave.
- The Company maintained gender equality among employees, with a male-to-female ratio of 1:1.6.
- The average employee training hours reached 10 hours per person.



Environmental

- The Company assisted enterprises in obtaining green electricity certificates covering 6.4 million kWh of green electricity.
- The warehouse used more than 5,000 kWh of green electricity, accounting for 7% of total electricity use.
- The Company expanded its ISO 14064-1 greenhouse gas inventory to subsidiaries included in the consolidated financial statements, covering Scope 1 to Scope 3 emissions.
- 100% of operating activities were recognized as sustainable economic activities.

Chap 1

Sustainability Management and Diverse Communication



1.1 Sustainable Development Governance Structure
1.2 Sustainable Development Policy
1.3 Identification of Stakeholders and Material Topics
1.4 Disclosure of Material Topics

1.1 Sustainable Development Governance Structure

The highest governance body of LeadSun Greentech is the Board of Directors, with the Chairman serving as the Company's top executive and official representative. To ensure the effective implementation of sustainability goals and policies, and to strengthen the governance functions of the Board, the Company has established two functional committees: the Audit Committee and the Remuneration Committee. In addition, LeadSun also established the Corporate Governance and Sustainable Development Committee on December 12, 2024, and designated a senior manager as Chief Sustainability Officer. To further promote and oversee sustainability governance, a Sustainable Development Task Force has also been established under the CSO, ensuring that execution efforts are integrated across all departments.

1.1.1 Chief Sustainability Officer

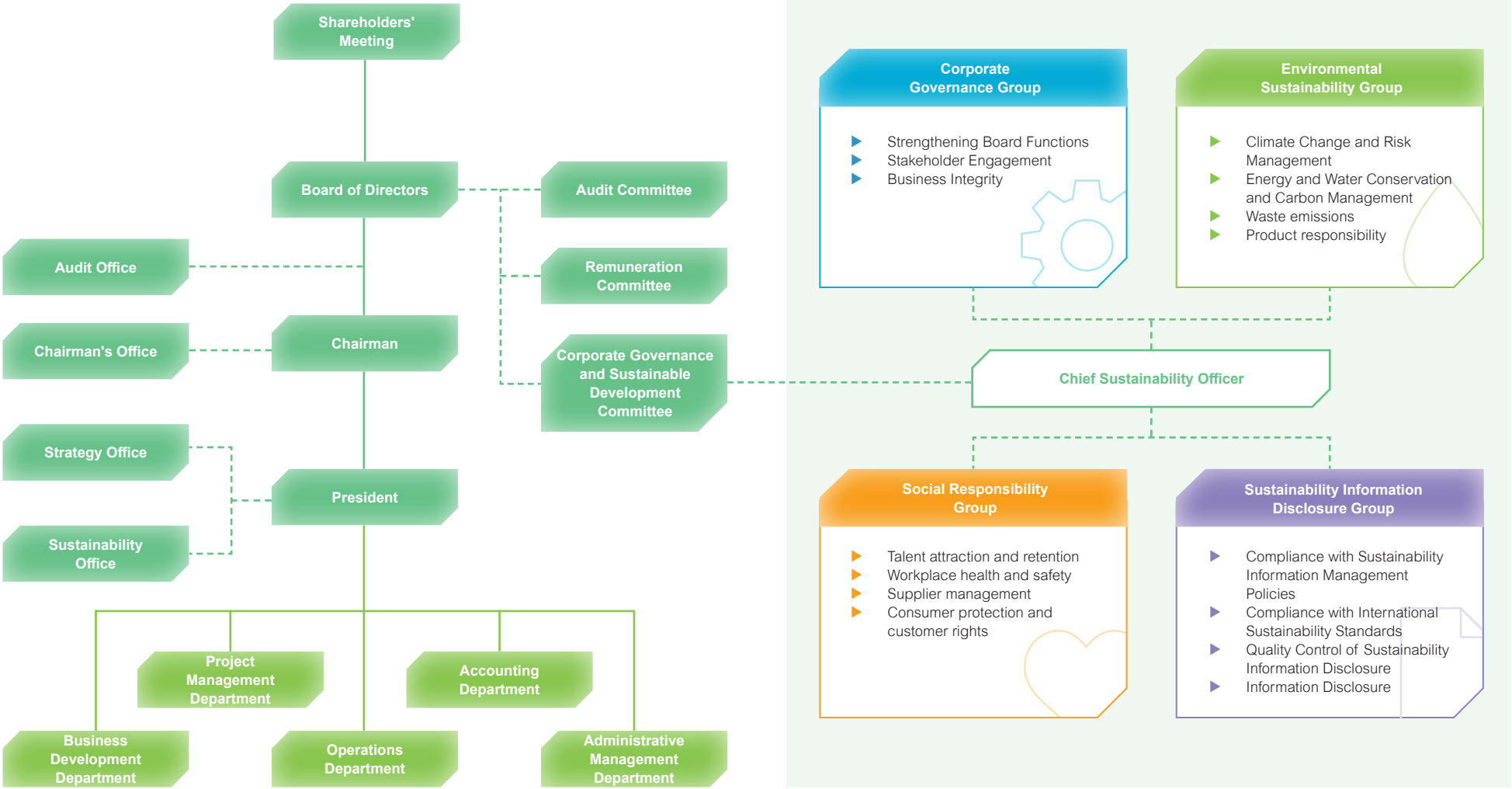
To implement corporate governance, social responsibility, and environmental protection objectives, LeadSun Greentech has established the Corporate Governance and Sustainable Development Committee under the Board of Directors. This committee supervises and advances the Company's sustainability efforts, reporting to the Board at least once a year on the progress and implementation of sustainability strategies. The Chief Sustainability Officer (CSO), appointed by the committee, is responsible for corporate governance, regulatory compliance, information security, innovation development (technological and institutional), risk management (internal control and auditing), crisis management, organizational optimization (expansion and internal restructuring), human resources (recruitment, talent development, and retention), and succession planning. Acting on behalf of the Board, the CSO ensures the effective execution of the Company's sustainability goals and mission.

1.1.2 Sustainable Development Task Force

To embed sustainability policies across all departments, LeadSun Greentech has established four specialized working groups: Corporate Governance, Social Responsibility, Environmental Sustainability, and Sustainability Information Disclosure. These groups operate under the leadership of the Chief Sustainability Officer (CSO), who oversees a cross-functional Sustainable Development Task Force responsible for implementing the Company's sustainability strategies. Key responsibilities of the task force include:

Corporate Governance Group	The Accounting Department and Audit Office are designated as specialized working units. This group assists the organization in strengthening the Board's governance functions, enhancing stakeholder communication, implementing ethical corporate management, complying with corporate governance regulations and tax standards, improving information disclosure mechanisms, and promoting sustainable governance and economic initiatives.
Environmental Sustainability Group	The Business Development Department and Operations Department serve as the designated working units, with the Audit Office providing support. This group is responsible for addressing climate change and risk management challenges, implementing corporate energy- and water-saving goals, effectively handling and reducing waste, and ensuring the provision of high-efficiency renewable energy products.
Social Responsibility Group	The Business Development Department and Operations Department serve as the designated working units, with the Audit Office providing support. This group is responsible for addressing climate change and risk management challenges, implementing corporate energy- and water-saving goals, effectively handling and reducing waste, and ensuring the provision of high-efficiency renewable energy products.
Sustainability Information Disclosure Group	The Sustainability Office is a specialized unit responsible for sustainability information management policies, compliance with relevant laws and regulations on sustainability information disclosure, and international standards, thereby ensuring adequate disclosure of relevant and reliable sustainability information and enhancing transparency.

1.1.3 Sustainable Organization



1.2 Sustainable Development Policy

LeadSun Greentech formulates its sustainable development policy commitments based on three major pillars: Governance, Environmental, and Social aspects. The Company focuses on responsive strategies and establishes short-, medium-, and long-term goals accordingly. The related commitments, strategies, and objectives are as follows:

Aspect	Policy Commitment	Strategy	Short-, Medium-, and Long-term Goals		Implementation Status
Governance	Ethical corporate management and information disclosure	▶ Directors and managers signed the Statement of Compliance with the Ethical Corporate Management Policy ▶ Establish a sustainability section on the Company website ▶ Complete TCFD disclosure ▶ Align with IFRS Sustainability Disclosure Standards	Short-term	▶ Implementation of business integrity best practice principles ▶ Establish diverse communication channels with stakeholders	▶ The Company conducted one ethical corporate management training session and one insider trading prevention training session. ▶ The Company completed the establishment of the sustainability section on its corporate website and optimized the corporate governance section. ▶ The Company disclosed TCFD-related content.
			Medium- to long-term	▶ Comprehensive sustainability-related information disclosure	
	Corporate Governance and Board Functionality	▶ Promote diversity within the Board ▶ Strengthen governance functions of the Board ▶ Ensure effective corporate governance and Sustainable Development Committee operations ▶ Incorporate sustainability risk assessment into operations	Short-term	▶ Achieve diversity in Board composition (gender, expertise) ▶ Improve scores in corporate governance evaluations ▶ Ensure regular reports to the Board by the Corporate Governance and Sustainable Development Committee	▶ Female directors accounted for 28.8% of all directors. ▶ The professional expertise of directors covers legal, business education, technology, business administration, and other industry experience. ▶ In 2025, the Corporate Governance and Sustainable Development Committee reported to the Board of Directors four times.
			Medium- to long-term	▶ Identify and review sustainability issues ▶ Achieve key sustainability performance indicators at the group level	
	Sustainable Supply Chain	▶ Require suppliers/contractors to sign the "Corporate Social Responsibility Commitment,""Integrity, Anti-Corruption and Confidentiality Commitment,"and "Safety, Health, and Environmental Protection Commitment" ▶ Include sustainability clauses in standard contracts ▶ Establish on-site inspection and audit systems ▶ Evaluate incorporating sustainability performance into supplier/contractor selection and elimination mechanisms	Short-term	▶ Implement sustainability-related terms in supply chain management	▶ The Company required suppliers and contractors to sign the Corporate Social Responsibility Commitment and the Integrity, Anti-Corruption and Confidentiality Commitment. ▶ The Company required engineering contractors to sign the Safety, Health, and Environmental Protection Commitment. ▶ The Company incorporated sustainability management aspects into supplier evaluations.
			Medium- to long-term	▶ Fulfill responsibilities in sustainable supply chain management	

Aspect	Policy Commitment	Strategy	Short-, Medium-, and Long-term Goals		Implementation Status
Social	Enhancing Labor-Management Relations	▶ Conduct employee opinion surveys and establish response mechanisms ▶ Provide a safe and healthy working environment ▶ Organize or offer training programs ▶ Continuously improve working conditions and benefit systems ▶ Design incentive mechanisms and profit-sharing programs for employees	Short-term	▶ Foster effective labor-management communication ▶ Promote employee welfare and development	▶ The Company completed the annual employee satisfaction survey. ▶ In 2025, the average employee training hours reached 10 hours, with total training expenses amounting to NT$174,000. ▶ The Company provided employees with five to twelve days of welfare leave.
			Medium- to long-term	▶ Attract and retain top talent	
	Respect for Human Rights	▶ Formulate a human rights policy statement ▶ Establish grievance channels ▶ Periodically promote corporate human rights and diversity & inclusion policies	Short-term	▶ Implement mechanisms to protect human rights	▶ The Company has established its Human Rights Policy and management programs. ▶ In 2025, the Company received zero human rights-related complaints.
			Medium- to long-term	▶ Support international human rights initiatives	
	Market Image and Social Welfare	▶ Participate in public welfare activities	Short-term	▶ Encourage employee involvement in community service	▶ The Company held one corporate volunteer service activity. ▶ The Company transformed pure vanilla produced at its agrivoltaic project site into bath and body gift sets, promoting diversified industry development.
			Medium- to long-term	▶ Integrate green energy expertise to support local industry development ▶ Continuously develop social welfare initiatives	
Environmental	Greenhouse Gas Inventory & Reduction	▶ Promote greenhouse gas inventory and reduction ▶ Transition company vehicles to electric vehicles ▶ Use green energy ▶ Expand renewable energy facilities	Short-term	▶ Promote low-carbon operations ▶ Set greenhouse gas reduction measures and targets ▶ Replace company vehicles	▶ The Company established the Group's greenhouse gas reduction targets. ▶ The Company launched green power wheeling, with its warehouse using more than 5,000 kWh of green electricity in 2025.
			Medium- to long-term	▶ Transition the Company's electricity source to green energy ▶ Build renewable energy facilities to enhance one-stop service capabilities	
	Waste Management & Circular Economy	▶ Require suppliers/contractors to provide certifications from local sanitation units or government-approved waste processors ▶ Promote paperless workflows ▶ Establish a green procurement list ▶ Conduct regular inspections of site waste sorting and disposal	Short-term	▶ 30% of office supplies to be eco-labeled products ▶ Entrust qualified vendors for waste disposal	▶ Waste generated from project sites and offices is cleared and treated by qualified service providers. ▶ Internal office announcements are communicated electronically. ▶ Some electronic and electrical equipment used in offices carry domestic or international environmental labels.
			Medium- to long-term	▶ Over 80% of office supplies to be eco-labeled products ▶ Enforce waste management in the supply chain ▶ Promote circular economy	

1.3 Identification of Stakeholders and Material Topics

1.3.1 Stakeholder Identification

The report is prepared in accordance with the AA1000 Stakeholder Engagement Standard, using five key dimensions — dependency, influence, tension, responsibility, and diverse perspectives — as the basis for identifying stakeholders. Through collaborative discussion and assessment by the Sustainable Development Task Force, seven major stakeholder groups have been identified: employees, shareholders/investors, customers, suppliers/contractors, government agencies, financial institutions, and local communities. By engaging through multiple channels and collecting key issues of concern from each stakeholder group, the Company integrates these insights into its operational strategies to achieve alignment between economic performance and sustainable development.

1.3.1.1 Topics of Concern for Each Stakeholder Group

To ensure that stakeholders with an interest in the Company can promptly understand the Company's operations, the corresponding contact person for each stakeholder group maintain regular communication channels and contact methods to stay informed of stakeholders' expectations and provide responses as needed. The Company reports the stakeholder communication status for the previous year to the Board of Directors on a regular basis in the first quarter of each year. The 2025 stakeholder communication status was reported to the Board of Directors on March 11, 2026.

▶ **Table: Topics of Concern for Each Stakeholder Group**

Stakeholder	Importance to the Company	Topics of Concern	Communication Methods (Frequency)	2025 Communication Status
Employee	Employees are the foundation of the Company's operations. Gaining their support is essential for sustainable development.	▶ Talent Recruitment, Retention, and Development ▶ Occupational Safety and Health and Health Promotion ▶ Labor-Management Relations, Human Rights Policy, and Diversity & Inclusion	Labor-Management Meetings (Quarterly), Employee Training (Ad hoc), Chairman's Mailbox (Ad hoc)	1. The Company held four labor-management meetings. 2. The Company conducted a total of 378 hours of internal and external employee training, with 194 participants, and total training expenses of approximately NT$174,000. 3. No feedback letters were received through the Chairman's mailbox.
Shareholders / Investors	By adhering to ethical corporate management principles and implementing sound corporate governance, the Company enhances transparency and delivers returns to shareholders.	▶ Business Integrity Ethical Corporate Management and Business Ethics, including Anti-Competition ▶ Regulatory Compliance ▶ Business Performance ▶ Corporate Governance, including Internal Audit and Internal Control	Shareholders' Meeting (Annually) Institutional Investor Briefings (Ad hoc) Market Observation Post System (Ad hoc)	1. The Company held its shareholders' meeting on May 27 to report its operating results and future outlook to shareholders. 2. The Company held an investor conference in August to communicate with investors on its operations, financial reports, and future outlook. 3. The Company established an investor relations section on its corporate website, regularly updated relevant information, and released 65 material information announcements. 4. The Company established a spokesperson system to provide institutional investors and companies with a communication contact person.

Stakeholder	Importance to the Company	Topics of Concern	Communication Methods (Frequency)	2025 Communication Status
Customers	The Company strives to provide the highest quality products and services in return for customers' trust and support.	▶ Customer Relationship Management ▶ Engineering Quality and Responsibility ▶ Information Security	Phone/Email (Daily) Customer Meetings (Ad hoc) Customer complaint channels (Ad hoc)	The Company responds promptly to customer needs and maintains customer relationships through telephone communication, email correspondence, and meetings.
Suppliers / Contractors	Working hand-in-hand with key partners, the Company is committed to promoting a green industry.	▶ Sustainable Supply Chain Management ▶ Business Performance ▶ Occupational Safety and Health Promotion	Phone/Email (Daily) Meetings (Ad hoc) Supplier Evaluation (Annually)	1. A total of 91% of the Company's suppliers and contractors signed the Corporate Social Responsibility Commitment and the Integrity, Anti-Corruption and Confidentiality Commitment, committing to place emphasis on relevant management practices. 2. The Company added the LeadSun Greentech Group Supplier/Contractor Management Policy and revised the Supplier Evaluation Form by adding social, environmental, and governance, or ESG, evaluation items. Through the supplier evaluation mechanism, the Company communicates its requirements for sustainability and compliance management. A total of 13 supplier evaluations were completed during the year.
Government Agencies	Serve as key regulators and overseers of corporate compliance with laws and regulations.	▶ Regulatory Compliance ▶ Occupational Safety and Health Promotion ▶ Labor-Management Relations, Human Rights Policy, and Diversity & Inclusion	Market Observation Post System (Ad hoc) Official Correspondence (Ad hoc) Labor Inspections (Ad hoc)	1. The Company disclosed financial information on the Market Observation Post System and its corporate website. 2. The Company exchanged a total of 212 official documents. 3. The Company actively cooperated with irregular inspections conducted by the competent authorities.
Financial Institutions	Advise companies to prioritize environmental management and risk prevention.	▶ Business Integrity ▶ Information Security ▶ Business Performance ▶ Occupational Safety and Health Promotion ▶ Forced or Compulsory Labor	In-Person Visits / Emails (Ad hoc)	The Company provides required information in a timely manner through irregular visits, telephone communication, or email correspondence.
Local Communities	Care about industry development and seek mutually beneficial cooperation.	▶ Occupational Safety and Health Promotion ▶ Waste Management ▶ Community Relations ▶ Engineering Quality and Responsibility	Public Briefings (Ad hoc) In-person Visits (Ad hoc)	1. In July, the Company gained an understanding of disaster conditions in Qigu District, Tainan, and provided 14 tarpaulins in corresponding sizes to meet local residents' need for temporary shelter. 2. In 2025, the Company's contractors assisted in holding 10 community briefing sessions in the Pingtung area to listen to and respond to local residents' views on project site construction. They also committed to placing emphasis on community safety and residents' health in future related operations, while making every effort to avoid affecting the quality of life in neighboring communities. The sessions reached more than 170 participants. 3. In December, the Company worked with a public welfare organization and engaged all employees in a corporate volunteer activity, assisting farmers in planting vegetable seedlings and removing weeds. Through the above efforts, a total of 100 Taiwan catties of fruits and vegetables were donated, providing food for approximately 50 children.

1.3.2 Identifying Material Topics

1.3.2.1 Identification Process

This assessment of material topics refers to the GRI 2021 Standards' updated materiality process. Stakeholders were asked to evaluate topics based on their level of concern, after which the Sustainable Development Task Force identified both actual and potential positive and negative impacts. The identification process is outlined as follows:

1 Define the Process and Scop

Determine the boundary for material topic disclosures and report preparation. Follow the AA1000 Stakeholder Engagement Standard and GRI reporting principles to design the materiality assessment process.

2 Identify Communication Targets

Through joint discussion between senior management and the Sustainable Development Task Force, seven stakeholder categories highly relevant to the Company's operations were identified: employees, shareholders/investors, customers, suppliers/contractors, government agencies, financial institutions, and local communities.

21 Material Topics

Governance Dimension

- Business Integrity and Business Ethics, including Anti-Competition
- Regulatory Compliance
- Information Security
- Business Performance
- Corporate Governance, including Internal Audit and Internal Control
- Customer Relationship Management, including Customer Satisfaction
- Risk Management
- Digital Transformation
- Innovative Products and Services

Social Dimension

- Engineering Quality and Responsibility
- Sustainable supply chain management, incorporating human rights assessment and environmental management in the supply chain
- Labor-Management Relations, Human Rights Policy, and Diversity & Inclusion
- Occupational Safety and Health Promotion
- Talent Recruitment, Retention, and Development
- Social Participation and Indirect Economic Impact
- Community Relations

Environmental Dimension

- Climate Change Adaptation
- Greenhouse Gas Emissions and Energy and Resource Management
- Water Resource Management
- Waste Management
- Biodiversity and Pollution Prevention

3 Compile Material Topics

Based on GRI Standards, and taking into account industry-specific sustainability issues, value chain dynamics, domestic and international peer benchmarks, global ESG trends, and emerging risks, a list of 21 potential material topics across the three dimensions was compiled.

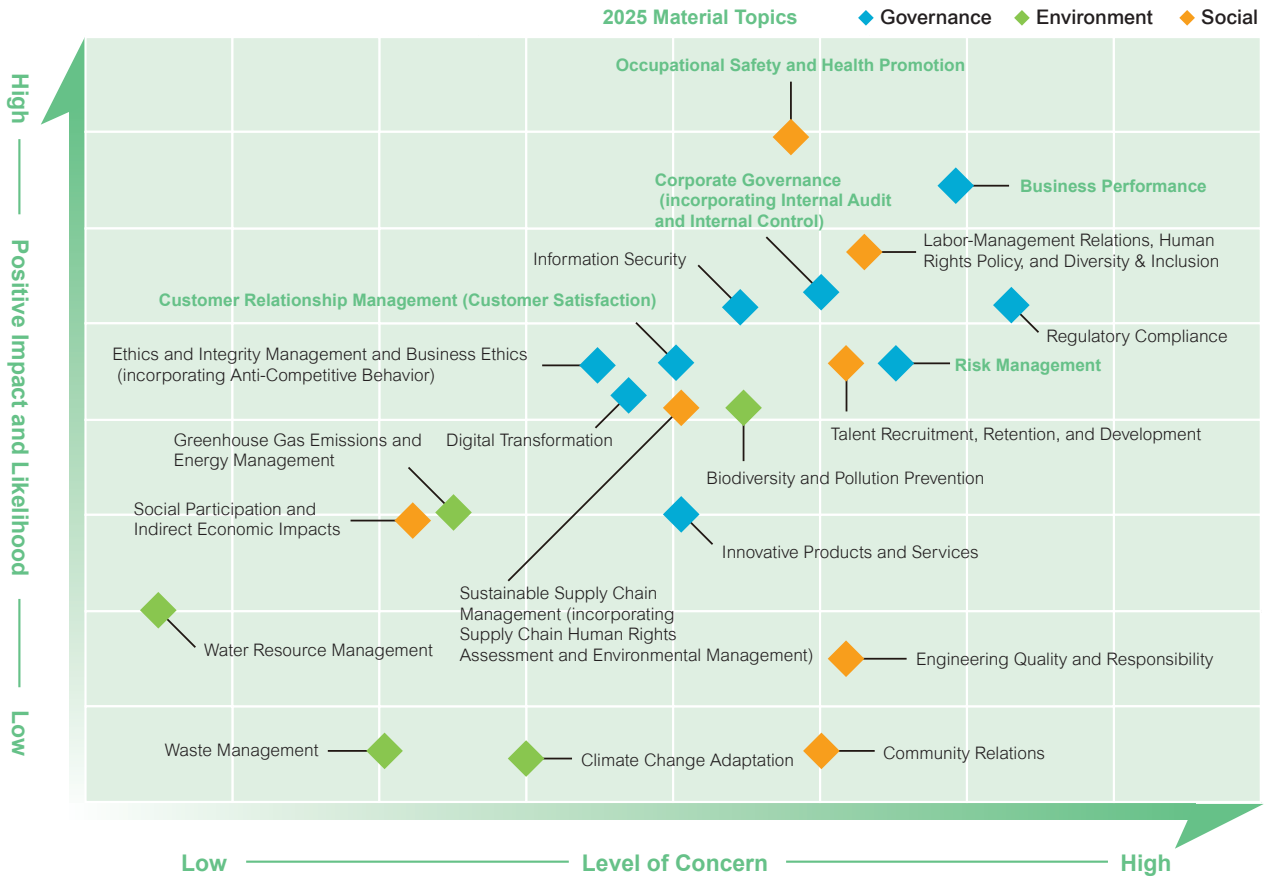
4 Assess Level of Concern

Through the material topic survey, the Company collected stakeholders' level of concern regarding each sustainability topic and conducted the initial prioritization and analysis of material topics based on the survey results.

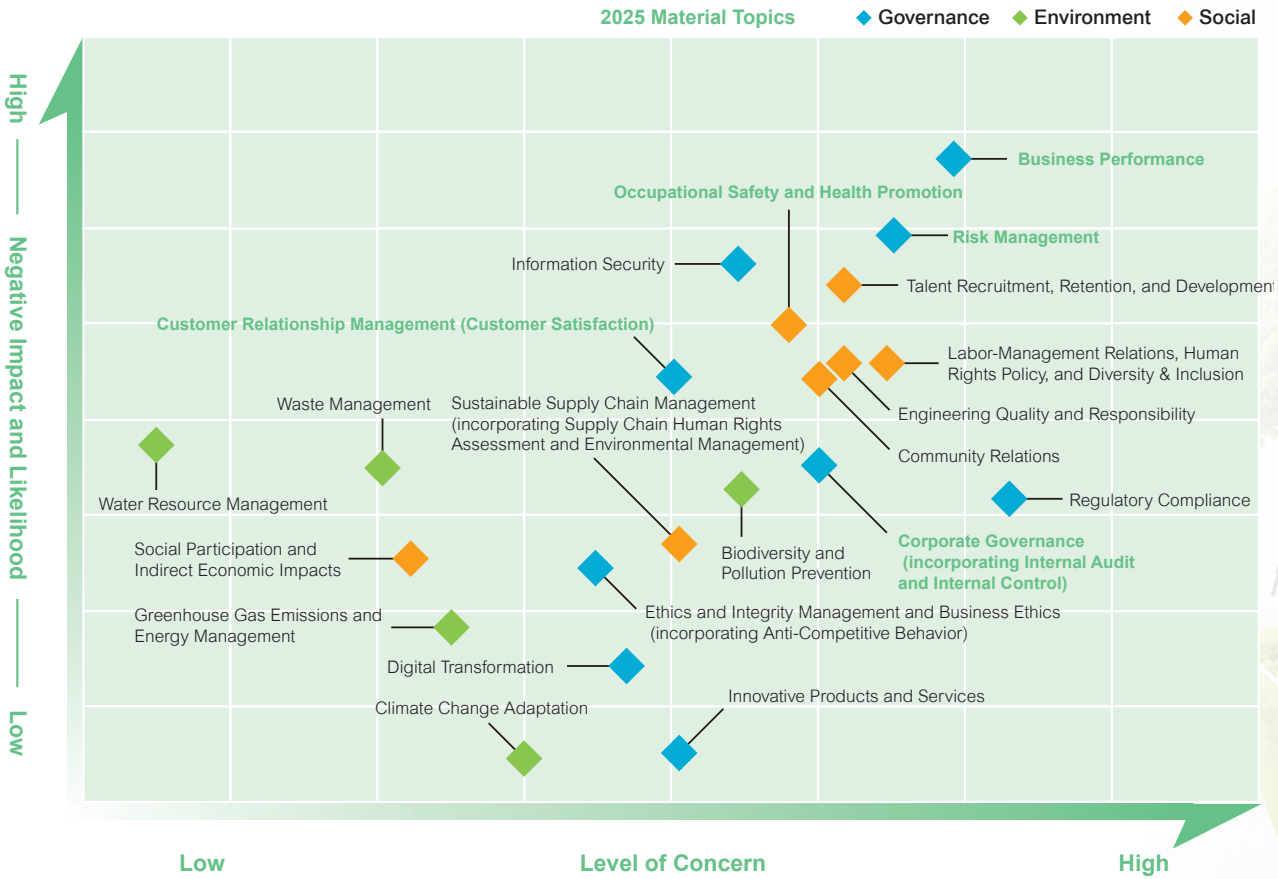
5 Validate and Review

This materiality assessment was conducted based on the scope of LeadSun Greentech's business activities. The process included collecting relevant industry regulations, sustainability-related industry standards, and insights from external professional consultants. In addition, trends in the organization's operating industry and competitive factors among peers were reviewed. Across the three ESG dimensions, a total of 21 topics of concern were compiled. Stakeholders were invited to respond to the topics of concern, and 55 questionnaires were distributed to identify the material topics valued by stakeholders. The organization's senior executives then responded to the level of impact to determine the Company's material topics.

▶ Material Topic Impact Matrix (Positive Impacts)



Material Topic Impact Matrix (Negative Impacts)



This materiality assessment was conducted based on the scope of LeadSun Greentech's business activities. The process included collecting relevant industry regulations, sustainability-related industry standards, and insights from external professional consultants. In addition, trends in the organization's operating industry and competitive factors among peers were reviewed. Across the three ESG dimensions, a total of 21 topics of concern were compiled. Stakeholders were invited to respond to the topics of concern, and 55 questionnaires were distributed to identify the material topics valued by stakeholders. The organization's senior executives then responded to the level of impact to determine the Company's material topics.



1.4 Disclosure of Material Topics

1.4.1 Changes in Material Topics and Their Impacts on Operations

The Company consolidated the survey results on stakeholders' level of concern regarding material topics. Following discussions at the Sustainable Development Task Force meeting, the Company considered stakeholders' level of concern for each topic, the positive and negative impacts on the Company's operations, and the scope of actual and potential impacts. Based on this process, the Company identified seven material topics for corporate sustainable development this year, as disclosed in the table below:

Item	Material Topic	Changes in Material Topics	Corresponding Report Section	Impact Type	Description of Impact on the Company
1	Regulatory Compliance	→ Continued	2.6 Regulatory Compliance	Positive Impact (Actual)	Compliance with laws and regulations can optimize operational efficiency and reduce procedural risks, helping the Company build sound mutual trust with stakeholders and maintain its corporate image.
				Negative Impact (Potential)	Failure to keep abreast of regulatory requirements in a timely manner may expose the Company to administrative penalties, legal proceedings, and compliance disputes. Subsequent corrective actions and remedial procedures may increase unexpected operating costs and affect the Company's corporate image.
2	Information Security	→ Continued	2.5 Information Security Management	Positive Impact (Actual)	Sound information security protection measures and strong information security awareness ensure that sensitive data is properly managed and retained, safeguarding the Company's trade secrets and stakeholders' privacy.
				Negative Impact (Potential)	If the Company's internal systems are subject to malicious attacks, or if operational negligence results in the leakage of sensitive data, the rights, interests, and privacy of the Company and its stakeholders may be impaired. The Company may also face legal compensation liabilities and lose market trust.
3	Economic Performance	→ Continued	3.1 Economic Performance	Positive Impact, (Actual and Potential)	In response to domestic and international net-zero emissions and energy transition needs, the Company continues to drive the steady development of its integrated one-stop businesses in renewable energy, energy management, and energy storage systems. Through diversified business models, the Company enhances its competitive advantages, creates revenue growth, and adds value for shareholders.
				Negative Impact, (Actual)	Challenges such as policy changes, shifts in market trends, or internal control issues may result in lower-than-expected returns on project investments and declining revenue, which may in turn lead to difficulties in capital allocation and affect shareholders' interests and financial stability.

Item	Material Topic	Changes in Material Topics	Corresponding Report Section	Impact Type	Description of Impact on the Company
4	Risk Management	Added	2.4 Risk Management	Positive Impact (Actual)	Through risk management and prevention, the Company incorporates uncertainties into its control mechanisms, keeping potential losses within a tolerable range and ensuring operational stability and business resilience.
				Negative Impact (Potential)	A lack of risk management may result in regulatory violations, disputes, or compensation liabilities. If response measures for unexpected incidents are inappropriate, the impact of risks on the Company's finances and reputation may be amplified.
5	Occupational Safety and Health Promotion	Adjusted (included health promotion topics)	5.4 Occupational Health and Safety Management	Positive Impact (Actual)	By providing employees with safe work guidelines and a secure office environment, the Company safeguards their physical and mental health and injects growth momentum into its operations.
				Negative Impact (Potential)	During the construction, operation, and maintenance of renewable energy project sites, failure to implement occupational safety controls may result in accidents that cause physical injuries or psychological harm to employees. In such cases, the Company may not only bear legal compensation liabilities, but also face impacts on its operations and damage to its social image.
6	Labor-Management Relations, Human Rights Policy, and Diversity & Inclusion	Adjusted (expanded the scope of topics to include the Human Rights Policy and diversity and inclusion)	5.1 Workforce Diversity 5.2 Compensation and Benefits 5.3 Human Rights Management	Positive Impact (Actual)	By creating a diverse, equitable, and inclusive workplace and maintaining smooth communication channels, the Company safeguards employees' rights and interests, improves employee satisfaction, and promotes talent retention.
				Negative Impact, (Actual and Potential)	If the Company neglects to create an equitable workplace or fails to implement its human rights policy, it may lead to talent loss, resulting in gaps in internal experience and capabilities, as well as increased hidden costs for recruitment and training.
7	Climate Change Adaptation	Added	6.1 Climate Action	Positive Impact, (Actual and Potential)	Climate change and the trend toward corporate low-carbon transition are driving growing demand for green solutions such as renewable energy and energy storage dispatch. The Company transforms industry demand for climate transition into business opportunities and expands its business development.
				Negative Impact, (Actual and Potential)	In response to the physical and transition risks brought by climate change, the Company must consider issues such as disaster prevention, adaptation measures, and regulatory changes as early as the project site construction stage, resulting in increased operating and management costs.

1.4.2 Management of Material Topics

Material Topics	The United Nations Sustainable Development Goals (SDGs)	2025 Indicators	Achievement Status	2025 Performance	2026 Indicators	Medium- and Long-Term Indicators (2027 to 2030 and Beyond)
Regulatory Compliance		0 major violations.	Achieved	In 2025, the Company did not experience any major violations related to the environment, human rights, labor, or corporate governance.	0 major violations.	0 major violations.
Information Security		0 data leakage incidents.	Achieved	Through specific information security management programs, the Company ensures the confidentiality, integrity, and availability of its assets and information.	0 data leakage incidents.	0 data leakage incidents.
		The information security supervisor and information security personnel each complete six hours of information security management-related training every year.	Not Achieved	In 2025, information security personnel completed two hours of continuing education related to information security management. The Company completed an early review in the first quarter of 2026 and arranged participation in information security-related training in advance.	The information security supervisor and information security personnel each complete six hours of information security management-related training every year.	The information security supervisor and information security personnel each complete six hours of information security management-related training every year.
		At least one information security-related training session is conducted every year.	Achieved	In 2025, the Company completed one information security-related training session.	The annual participation rate for information security-related training reaches 90%.	The annual participation rate for information security-related training reaches 100%.
Economic Performance		Expanded electricity sales capacity to more than 7 million kWh in total.	Achieved	The Company expanded its electricity sales capacity to more than 7 million kWh in total.	Expanded electricity sales capacity to more than 30 million kWh in total.	Expanded electricity sales capacity to more than 350 million kWh in total.

Material Topics	The United Nations Sustainable Development Goals (SDGs)	2025 Indicators	Achievement Status	2025 Performance	2026 Indicators	Medium- and Long-Term Indicators (2027 to 2030 and Beyond)
Risk Management		At least one major risk assessment is conducted every year.	Achieved	The Company conducted one company-wide major risk identification and assessment, and established enhanced control measures based on the assessment results to effectively reduce high-risk events.	At least one major risk assessment is conducted every year.	Establish a "Quantitative Financial Impact Assessment"mechanism.
Occupational Safety and Health Promotion		0 disabling occupational injuries among employees.	Achieved	No employees took leave, were injured, or became unable to work due to occupational injuries.	0 disabling occupational injuries among employees.	0 disabling occupational injuries among employees.
Labor-Management Relations, Human Rights Policy, and Diversity & Inclusion		The annual completion rate of labor-management communication meetings reaches 100%.	Achieved	The Company held one labor-management meeting each quarter, with a total of four meetings held and a completion rate of 100%.	The annual completion rate of labor-management communication meetings reaches 100%.	The annual completion rate of labor-management meetings reaches 100%.
		0 human rights-related complaints.	Achieved	The Company received no human rights-related complaints.	0 human rights-related complaints.	0 human rights-related complaints.
		One annual employee satisfaction survey was completed.	Achieved	The Company completed one employee satisfaction survey.	Employee satisfaction > 80%.	Employee satisfaction > 90%.
Climate Change Adaptation		Completed greenhouse gas inventory for the Company-wide boundary, covering the parent company and major subsidiaries.	Achieved	The Company completed the 2025 greenhouse gas inventory for the parent company and major subsidiaries in the first quarter of 2026.	Using 2025 as the baseline year, the Company aims to reduce Scope 1 and Scope 2 greenhouse gas emissions by 5% by 2030.	

Chap 2

Transparent Governance and Ethical Corporate Management



2.1 Board of Directors
2.2 Business Integrity
2.3 Internal Audit and Internal Control
2.4 Risk Management
2.5 Information Security Management
2.6 Regulatory Compliance

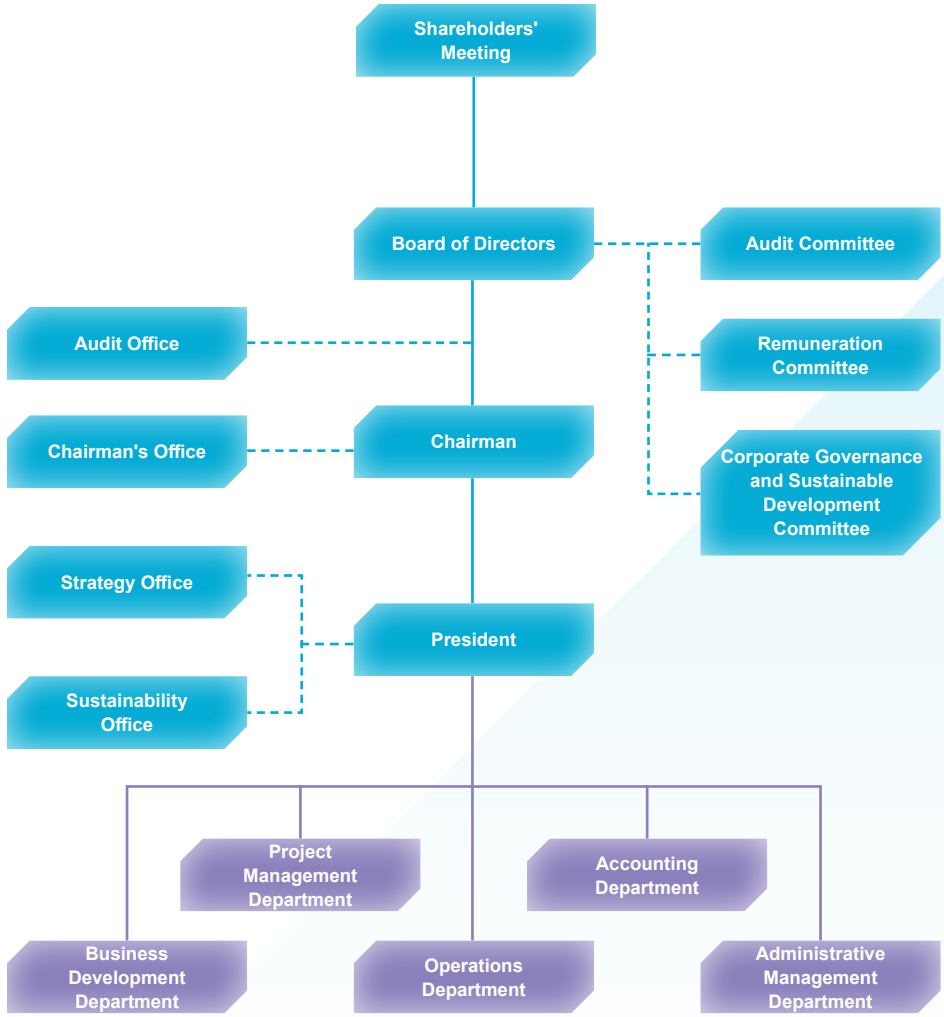
For us, corporate governance is not merely about compliance, but also a responsibility to safeguard value. Based on the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, Business Integrity Best Practice Principles for TWSE/TPEx Listed Companies, and Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/TPEx Listed Companies, we have established our internal Corporate Governance Code, Business Integrity Best Practice Principles, and Sustainability Information Management Measures. Through these policies, the Company has established transparent communication mechanisms and clear governance standards. By building sound systems and putting them into practice step by step, we embed integrity into our corporate DNA. While creating economic value, we are also committed to making positive contributions to the environment and society, thereby advancing sustainability management with a responsible and people-centered approach.

2.1 Board of Directors

The Board of Directors is the highest governance body of LeadSun Greentech. It consists of seven directors with diverse professional backgrounds in industry practice, finance, and sustainable development, establishing a decision-making mechanism that combines professionalism and diversity. The Board is responsible for supervising the Company's overall operations and making decisions on major matters.

To strengthen governance effectiveness, the management team regularly reports to the Board of Directors on the Company's operations, development strategies, and sustainable development issues, including operational strategies, financial reports, major financial and business matters, supervision of the internal control system, appointment and dismissal of senior executives, capital raising and issuance, and review of the Sustainability Report. This enables the Board to stay informed of the Company's operations in a timely manner and make prudent decisions.

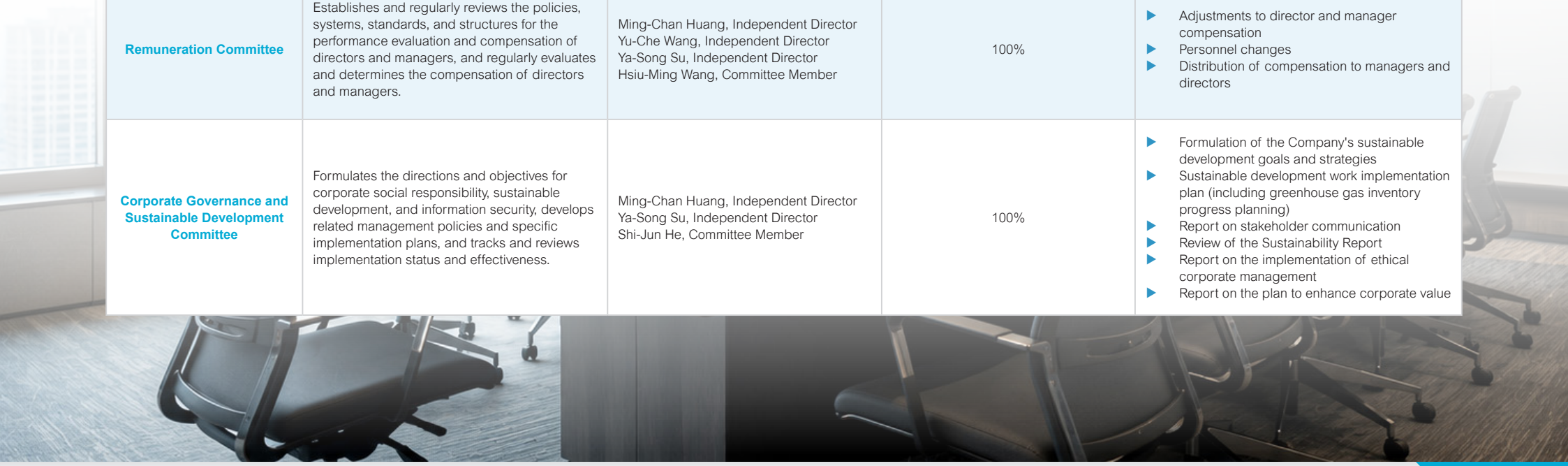
Through rigorous review mechanisms and comprehensive communication, the Board of Directors continues to promote business integrity and sustainable development while remaining committed to protecting shareholders' rights and interests. In accordance with regulations, the Company's Board of Directors convenes at least once every quarter. In 2025, the Board held a total of nine meetings, with an average director attendance rate of 100%, exceeding the Company's annual attendance target of 95%.



2.1.1 Functional Committees

To strengthen the supervisory functions of the Board of Directors and enhance management effectiveness, the Company has established the Audit Committee, Remuneration Committee, and Corporate Governance and Sustainable Development Committee under the Board of Directors. The operations of each functional committee under the Board are detailed in the table below. For more information, please refer to the Company's annual report

Committee	Responsibilities	Members	Average Attendance in Person (incl. Delegated Attendances)	Important Resolutions
Audit Committee	Supervises the fair presentation of the Company's financial statements, the appointment, dismissal, independence, and performance of the certifying CPAs, the effective implementation of the Company's internal control, the Company's compliance with relevant laws and regulations, and the control of existing or potential risks of the Company.	Ming-Chan Huang, Independent Director Yu-Che Wang, Independent Director Ya-Song Su, Independent Director	100%	▶ Annual and quarterly financial reports ▶ Major investment projects of the Company ▶ Major loans of funds and endorsements/ guarantees ▶ Report on the operation of risk management
Remuneration Committee	Establishes and regularly reviews the policies, systems, standards, and structures for the performance evaluation and compensation of directors and managers, and regularly evaluates and determines the compensation of directors and managers.	Ming-Chan Huang, Independent Director Yu-Che Wang, Independent Director Ya-Song Su, Independent Director Hsiu-Ming Wang, Committee Member	100%	▶ Adjustments to director and manager compensation ▶ Personnel changes ▶ Distribution of compensation to managers and directors
Corporate Governance and Sustainable Development Committee	Formulates the directions and objectives for corporate social responsibility, sustainable development, and information security, develops related management policies and specific implementation plans, and tracks and reviews implementation status and effectiveness.	Ming-Chan Huang, Independent Director Ya-Song Su, Independent Director Shi-Jun He, Committee Member	100%	▶ Formulation of the Company's sustainable development goals and strategies ▶ Sustainable development work implementation plan (including greenhouse gas inventory progress planning) ▶ Report on stakeholder communication ▶ Review of the Sustainability Report ▶ Report on the implementation of ethical corporate management ▶ Report on the plan to enhance corporate value



2.1.2 Composition of the Board of Directors

The Company has established a Board of Directors consisting of seven to eleven directors in accordance with its Articles of Incorporation. Directors serve a term of three years and are elected by the shareholders' meeting from the list of director candidates under the candidate nomination system, thereby protecting shareholders' rights and interests. Article 20 of the Company's Corporate Governance Code also clearly sets out the Board diversity policy, requiring the composition of the Board to take into account multiple aspects, including gender, nationality, culture, professional background, and industry experience. For the specific management objectives and implementation status of the Company's board diversity policy, please refer to Section 2.1.3 or the Company's website. For details on the nationality, gender, tenure, academic and professional background, and current positions of the Board members, please refer to the table below.

▶ **Board of Directors (Nationality, Gender, Term of Office, Professional Background)**

Job Title	Nationality/ Place of Registration	Name	Gender	Date of Appointment	Education	Experience	Current Position
Chairman	Republic of China	Li-Chen Lin	Female	2024.05.24	Master of Business Administration, Tulane University	Founder, LCH TransAsia Business Law Offices	Please refer to Note 1
Director	Republic of China	Laser Tek Taiwan Co., Ltd.	-	-	-	-	Chairman - LeadSun International Development Co., Ltd.
		Representative: Tsai-Hsing Cheng	Male	2024.05.24	Master's degree from the Department of Business Administration at National Sun Yat-Sen University	-	Chairman, Laser Tek Taiwan Co., Ltd. Chairman of Pules Investment Co., Ltd. Supervisor, Shun Zhi Investment Co., Ltd. Director, Leadsun Wind & Solar Co., Ltd. Chairman, T.K.M INTERNATIONAL CO., LTD. Supervisor, Taiwan Germagic Biochemical Technology Co., Ltd.
Director	Republic of China	LeadSun International Development Co., Ltd.	-	-	-	-	-
		Representative: Chen-Hsin Yang	Female	2024.05.24	Columbia Business School, Columbia University	Commercial Director, Shopee Pte. Ltd. Greater China Office Consultant, McKinsey & Company Chairman, Opsis MCube Capital Chairman, Pacific One Energy Ltd.	Director, YiSi Global Limited Supervisor, Opsis MCube Capital Supervisor, LeadSun International Development Co., Ltd. Chairman, MCube Capital Investment Management Chairman, Chenshi Luneng Co., Ltd. Director, Polytech Insulated Tube MFG. Co. Director, Xiangyin Yongxu Co., Ltd. Chairman, LEADSUN RENEWABLE (SINGAPORE) PTE. LTD.

Job Title	Nationality/ Place of Registration	Name	Gender	Date of Appointment	Education	Experience	Current Position
Director	Republic of China	Qing-Tang Yang	Male	2024.05.24	Xihu Junior High School	Person in charge, Huizhan Industrial Co., Ltd. Chairman and President, Huameixin Corporation	-
Independent Director	Republic of China	Yu-Che Wang	Male	2024.05.24	Ph.D. in Business Education, University of Missouri, Columbia Master's Degree in Business Administration, University of Massachusetts Dartmouth	Associate Professor, Global Business Program, Chinese Culture University Associate Professor, Department of Business Administration, Chung Hua University Research Fellow, National Policy Foundation Municipal Advisor, Hsinchu City Government Member of the Remuneration Committee, Trade-Van Information Services Co. Independent Director, Fubon Construction Co.	Director, Chung Hua University Independent Director, Taiwan Glass Ind. Corp. Independent Director, Luo Lih-Fen Holding Co., Ltd. Consultant, The Third Wednesday Club Expert Committee Member, Public Construction Commission, Executive Yuan Chairman, Pearl's Holiday Decoration Inc. International Consultant, Economics Division, National Policy Foundation (NPF) Director, Fubon Real Estate Management Co., Ltd.
Independent Director	Republic of China	Ming-Chan Huang	Male	2024.05.24	Ph.D. in Law, Soochow University	Adjunct Assistant Professor, Department of Business Administration, National Chiayi University Judge, Chiayi District Court, Taiwan Lecturer, Judges Academy, Judicial Yuan Independent Director, Global Tek Fabrication Co. Ltd.	Managing Attorney, Huahong Law Firm Member, Legal Affairs Committee, National Science and Technology Council Legal Representative, Trade-Van Information Services Co. Vice Chairman, Formosa Television Co., Ltd.
Independent Director	Republic of China	Ya-Song Su	Male	2024.05.24	Ph.D., Department of Business Administration, National Taipei Universit	-	Chairman, Chiao Shin Group Property Management Co., Ltd. Chairman, Chiao Shin Security Co., Ltd. President, Chiao Chiao Life Enterprise Director, Happiness Jia Integrated Services INC. Chairman, CGK International Company Ltd. Independent Director, Apex Science and Engineering Corp

Note 1: 1. Founder of LCH TransAsia Business Law Offices 2. Director of LeadSun Investment & Asset Management Limited 3. Director of LeadSun Holding Corp. 4. Director of LeadSun WINION Limited 5. Director of LeadSun KCIS Limited 6. Director of Grateful Fortune Limited 7. Chairman of LeadSun Investment & Asset 8. Chairman of Chih-Tai Investment Co., Ltd. 9. Representative of the general partner of LeadSun Zhi Lian Limited Partnership 10. Chairman of Lian Dian Energy Co., Ltd. 11. Chairman of Leadsun Wind & Solar Co., Ltd. 12. Chairman of Changyuan Wind Power 13. Chairman of Beiyuan Wind Power Co., Ltd. 14. Chairman of Xing Wei Electric Power Co., Ltd. 15. Chairman of LeadSun Greentech Corporation 16. Chairman of LeadSunFox Greenergy Investment Co., Ltd. 17. Chairman of Xiangyin yongxu Co., Ltd. 18. Chairman of Xiangyin Green Energy Co., Ltd. 19. Chairman of LeadSun Si Hsin Co., Ltd. 20. Chairman of Li-Shen Asset Co., Ltd. 21. Chairman of Kuang Ching Technology Co., Ltd. 22. Chairman of Zhen Dou International Co., Ltd. 23. Chairman of Leadsun Liufu Co., Ltd. 24. Chairman of Li Sheng Liu Ho Power Co., Ltd. 25. Chairman of Leadsun Qihai Power Corporation 26. Chairman of Li Tai Energy Co., Ltd. 27. Chairman of Sia Jhih Greenergy Co., Ltd. 28. Chairman of Li Li Energy Co., Ltd. 29. Chairman of Ridun Green Energy Co., Ltd. 30. Chairman of La Fourrure Biotech Inc. 31. Chairman of Li-Ben Fangyuan Optoelectronics Co., Ltd. 32. Chairman of Xin-Xin Sustainable Energy Co., Ltd. 33. Chairman of Mei Hsin Optoelectronics Co., Ltd. 34. Chairman of Lian New Energy Co., Ltd. 35. Independent Director of Yankey Engineering Co., Ltd. 36. Independent Director of GIGA-BYTE Technology Co., 37. Director of Central Motion Picture Corporation 38. Director of Shinfox Energy Co., Ltd. 39. Director of Synergy Co., Ltd. 40. Director of Taipei City Hsinhua Charitable Foundation 41. Supervisor of Cerulean Asset Management Co., Ltd. For more information on the composition and operation of the Company's Board of Directors, please refer to the Company's annual report and official website.

2.1.3 Election of Directors

To establish a fair, impartial, and transparent mechanism for the election of Directors, the Company has formulated the Director Election Procedures in accordance with the relevant provisions of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies. The Company adopts the candidate nomination system in the election of Directors. The election process is conducted in accordance with the Articles of Incorporation and relevant corporate governance regulations to ensure transparency and compliance.

With respect to the overall composition of the Board of Directors, the Company has established a board diversity policy based on its operational development needs and industry characteristics. Director candidates are evaluated comprehensively based on their basic attributes and values, including gender, age, nationality, and cultural background, as well as their professional knowledge and skills, such as expertise in law, accounting, industry, finance, marketing, and technology. These criteria are applied to identify qualified candidates with the professional competencies and practical experience required to effectively perform their duties.

To maintain the independence and effectiveness of the Board of Directors, more than half of the Board members shall not have a spousal or second-degree kinship relationship with one another. The Company also implements conflict-of-interest avoidance measures and independence requirements in accordance with applicable regulations. Furthermore, under the Director Election Procedures, all Director candidates are subject to a qualification review covering their educational background, professional experience, and compliance with Article 30 of the Company Act. The review results are provided to shareholders as a reference for the election of qualified Directors.

If the number of Directors falls below the required level due to the dismissal of any Director, the Company will conduct a by-election at the next shareholders' meeting or convene an extraordinary shareholders' meeting within the statutory time limit, as required by applicable regulations, to ensure the effective operation of the Board of Directors.

2.1.4 Board Diversity and Independence

The current Board of Directors consists of seven Directors, including three Independent Directors. Each term lasts three years, with the current term running from May 24, 2024 to May 23, 2027, and Directors may be re-elected. The Directors organize the Board of Directors, which is responsible for making decisions on important matters related to the execution of the Company's business. A Chairman is elected by at least two-thirds of the Directors in attendance, with the approval of a majority of the Directors present. The Chairman represents the Company externally and oversees all major affairs of the Company. The Company also purchases liability insurance to cover all Directors for responsibilities incurred while performing their duties.

Two Directors concurrently serve as managers of the Company, accounting for 28.5% of all Board seats. The Board includes three Independent Directors, accounting for 42.8%, and two female Directors, accounting for 28.5%. Two Independent Directors have served for less than three years, while one Independent Director has served for three to nine years. Their independence complies with the relevant provisions of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies. In terms of age distribution, four Directors are aged 61 to 70, two are aged 51 to 60, and one is under the age of 50. The Company's Board of Directors is composed of diverse members with industry experience in fields such as law, business education, technology, and corporate management. This diversity reflects the Company's implementation of its board diversity policy and strengthens the structure of the Board. The Board diversity goals and implementation status are shown in the table below.

▶ **Specific Management Goals and Implementation Status of Board Diversity**

Board Diversity Goal	Current Status	Implementation Status
Directors who concurrently serve as managers of the Company should not exceed one-third of all Board seats.	Directors who concurrently serve as managers of the Company account for 28.5% of all Board seats.	Achieved
The Board should include at least one female Director.	The Board includes two female Directors.	Achieved
Independent Directors should not serve for more than three consecutive terms.	No Independent Director has served for more than three consecutive terms.	Achieved
The number of Independent Directors shall not be less than three and shall not be less than one-fifth of all Board seats.	The Board includes three Independent Directors, accounting for 42.8% of all Board seats.	Achieved

In 2025, the Board of Directors convened a total of 9 meetings. The attendance record of the board members is presented in the table below.

Board Members' Attendance Statistics

Job Title	Name	Attendance in Person	Number of Delegated Attendances	Attendance in Person Rate (%)
Chairman	Li-Chen Lin	9	0	100%
Director	Qing-Tang Yang	9	0	100%
Director	Tsai-Hsing Cheng	9	0	100%
Director	Chen-Hsin Yang	9	0	100%
Independent Director	Ya-Song Su	9	0	100%
Independent Director	Yu-Che Wang	9	0	100%
Independent Director	Ming-Chan Huang	9	0	100%

2.1.5 Board Performance Evaluation

To enhance the effectiveness of the board of directors, LeadSun Greentech has established performance objectives to improve board operations. In accordance with Article 37 of the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies,"the Company has formulated the "Board Performance Evaluation Procedures"to implement sound corporate governance practices.

Article 2 of the Company's "Board Performance Evaluation Procedures"specifies that the board performance evaluation shall primarily cover the evaluation cycle, evaluation period, evaluation scope and methods, executing unit, evaluation procedures, and other compliance requirements. Below is a brief overview of the evaluation scope, evaluation methods, and evaluation results.

Evaluation Scope

Includes performance evaluations of the overall Board of Directors, individual board members, and functional committees.

Evaluation Methods

Includes internal self-evaluation by the board, self-evaluation by board members, peer evaluation, as well as performance evaluations conducted by external professional organizations, experts, or other appropriate methods.

Evaluation Result

According to Article 8 of the Company's Board Performance Evaluation Procedures, the results of board performance evaluations shall serve as a reference for selecting or nominating directors. In addition, the individual performance evaluation results of board members shall be used as a reference for determining their respective compensation.

2025 Board Performance Evaluation Results

Evaluation Frequency	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Items	Evaluation Result
Conducted once a year	January 1, 2025 to December 31, 2025	Overall Board of Directors	Overall Board of Directors, Self-evaluation questionnaire for individual board members	A. Level of participation in company operations. B. Improvement to the board of directors decision-making quality. C. Board of directors' composition and structure. D. Selection and continuing education of directors. E. Internal control.	Evaluation results: The overall operation of the Board of Directors was evaluated as good. Suggestions for improvement: As the Company's Chairman and President are currently the same person, the Company plans to add one Independent Director seat in 2026. Improvement plan: None.
		Individual board members	Self-evaluation questionnaire for individual board members	A. Understanding of Company goals and tasks. B. Awareness of directors' responsibilities. C. Level of participation in company operations. D. Management and communications regarding internal relationships. E. Professional and continued education for directors. F. Internal control.	Evaluation results: The overall operation of the Board of Directors was evaluated as good. Suggestions for improvement: The Company will continue to strengthen communication and exchanges between the directors and the certifying CPAs. Improvement plan: None.
		Audit Committee	Self-evaluation questionnaire for individual board members	A. Level of participation in company operations. B. Understanding of functional committee responsibilities. C. Improvement to the decision-making quality of the functional committee. D. Composition and member selection for the functional committee. E. Internal control.	Evaluation results: The overall operation of the Audit Committee was evaluated as good. Most evaluation indicators were rated "strongly agree,"reflecting sound overall operations. Committee members are encouraged to participate more actively in the Company's operations. Improvement plan: None.
		Remuneration Committee	Self-evaluation questionnaire for individual board members	A. Level of participation in company operations. B. Understanding of functional committee responsibilities. C. Improvement to the decision-making quality of the functional committee. D. Composition and member selection for the functional committee. E. Internal control.	Evaluation results: The overall operation of the Remuneration Committee was evaluated as good. Most evaluation indicators received a "strongly agree" rating. Members are encouraged to participate more actively in company operations. Improvement plan: None.
		Evaluation of the Corporate Governance and Sustainable Development Committee	Self-evaluation questionnaire for individual board members	A. Level of participation in company operations. B. Understanding of functional committee responsibilities. C. Improvement to the decision-making quality of the functional committee. D. Composition and member selection for the functional committee. E. Internal control.	Evaluation results: The overall operation of the Corporate Governance and Sustainable Development Committee was evaluated as good. Members are encouraged to participate more actively in company operations. Improvement plan: None.

2.1.6 Management of Conflicts of Interest

If a Director has a personal interest, or an interest on behalf of the juristic person represented by the Director, with respect to any meeting agenda item, the Director shall comply with Article 15 of the Company's "Rules of Procedure for Board of Directors Meetings" by explaining the material aspects of such interest at the relevant Board meeting. If such interest may be detrimental to the Company's interests, the Director shall not participate in the discussion or voting. The Director shall also recuse himself or herself from the discussion and voting and shall not exercise voting rights on behalf of any other Director. If a Director's spouse, blood relative within the second degree of kinship, or any company that has a controlling or subordinate relationship with the Director has an interest in an agenda item, the Director shall be deemed to have a personal interest in such matter.

For the implementation status of recusal by Directors from interested-party proposals in 2025, the positions held by Board members on other boards of directors, cross-shareholdings involving suppliers or other stakeholders, the existence of controlling shareholders, and related stakeholder groups and their relationships, transactions, and outstanding balances, please refer to the Company's annual report.

2.1.7 Remuneration Policy for the Board of Directors and Senior Executives

- The remuneration of the Company's Directors is determined in accordance with Article 28 of the "Articles of Incorporation", which stipulates that if the Company records a profit for the year, no more than 5% of such profit shall be allocated as Directors' remuneration. However, if the Company has accumulated losses, an amount shall first be reserved to offset such losses. Article 24-1 of the "Articles of Incorporation" further provides that the remuneration of all Directors is authorized to be determined by the Board of Directors, regardless of whether the Company records an operating profit or loss, based on each Director's level of participation in the Company's operations and contribution value, with reference to the prevailing standards of industry peers. The remuneration of the Company's Directors consists of Directors' remuneration, attendance fees, and remuneration paid based on their actual participation in the Company's operations. The Company has established the "Board Performance Evaluation Procedures" and conducts a self-evaluation of the Board of Directors and self-performance evaluations of individual Board members on a regular annual basis. Evaluation items include Directors' participation in the Company's operational strategies, supervision of finance and risks, oversight of the internal control system, participation in the promotion of sustainable development, Board meeting attendance, and participation in discussions. The performance evaluation results serve as an important reference for remuneration payment. The relevant performance evaluations and the reasonableness of remuneration are reviewed by the Remuneration Committee and the Board of Directors.
- The remuneration of the Company's managers is determined in accordance with Article 28 of the "Articles of Incorporation", which stipulates that if the Company records a profit for the year, no less than 3% of such profit shall be allocated as employee remuneration. However, if the Company has accumulated losses, an amount shall first be reserved to offset such losses.

The Company's remuneration structure consists of both fixed and variable components and is designed to fully reflect individual and team performance. Fixed remuneration is determined based on evaluation factors such as the responsibilities and relative importance of each position, while variable remuneration is determined based on the implementation and achievement of the operational strategies and objectives under the responsibility of the relevant manager. Starting from 2025, to demonstrate the Company's commitment to strengthening corporate governance effectiveness and promoting sustainability, ESG performance indicators have been newly linked to variable remuneration, accounting for 20% of the overall weighting. The evaluation indicators include work performance (80%) and ESG sustainable development performance (20%). The specific evaluation indicators are adjusted on a rolling basis each year in line with the Company's annual operational development direction and priorities. For 2025, the specific ESG sustainable development performance indicators are planned as follows: E — annual carbon reduction strategy (25%); S — team participation in social activities (25%); G — compliance with relevant rules, regulations, and government policies (25%); and G — enhancement of corporate social value (25%). By aligning the interests of the Company and its managers, corporate sustainability becomes a shared objective.

- The procedures for determining the remuneration of the Company's Directors and managers are based on the Company's "Board Performance Evaluation Procedures" and "Employee Performance Evaluation Procedures." The Company provides reasonable remuneration with reference to its operational performance, future risks, development strategies, industry trends, and each individual's contribution to the Company's performance. Performance evaluation and remuneration distribution are reviewed and approved by the Remuneration Committee and the Board of Directors in accordance with regulations. The Company also reviews its remuneration distribution policy in a timely manner based on the overall environment and corporate business strategies, and regularly reviews the remuneration standards of industry peers and competitors for talent each year to ensure the competitiveness of its remuneration. This approach supports talent recruitment, motivation, and retention, while taking into account the Company's sustainable operations and the interests of stakeholders.

2025 Consolidated Financial Statements - Compensation of Directors and Executives

Job Title	Total Compensation (NT$ Thousand)	Total Compensation as Percentage of Net Profit After Tax (%)
Director	2,115	(4.18%)
President and Vice Presidents	10,032	(9.82%)

2.1.8 Linkage Between ESG Performance and Remuneration for Senior Executives

To realize the Company's sustainability vision and strategies, and to encourage senior executives to place greater emphasis on the effectiveness of environmental, social, and governance initiatives, the Company has officially incorporated ESG sustainability performance indicators into the performance evaluation framework for senior executives starting from 2025. These indicators are also linked to variable remuneration to strengthen the accountability and influence of senior executives in promoting the Company's sustainable development. This mechanism encourages the leadership team to actively fulfill corporate social responsibility while driving the Company's steady growth, thereby working together to build a sustainable corporate future.

Applicable parties | Senior executives, including the President, Vice Presidents, Assistant Vice Presidents, and persons of equivalent rank, the head of the Finance Department, the head of the Accounting Department, and other persons responsible for managing the Company's affairs and authorized to sign on behalf of the Company.

Key implementation measures |

- The Company strengthens the linkage between remuneration and ESG sustainability performance by including senior executives within the scope of implementation, thereby supporting and achieving the Company's sustainable development strategies and goals.
- ESG sustainability performance indicators are incorporated into KPI evaluations, with planned weightings linked to the variable remuneration of senior executives, effectively encouraging greater emphasis on ESG performance.

Indicator design | The relevant indicators are designed with consideration of the Company's overall operations and sustainable development strategies. The Company will adjust the indicator design and weightings from time to time as necessary.

Description of performance indicators and weightings for variable remuneration of senior executives:



2.1.9 Insider Trading Prevention Measures

The Company strictly implements insider trading prevention mechanisms and regularly provides Directors, managers, and employees with training on the "Procedures for Handling Internal Material Information"and the "Insider Trading Prevention Management Measures."

Newly appointed Directors and managers receive professional awareness training within three months after assuming office. The training provides comprehensive regulatory information, including insiders' reporting obligations, the prohibition of insider trading, and trading restrictions during blackout periods before the announcement of financial reports. Relevant materials are also sent as reminder notices before the announcement of financial reports to ensure that all insiders comply with applicable regulations and implement corporate governance. In the annual training courses on the prohibition of insider trading, the Company reminds Directors that they shall not trade the Company's shares during the blackout period of 30 days before the announcement of the annual financial report and 15 days before the announcement of each quarterly financial report.



2.1.10 Continuing Education of Board Members

To enhance Directors' understanding of ESG and risk-related issues, each Director of LeadSun Greentech participated in at least six hours of Director continuing education courses, fully meeting corporate governance requirements. In 2025, a total of seven Directors completed continuing education, with a cumulative total of 47 hours. The training topics and hours undertaken by each Director and Independent Director are summarized in the following table.

Statistics of Directors' Continuing Education

Job Title	Name	Date	Organizer	Course Title	Hours
Chairman	Li-Chen Lin	2025/08/19	Taiwan Institute for Sustainable Energy	The Impact of Trump 2.0 on Corporate Sustainability Globally and in Taiwan	2
		2025/08/14	Accounting Research and Development Foundation	Corporate Governance and Securities Regulations: Financial Statement Interpretation and Fraud Case Analysis	3
		2025/04/25	Taiwan Corporate Governance Association	Design of Senior Executive Remuneration and ESG Performance Systems	3
Director	Qing-Tang Yang	2025/12/19	Taiwan Corporate Governance Association	International Trends and Experience Sharing on Corporate Ethical Management and Senior Executive Accountability Systems	3
		2025/07/29	Taipei Exchange	2025 Insider Shareholding Awareness Briefing for Emerging Stock Companies	3
Director	Tsai-Hsing Cheng, Representative of Lasertek Taiwan Co., Ltd	2025/09/19	Taipei Foundation Of Finance	The First Lesson in Avoiding Virtual Currency Risks: A Strategic Guide for Directors and Supervisors	3
		2025/08/08	Accounting Research and Development Foundation	Greenwashing Risks and Legal Liability: The Role and Challenges of the Board of Directors	3
Director	Chen-Hsin Yang, LeadSun Investment & Asset	2025/11/21	Taiwan Corporate Governance Association	Implementing Directors' and Supervisors' Responsibilities with an International Perspective: A Practical Case Analysis of Foreign Institutional Investors' Voting Behavior from the Perspective of Shareholder Activism	3
		2025/04/25		Design of Senior Executive Remuneration and ESG Performance Systems	3
Independent director	Yu-Che Wang	2025/03/27	Chinese National Association of Industry	Looking Ahead Through Financial Statements: Management Approaches for Directors and Supervisors from Financial Data to Business Decision-Making	3
		2025/03/13		The Impact of Trump's New Policies on Corporate Operations and Investment and Response Strategies	3
Independent director	Ming-Chan Huang	2025/10/08	Chinese National Association of Industry	Quantum-Hybrid Integration: Industrial Opportunities and Deployment for the Next Technological Revolution	3
		2025/09/30	Taiwan Corporate Governance Association	Corporate Innovation, Growth, and AI	3
		2025/04/29		Brief Analysis of the Current Status of Workplace Sexual Harassment and Bullying Prevention and Practical Experience Sharing	3
Independent director	Ya-Song Su	2025/05/02	Securities and Futures Institute	2025 Insider Trading Prevention Awareness Session	3
		2025/03/26	Chinese National Association of Industry	Matters Requiring Attention and Discussion of Frequently Asked Questions for 2025 Board of Directors Meetings and Shareholders' Meetings	3

2.2 Business Integrity

In order to establish a corporate culture of integrity and sound development, as well as to build a robust framework for business operations, LeadSun Greentech has adopted the "Business Integrity Best Practice Principles." These principles applies to the Company, its subsidiaries, foundations to which it directly or indirectly contributes over 50% of the funds, and other group enterprises and organizations over which it has substantive control.

2.2.1 Scope of Business Integrity

Article 17 of the Company's Business Integrity Best Practice Principles explicitly stipulates that the Company's directors, managers, employees, authorized representatives, and individuals with substantial control shall exercise the duty of care of a prudent manager. They are responsible for supervising the Company in preventing unethical conduct, regularly reviewing the effectiveness of implementation, and continually improving practices to ensure the thorough enforcement of the ethical corporate management policy.

The provisions of these principles include "ethical conduct in business activities,""prohibition of intellectual property infringement,""prohibition of unfair competitive practices,""prevention of harm to stakeholders from products or services,""compliance with laws and regulations in business operations,""avoidance of conflicts of interest,""prohibition of bribery and acceptance of bribes,""prohibition of unlawful political contributions,""prohibition of improper charitable donations or sponsorships,""prohibition of unreasonable gifts, hospitality, or other improper benefits,"as well as the "establishment of effective accounting and internal control systems,""training and performance evaluation,""whistleblower mechanism,"and "reward, penalty, and grievance procedures."

2.2.2 Implementation of Ethical Corporate Management

"Ethical corporate management"represents the highest ethical standard of the Company. The Company has established a corporate governance unit responsible for promoting ethical corporate management, while the Administrative Management Department is responsible for implementing ethical corporate management. The operation of the unit and related implementation status are reported to the Board of Directors each year. For more information, please refer to the Company's "2025 Implementation Status of Ethical Corporate Management"(hyperlink to the Company's website).

The implementation status in 2025 is summarized below. For details, please refer to the Company's official website:

- All Directors and senior executives of the Company have signed the "Statement of Compliance with the Ethical Corporate Management Policy."
- Training

New employees

In 2025, all new employees received guidance and related materials on confidentiality, integrity, duty of loyalty, and insider trading prevention upon onboarding. The Company also obtained the relevant consent forms or acknowledgments of receipt for applicable measures.

On-the-job training

On November 19, 2025, the Company conducted training and testing on laws and regulations related to insider trading, insider shareholding, and the Business Integrity Best Practice Principles.

External training attended by Directors and managers on topics related to ethical corporate management is shown in the table below.



External Training Attended by Directors and Managers on Topics Related to Ethical Corporate Management

Course Title	2025		
	Total Participants	Course Hours	Total Hours
Shareholders' Meetings, Management Control, and Equity Strategies	1	3	3
Legal Obligations and Responsibilities of Directors and Supervisors and Workplace Prevention Measures	1	3	3
Business Integrity Best Practice Principles	1	3	3
Relevant Laws and Regulations Requiring the Attention of the Board of Directors amid the ESG Wave	1	3	3
Major Corporate Information Disclosure and Directors' Legal Liability from the Perspective of Judicial Practice	1	3	3
Ethical Corporate Management Training	4	1	4
Insider Trading Prevention Training	4	1	4
Corporate Governance and Securities Regulations: Financial Statement Interpretation and Fraud Case Analysis	1	3	3
2025 Insider Shareholding Awareness Briefing for Emerging Stock Companies	1	3	3
International Trends and Experience Sharing on Corporate Ethical Management and Senior Executive Accountability Systems	1	3	3
Greenwashing Risks and Legal Liability: The Role and Challenges of the Board of Directors	1	3	3
Total	**21**	**28.5**	**51**

Operating sites that have undergone corruption-related risk assessments

The Company conducts corruption-related risk assessments for the operating activities of all operating sites. Through annual self-inspections conducted by each unit and compliance self-assessments, the Company effectively controls risks and ensures implementation. The Audit Office also conducts independent audits to ensure the operation of the overall mechanism, jointly managing and preventing unethical conduct.

In 2025, no incidents of corruption were identified.

2.2.3 Whistleblowing Mechanism and Whistleblower Protection

The Company provides effective communication channels for employees, shareholders, stakeholders, and external parties through the Stakeholders section of its official website. The Company has also established the "Reporting Measures"to proactively prevent dishonest conduct and encourage both internal and external parties to report unethical or improper behavior. Reported incidents are accepted by the designated unit and investigated and handled in accordance with the reporting procedures.In accordance with the Reporting Measures, the Company strictly maintains the confidentiality of whistleblower identities and the content of reports, and is committed to ensuring that whistleblowers are not subjected to improper treatment as a result of their reports.

To ensure that employees are familiar with reporting channels and the operation of related mechanisms, the Company incorporates relevant content into the onboarding process and Code of Conduct training for new employees. The Company also promotes the reporting mechanism for violations of the Code of Conduct through internal announcements, helping employees understand when to report, available reporting channels, handling procedures, and the rights and interests of whistleblowers. This encourages employees to proactively report unethical conduct and jointly implement the Company's whistleblowing system.

▶ Reporting channels

Mail | Head of the Audit Office, LeadSun Greentech Corporation, 10-1F, No. 1, Songgao Road, Xinyi District, Taipei City

Email | 119@leadsun-green.com

In 2025, no incidents related to unethical conduct were reported.

01 Reporting Submission
The whistleblower submits a report to the Audit Office by mail or email and provides contact information, information on the reported party, and specific evidence.

02 Case Acceptance and Review
The Audit Office registers the case and reviews whether it meets the acceptance criteria. If the information provided is insufficient, the matter falls outside the scope of reporting, or the report is made in bad faith, the case may not be accepted.

03 Designation of Investigation Unit
Depending on the nature of the case, the President or Chairman designates a project owner or establishes an investigation team to conduct the investigation. If the case involves a Director or manager, it shall be reported to the Independent Directors or the Board of Directors.

04 Investigation and Fact Confirmation
Interviews, evidence collection, and fact verification are conducted, while the reported party is given an opportunity to provide statements. Where necessary, measures may be taken to suspend duties or prevent further expansion of damage.

05 Reporting and Follow-up Handling
A report is prepared based on the investigation results, and appropriate actions are taken depending on the circumstances. If the report is verified to be true, the internal control system shall be reviewed and improvement measures shall be proposed. Where necessary, the competent authority shall be notified.

2.2.4 No Corruption, Anti-competitive, Antitrust, or Monopolistic Conduct

LeadSun Greentech has established the "Business Integrity Best Practice Principles,"which require all employees to conduct business activities in accordance with relevant fair competition laws and regulations. Employees are prohibited from fixing prices, manipulating bids, restricting output and quotas, or sharing or dividing markets by allocating customers, suppliers, operating regions, or business types. The Company strictly complies with relevant laws and regulations in all aspects of business management. **In 2025, the Company was not involved in any litigation related to corruption, anti-competitive, antitrust, or monopolistic conduct.**

2.3 Internal Audit and Internal Control

LeadSun Greentech, in accordance with the "Regulations Governing Establishment of Internal Control Systems by Public Companies"and relevant laws, has established an independent internal audit unit under the Board of Directors. This unit reports directly to and is supervised by the Board of Directors and the Audit Committee, and is responsible for executing internal audit operations within the company.

2.3.1 Internal Audit Unit

In accordance with the Company's scale, business operations, management requirements, and relevant legal regulations, LeadSun Greentech has established an internal audit unit under the Board of Directors and appointed one audit supervisor. The appointment and dismissal of the audit supervisor must be approved by the Audit Committee and resolved by the Board of Directors. Internal audit personnel meet the statutory qualification requirements and continue to receive training to fulfill the required number of annual training hours.

2.3.2 Internal Audit Operations

Internal audit personnel uphold an impartial and independent attitude, executing their duties objectively, fairly, and with professional diligence. The audit supervisor regularly reports to the Audit Committee and the Board of Directors.

The Company's internal audit activities are conducted based on a risk assessment and follow an annual audit plan approved by the Audit Committee and the Board of Directors. Audit personnel carry out both scheduled and unscheduled audits, including routine and special audits. Audit findings are documented through working papers and relevant materials, compiled into audit reports for management review to ensure the ongoing effectiveness of the Company's internal control system.

The results of monthly audits are reported in writing to the Audit Committee before the end of the following month. If there are any questions, further communication is conducted by email or telephone to ensure that the Audit Committee can promptly understand the implementation status of the Company's internal audit and internal control. During the execution of the audit plan, if adjustments are required due to changes in the internal or external environment or the results of risk assessments, the audit plan will be revised in a timely manner and submitted to the Board of Directors for approval in accordance with regulations.

In addition, the Company holds at least one separate communication meeting each year between the head of internal audit and the Independent Directors. In addition to explaining the implementation status of the annual audit plan, allocation of audit resources, and key risk control matters to the Independent Directors, the meeting also allows for full communication and exchange of views on internal control deficiencies, major irregularities, and potential risks. This establishes a direct communication channel that is not influenced by management. Through this mechanism, the Company strengthens the independence of Board supervision and enhances the transparency of corporate governance and the overall effectiveness of risk management.

2.3.3 Internal Control Self-assessment

LeadSun Greentech's internal control system is designed by managers in accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies and with consideration of the Company's overall operating activities, and is approved by the Board of Directors. Internal control includes components and key control activities to reasonably ensure the achievement of the following objectives:

1. Effectiveness and efficiency of operations
2. Reliability, timeliness, transparency, and compliance of reporting with relevant regulations
3. Compliance with relevant laws and regulations

The internal control self-assessment is conducted online at least once each year. The audit unit reviews the self-assessment reports of each unit and subsidiary, together with the improvement status of internal control deficiencies and irregularities identified by the audit unit in prior periods. These serve as the main basis for the Chairman and President to evaluate the effectiveness of the overall internal control system and issue the Internal Control System Statement.

2.3.4 Implementation Status of the Internal Audit Plan

In accordance with the "Internal Audit Implementation Rules,"the internal audit unit reviews whether the internal control system is appropriate and whether general operations are effectively implemented. It conducts both ongoing and project-based audits. The audit scope covers all internal operations of the Company and its subsidiaries. Based on the results of risk assessments, the internal audit unit prepares the annual audit plan, which is approved by the Board of Directors before implementation. Monthly audit reports are reviewed by the Audit Committee, and identified deficiencies are continuously tracked until improvements are completed. Each quarter, the head of the internal audit unit attends Audit Committee and Board of Directors meetings to report audit findings. Through the effective implementation of the internal control system, **no material internal control deficiencies were identified in 2025.**

The implementation status of internal audit plans for the past three years is as follows:

Year	Plan Implementation Rate	Number of Deficiencies Identified	Number of Deficiencies Improved	Improvement Completion Rate
2023	100%	0	0	100%
2024	100%	5	5	100%
2025	100%	0	0	100%

2.3.5 Audit Management of Subsidiaries

Taking into account the laws and regulations of the jurisdictions where the Group's subsidiaries are located and the nature of their actual operations, the Company urges each subsidiary to establish necessary control procedures for supervision and management based on actual needs. Subsidiaries are included in the internal audit scope, and audit operations are conducted based on the results of risk assessments. For internal control deficiencies and irregularities identified by the audit unit, the audit unit shall fully communicate with the audited unit and request specific and effective improvement measures. The audit unit will then follow up until the improvements are completed.



2.4 Risk Management

2.4.1 Risk Management Policy and Procedures

To implement the Company's risk management mechanism, strengthen corporate governance, and reasonably ensure the achievement of the Company's strategic planning and objectives, the Company's Board of Directors approved the "Group Risk Management Policy and Procedures"on December 12, 2024, as the highest guiding principles for the Company's risk management. This policy covers purpose and basis, policy objectives, risk management scope, organizational structure and responsibilities, and management processes. It aims to control risks arising from business activities within an acceptable range, thereby achieving sustainable development and sound operations.



STEP 1

Identify internal control, financial, strategic and operational, compliance, information security, sustainability, and other risk factors.

STEP 2

Analyze the probability of occurrence and impact level of risk events, and measure their level of impact using quantitative or qualitative methods.

STEP 3

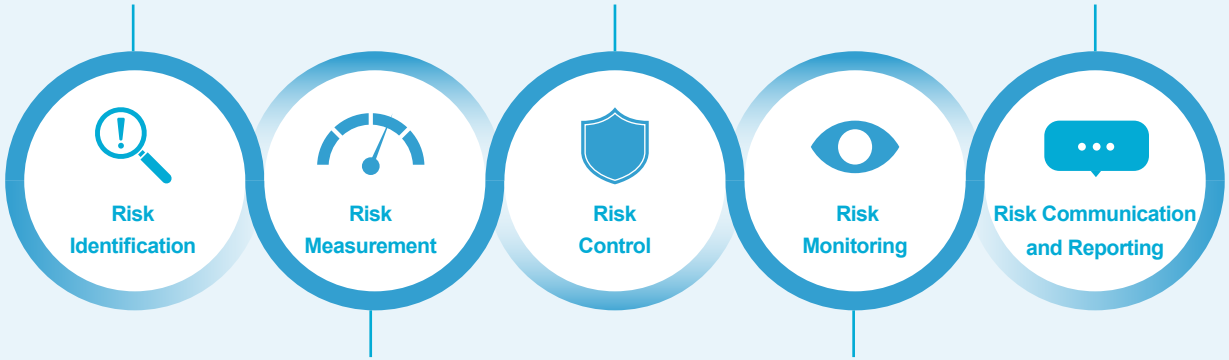
Based on the results of risk analysis and measurement, each department proposes control measures and implements risk prevention and mitigation actions.

STEP 4

Establish risk monitoring mechanisms to ensure the efficiency and effectiveness of risk management operations.

STEP 5

Conduct appropriate internal and external communication, report to supervisors, and report the status of risk management to the Audit Committee and the Board of Directors.



2.4.2 Risk Management Organizational Structure

The Company's risk management organizational structure includes the Board of Directors, Audit Committee, Audit Office, and all departments.

Risk Management Organization	Responsibilities
Board of Directors	The Board of Directors is the supervisor and highest decision-making body for risk management. It is responsible for approving risk management policies and major risk management systems, and supervising the implementation of the risk management system to ensure the effective operation of the risk management mechanism.
Audit Committee	Assists the Board of Directors in supervising risk management-related matters.
Audit Office	Internal audit reports to the Board of Directors and is responsible for internal control and internal audit. Each year, it shall report the implementation status of the Company's risk management to the Audit Committee and the Board of Directors.
All departments	Department heads are responsible for risk management. They shall clearly identify, analyze, and monitor major risks faced by their respective units in business operations. In response to changes in the internal and external environment and adjustments to laws and regulations, they shall conduct risk planning and implement necessary risk assessment and management operations to ensure that risk control mechanisms and procedures are effectively carried out.

2.4.3 Risk Identification

To ensure the Company's normal operations and achieve sustainable business operations, the Company actively and effectively integrates and manages various risks that may affect operations and profitability. These include internal control risks, financial risks, strategic and operational risks, compliance risks, information security risks, sustainability risks, and emerging risks. In 2025, the Company initiated a comprehensive risk identification process and requested all departments to identify all potential risk factors that the Company may currently face across its operating processes. A total of 27 risk factors were identified.

2.4.4 Risk Measurement

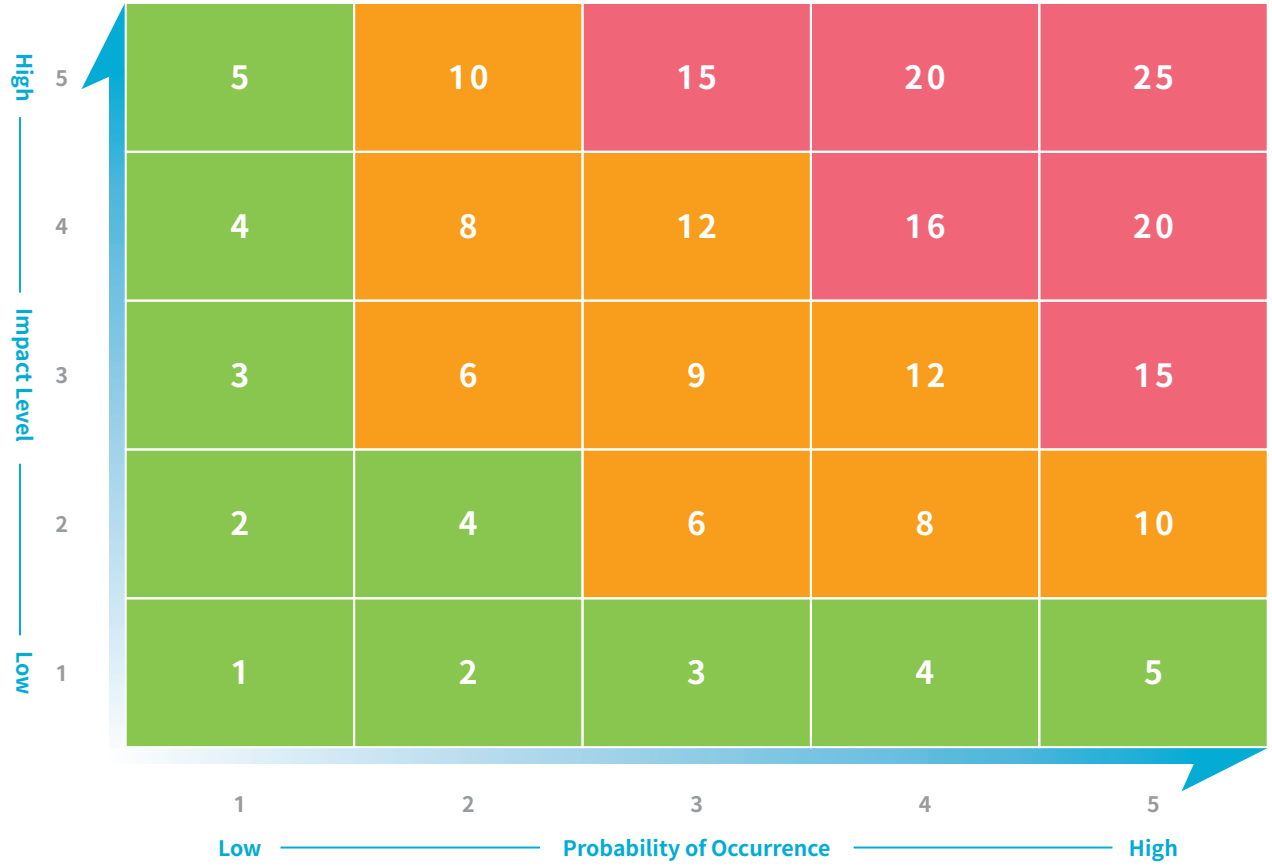
The Company's risk measurement refers to the analysis of the attributes and impact levels of identified risk factors, as well as the establishment of appropriate quantitative or qualitative measurement indicators to assess risk levels, risk appetite, and risk tolerance.

Rating	Probability of Occurrence (P)	Definition
1	Extremely Unlikely	0-10%
2	Low probability	11-20%
3	Possible	21-40%
4	Likely	41-60%
5	Almost certain	61-100%

Rating	Impact Level (I)	Definition
1	Negligible	The impact caused by the occurrence of the risk is extremely low or negligible.
2	Minor impact	The occurrence of the risk has a minor impact and only requires monitoring.
3	Moderate impact	The occurrence of the risk has a certain level of impact on the Company, and actions must be taken to prevent further deterioration.
4	Significant impact	The occurrence of the risk results in serious but non-catastrophic consequences. Immediate actions must be taken to reduce losses, and partial improvement plans must be formulated.
5	Severe impact	The occurrence of the risk has a catastrophic impact on the Company. Immediate actions must be taken to mitigate losses, and comprehensive improvement plans must be formulated.

2.4.5 Risk Control and Monitoring

The Company clearly defines annual risk levels. Enhanced control measures must be taken for high-risk items, medium-risk items require continuous monitoring, and low-risk items do not require response measures. In the 2025 risk measurement, after considering the probability of risk events, severity, and control effectiveness, a total of eight major high-risk items were identified. Based on the assessment results, enhanced control measures were proposed, and the effectiveness of such measures is reviewed regularly.



1~5

Risk Level: Low

No risk reduction response measures are required.

6~14

Risk Level: Medium

No immediate action is required, but continuous monitoring is needed.

15~25

Risk Level: High

Enhanced control measures must be taken to reduce the losses caused by risks.

2.4.6 Risk Communication and Reporting

Based on the results summarized in Sections 2.4.3 to 2.4.5, the Company establishes an enterprise-level risk matrix. The responsible units formulate enhanced control measures and report the implementation results to the Audit Committee and the Board of Directors responsible for risk management at least once each year.

▶ **Example**

Risk Source	Risk Factor	Risk Description	Probability of Occurrence	Impact Level	Risk Rating	Control Measures (Summary)
Strategic and operational risk	Pollution prevention	If waste generated at project sites is not properly handled, the Company may violate environmental protection laws and regulations, affect the progress of project site construction, and incur losses.	4	4	16	1. Require contractors to implement the Company's waste disposal plan. When issues arise with their partners or waste treatment facilities fail, alternative plans can be activated promptly to avoid waste accumulation or illegal disposal. 2. Increase the frequency of on-site inspections of contractors. In the event of violations, handle the matter in accordance with the Company's regulations and track improvements until completion.
Sustainability risk	Climate adaptation	Extreme weather events, such as strong winds, heavy rainfall, and droughts, may damage project site equipment, reduce power generation efficiency, and increase operating costs.	4	5	20	1. Follow the TCFD framework to plan and assess climate-related opportunities and risks, thereby strengthening the Company's climate resilience. 2. Establish specific sustainability goals and promote energy conservation and carbon reduction, water conservation, and resource recycling and reuse to reduce the potential impact of the Company's operations on the climate. 3. Sustainability personnel continue to monitor international trends and response measures, and propose operational improvements in a timely manner.



2.4.7 Emerging Risk Management

Starting from 2025, LeadSun Greentech has referred to the latest risk insights released by external institutions, such as the World Economic Forum's Global Risks Report, and incorporated them into emerging risk factors to identify representative emerging risks. By extensively collecting international examples and professional opinions from management, the Company conducts in-depth identification of potential emerging risks and develops corresponding mitigation measures to ensure that the Company can proactively deploy response strategies.

Based on the risk identification conducted in 2025, the Company has identified biodiversity as the only major emerging risk item at this stage. This is because project site development in the green energy industry may lead to the destruction of species habitats and affect environmental and ecological balance. However, the Company has established an Environmental Management Policy, under which it commits to reducing the environmental impact of its operating activities. In practice, the Company also fully complies with the requirements of central and local laws and regulations. Where specific conditions are met, the Company plans to conduct environmental and ecological assessments or develop balance and compensation plans to ensure that the development process is appropriate and does not cause environmental or ecological impacts. Therefore, the relevant assessment result is classified as low risk.

In addition, as part of sustainability planning, the issuance of a specific Biodiversity Commitment is an important step for the Company to demonstrate its proactive commitment to sustainable development. Therefore, although the risk assessment results indicate that no further enhanced control measures are required for this emerging risk, the Company is actively planning to issue this commitment. Going forward, the Company will continue to closely monitor its development trends and potential impacts to ensure that its risk control measures remain forward-looking and adaptive. For the Company's Biodiversity Commitment, please refer to the official website

2.4.8 Shaping a Risk Management Culture

The Company integrates the spirit of risk management into its operational strategies and continues to communicate internally that risk management is not the responsibility of specific units alone. All employees should recognize that they share responsibility for risk management.

Risk awareness

The Company continues to strengthen risk awareness among all employees through internal communication and meetings. The Company expects employees to identify and report potential risks in their daily work, thereby shaping a risk management culture with the participation of all employees.

Training

The Company provides training for employees from time to time to implement a risk management culture, such as information security training, ethical corporate management training, and personal data protection training, ensuring that employees continue to learn and improve.

Rewards and disciplinary measures

The Company has established reward and disciplinary systems to encourage employees to identify potential hazard risks. The Company also provides public reporting channels to encourage internal and external stakeholders to promptly report issues before or after incidents occur, assisting the Company in preventing or mitigating losses and maintaining organizational integrity and operational safety.

2.5 Information Security Management

To strengthen information security management and ensure the confidentiality, integrity, and availability of its assets and information, LeadSun Greentech has established an Information and Communication Security Policy in compliance with relevant laws and regulations. This policy aims to prevent both internal and external intentional or accidental threats.

2.5.1 Scope and Objectives

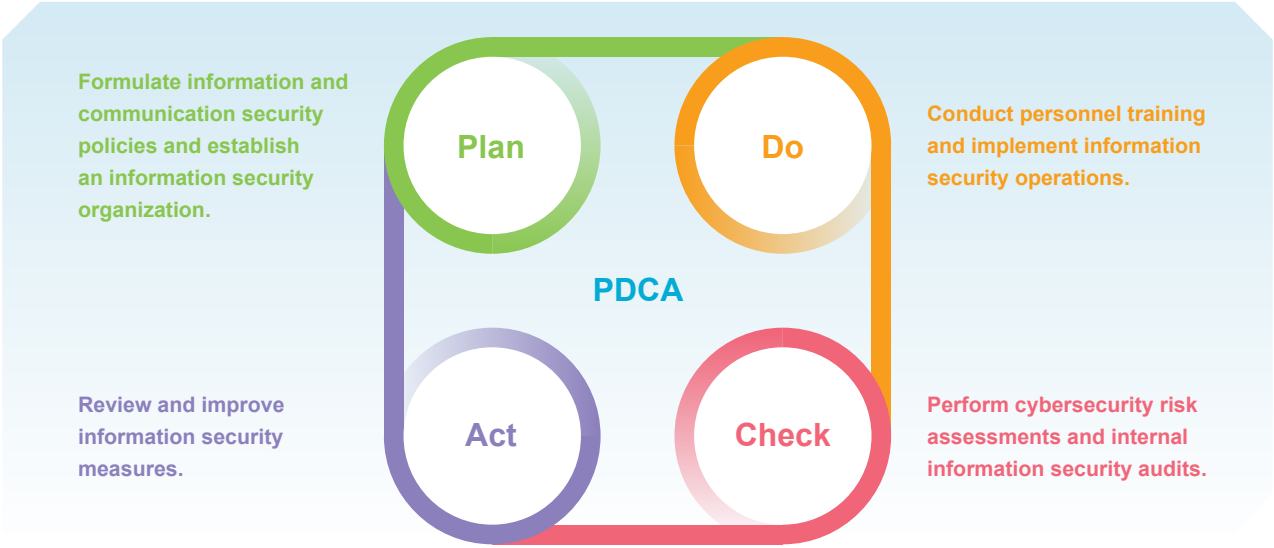
This policy applies to all employees of the Company, outsourced service providers, and visitors. Its objective is to protect the confidentiality, integrity, and availability of the Company's assets and to safeguard the security of users' data privacy.



2.5.2 Information Security Management and Implementation Framework

In accordance with Article 9-1 of the "Regulations Governing Establishment of Internal Control Systems by Public Companies,"the Company has appointed an Information Security Supervisor and at least one dedicated information security personnel. These individuals are responsible for the planning, monitoring, and execution of information security operations, as well as for continually enhancing information security awareness.

The Company adopts a PDCA (Plan-Do-Check-Act) cyclical management model to ensure goal achievement and continuous improvement. The implementation framework is as follows:



Additionally, the Company uses the "Information and Communication Security Control Guidelines for TWSE/TPEx Listed Companies" issued by the Taiwan Stock Exchange as the foundation for its continuous improvement in cybersecurity protection and management.

2.5.3 Specific Information Security Management Measures

Defending Against External Threats

- Deployment of network firewalls and configuration of access control rules.
- Installation of antivirus software on employee computers and servers, with regular updates to the virus detection software.
- Regular backup and preservation of sensitive data.

Data Access Control

- System access controls, security management of development and maintenance operations.
- Folder access permissions are set, and data is encrypted.

Information Security Incident Handling

- Occasional information security awareness campaigns to enhance employee cybersecurity awareness.
- The responsible information security contact shall be notified of any information security events discovered.
- Civil, criminal, and administrative liability may be pursued for any conduct which endangers information security, depending on the severity of the case, or the Company shall administer disciplinary penalties pursuant to our rules.

Information Security Promotion Results

- Professional training for the information security supervisor and information security personnel: In 2025, information security personnel completed two hours of continuing education related to information security management. The Company completed an early review in the first quarter of 2026 and arranged participation in information security-related training in advance.
- The Company outsourced maintenance services to a professional computer information service provider, with annual maintenance expenses of approximately NT$100,000.
- Annual expenses for firewall maintenance, disaster recovery drill testing, and NAS storage equipment upgrades amounted to approximately NT$150,000.
- The Company conducts regular monthly maintenance of all information equipment, including firewalls, servers, network equipment, and personal computers. After each maintenance session, a regular inspection checklist is provided for the Company's records.
- The Company fully launched a protection setting mechanism for printed paper documents from office machines to prevent printed documents from being left unattended or mistakenly collected in public areas, thereby reducing the risk of confidential information leakage.
- The Company provides information security training each year to strengthen employees' information security awareness. In 2025, one training session was held, with a total of 10 participants.
- In 2025, the Company achieved all information security indicator targets, including zero information security or cybersecurity incidents, zero data leakage incidents, zero violations involving personal information, and zero penalty records.

Business Continuity Planning

- The Administration Management Department is responsible for promoting all matters related to information security management.
- Maintenance services have been outsourced to professional computer IT companies.
- The Company's computer equipment, network equipment, and servers are scanned for viruses each month as part of maintenance work.
- Company employees shall comply with the Company's information security or confidentiality and security rules.
- The Company's suppliers, supporting contractors, and outsourced service providers shall comply with the Company's information security rules and agreements.
- Regular audits of privileged and user accounts and permissions, and deactivation of dormant accounts.
- Daily scheduled backups of data to NAS (Network Attached Storage).

2025 Information Security Indicators	Target	Actual Performance
Information security or cybersecurity incidents (cases)	0 cases	0 cases
Data leakage incidents (cases)	0 cases	0 cases
Information security violations involving customers' personal data (cases)	0 cases	0 cases
Number of customers and employees affected by data leakage (persons)	0 persons	0 persons
Amount of penalties imposed due to information security or cybersecurity-related incidents (NT$)	NT$0	NT$0

2.6 Regulatory Compliance

LeadSun Greentech understands that regulatory compliance is an important foundation for gaining the trust of investors and other stakeholders. The Company not only continues to monitor policies, laws, and regulations related to the energy industry issued by domestic and foreign competent authorities, but also ensures that all operations comply with legal requirements through effective management and assessment mechanisms. The Company continues to enhance employees' compliance awareness through training and communication to ensure that they understand and comply with applicable laws and regulations. Each year, the Company conducts training courses on ethical corporate management and regulatory compliance, covering topics such as corporate governance, enterprise risk management, and information protection. Through case studies, the courses strengthen employees' understanding of regulatory compliance and ethical corporate management, as well as the management and prevention of unethical conduct.

In 2025, LeadSun Greentech Group had no violations of laws or regulations related to the environment, human rights, labor, or corporate governance. No material non-conformities were identified through internal audits.



2.6.1 Personal Data Protection

2.6.1.1 Personal Data Protection Policy

The Company values the collection, management, use, and privacy protection of personal data. Therefore, in compliance with the Personal Data Protection Act, the Company has established the Personal Data Protection Management Measures. The scope of application includes, but is not limited to, the Company's customers, suppliers, contractors, landowners, employees of other business partners, job applicants, visitors browsing the Company's website, and visitors to the Company's premises. The Company adopts rigorous personal data privacy and security management and protection measures, implements hierarchical data access authorization and control, ensures that data access and sharing are properly governed and protected, and enhances data availability, integrity, and confidentiality.

The Company's human resources unit is responsible for creating, processing, maintaining, and retaining employee personal data, as well as handling complaints, consultations, and reports related to personal data incidents. The information technology unit is responsible for establishing an information security protection network for personal data to prevent risks such as theft, tampering, damage, loss, or leakage of personal data by hackers, and to strengthen the control of security measures. Each unit is responsible for collecting, processing, and using personal data for its respective business operations and execution. The audit unit conducts audits from time to time to confirm whether the relevant measures are effectively implemented and managed.

2.6.1.2 Implementation

- In 2025, there were no personal data leakage incidents, personal data complaints, or reported incidents.
- In 2025, the Company conducted one personal data protection training session. The course lasted 1.5 hours, with a total of 15 participants. The training mainly educated employees on the principles for collecting, processing, and using personal data, as well as the handling procedures for personal data leakage incidents.

2.6.2 Intellectual Property Rights

2.6.2.1 Intellectual Property Strategy

The Company focuses on green energy development as its core business, with an emphasis on project site construction and the integration of green power trading platforms. Brand value requires comprehensive intellectual property protection in order to build trust and create future profitability. To ensure the management of intellectual property, prevent infringement of others' intellectual property rights, and strengthen transparent and effective management in corporate governance, the Company has established intellectual property management measures with reference to laws and regulations related to intellectual property rights. Through continuous improvement under the PDCA cycle, the Company ensures the effective operation of the system and achieves its intellectual property management policies and objectives.

2.6.2.2 Management Measures

Trademarks

- The Company files necessary trademark applications and registrations in a timely manner in response to business development needs.
- Where necessary, the Company uses legal remedies to eliminate infringement and protect its trademark rights and interests.
- Dedicated personnel are responsible for retaining relevant documents.

Trade Secrets

- Through internal regulations and personal data and confidentiality consent forms, the Company clearly defines employees' confidentiality obligations.
- The Company enters into non-disclosure agreements (NDAs) with key business partners to ensure that information is properly protected and not disclosed externally.
- Electronic access control systems are installed in office areas to prevent unauthorized personnel from entering or leaving freely.
- Each unit has dedicated personnel responsible for managing relevant documents, including both paper and electronic records.

Training and Internal Management Regulations

- The Company arranges intellectual property-related courses from time to time to continuously enhance employees' awareness.

The Company has established the Business Integrity Best Practice Principles, Reporting Measures, and Personal Data Protection Management Measures, which stipulate that employees shall not engage in any conduct that infringes upon trade secrets, trademark rights, patent rights, copyrights, or other intellectual property rights. In the event of conduct involving damage to the Company's intellectual property rights or leakage of trade secrets, the Company may accept reports, conduct investigations, and take appropriate actions in accordance with relevant regulations.

2.6.2.3 Implementation Status

▶ Intellectual Property List and Results

Category	Implementation Status
Trademarks	1. The Company maintained two valid domestic trademarks, including one color logo and one monochrome logo. 2. No trademark infringement incidents occurred in 2025.
Trade secrets	3. 100% of new employees signed the Personal Data and Confidentiality Consent Form, undertaking to fulfill their confidentiality obligations with respect to trade secrets learned during the course of employment, and not to copy, retain, or disclose relevant files to others after leaving the Company. 4. The Company signed 41 non-disclosure agreements with potential customers or business partners. For ongoing negotiation cases, meeting participants were reminded to fulfill their confidentiality responsibilities in accordance with the relevant non-disclosure agreements. 5. **No trade secret leakage or infringement incidents occurred in 2025, and there were no related lawsuits.**

▶ Training

Date	Course Name / Duration	Content
2025/10/15	Information Security Training / 1 hour	The course covered the potential impacts of operational information leakage and the concepts of information security risks, aiming to enhance employees' awareness of the protection of the Company's intellectual property and confidential operational information.
2025/11/12	Personal Data Protection Training / 1.5 hours	The course covered compliance requirements and confidentiality obligations for employees when handling personal data of customers and business partners, such as landowners' personal data, in order to reduce the risk of leakage of intellectual property and sensitive information.

Chap 3

Industry Commitment and Value Creatio



3.1 Economic Performance
3.2 Public Policy and Influence
3.3 Industry Development
3.4 Customer Rights Policy
3.5 Engineering Technology and Quality

3.1 Economic Performance

In 2021, the Company entered the renewable energy industry, and began developing and building solar power plants, solar panels and inverters, and galvanized steel raw materials for solar panel mounting brackets, as well as services such as applications, planning, and design for power plants, and technical services. In September 2022, we ceased sales of pre-recorded multimedia optical discs. In 2023, 2024, and 2025, revenue from renewable energy accounted for 100% of total revenue.

LeadSun Greentech's overall performance in 2025 was affected by increasingly stringent regulatory compliance requirements and a more conservative review approach adopted by the competent authorities. As a result, revenue from engineering and development-related activities was not realized in line with the original schedule, and operating revenue, costs, and gross profit fell short of the original targets and declined from the previous year. Nevertheless, the Company continued to respond to changing conditions with a prudent yet proactive approach. At the same time, it actively expanded its power generation and electricity sales services, resulting in significant growth in related revenue. Externally, the Company continued to deepen its domestic power plant development efforts and prudently evaluate opportunities to expand into overseas renewable energy markets in order to diversify growth drivers. Internally, the Company continued to optimize its internal management mechanisms, strengthen regulatory compliance and risk control, improve project execution quality and service value, and steadily enhance its financial structure and the efficiency of capital utilization, thereby strengthening overall profitability and competitive advantages.

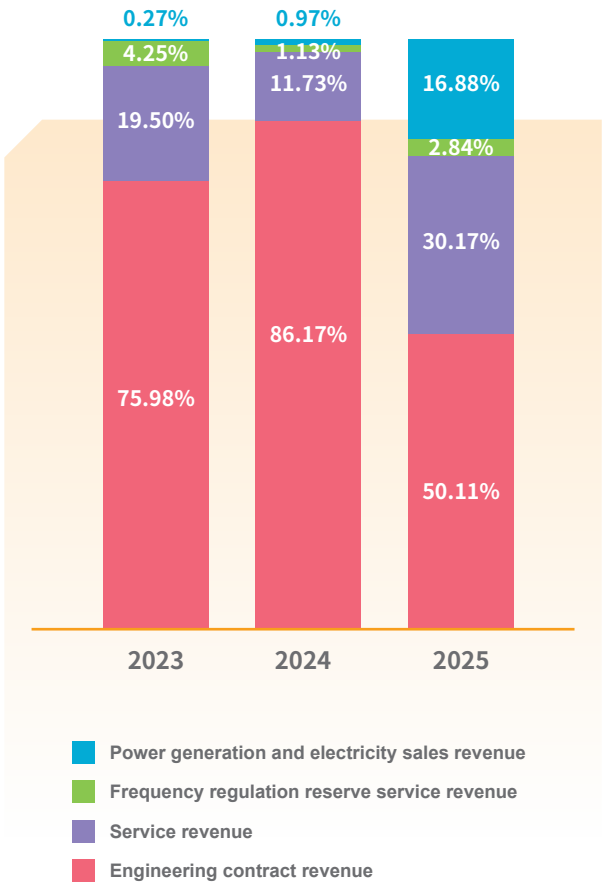
Operating Results for the Past Three Years (Consolidated Financial Statements) (NT$ Thousand)

Item	2023	2024	2025
Operating revenue	203,647	777,629	251,496
Operating gross profit	54,666	113,036	31,298
Net profit after tax	119,246	22,226	(50,620)
Gross margin (%)	27%	15%	12%
Earnings per share (NT$)	4.10	0.61	(1.32)

Revenue Composition for the Past Three Years (NT$ Thousand)

Revenue Type	2023	2024	2025
Power generation and electricity sales revenue	554	7,533	42,459
Frequency regulation reserve service revenue	8,646	8,819	7,134
Service revenue	39,719	91,237	75,881
Engineering contract revenue	154,728	670,040	126,022
Total	203,647	777,629	251,496

Trend in Revenue Mix Share



3.1.1 Tax Policy

The Board of Directors is the highest governance body for tax management. The Accounting Department is the responsible unit for tax affairs and handles income tax filing upon approval in accordance with the appropriate authorization procedures. In addition, colleagues in the Accounting Department continuously monitor and assess updates to relevant tax laws and regulations, and periodically participate in internal and external training to ensure that employees possess the necessary tax knowledge and capabilities.

The Company actively engages with stakeholders through multiple channels and takes concrete actions in support of international tax initiatives and tax reform, working with stakeholders to foster a sound tax environment.

Tax authorities

All entities within LeadSun Greentech Group maintain open and honest communication with tax authorities to jointly foster a sound tax environment.

Independent Directors and investors

The Company discloses CPA-audited financial reports on its official website each year, allowing investors to understand tax information through the financial reports. The Board of Directors includes Independent Directors with accounting and tax expertise, who review tax costs and risks quarterly through Board and Audit Committee meetings. The Company also arranges adequate communication between CPAs and Independent Directors from time to time.

Year	2023	2024	2025
Profit before tax (NT$ thousand)	120,238	27,541	(60,922)
Income tax expense (NT$ thousand)	992	5,315	(10,302)
Effective tax rate (%)	0.82%	19.29%	16.91%

3.1.2 Identification of Sustainable Economic Activities in Taiwan

The Company follows the FSC's Reference Guidelines for the Identification of Sustainable Economic Activities and conducts rigorous technical screening and environmental benefit assessments of its green revenue. We not only assess the commercial profitability of our assets, but also ensure that every item of green revenue fully satisfies the following three core criteria:

- **Substantial Contribution** | Through technical screening criteria, the relevant investment projects are confirmed to make a concrete contribution to climate change mitigation or the promotion of the energy transition.
- **Do No Significant Harm (DNSH)** | While pursuing environmental benefits, the Company ensures that no significant harm is caused to the other five environmental objectives, including the circular economy, pollution prevention, and biodiversity.
- **Minimum Safeguards** | The Company strictly complies with human rights and labor standards to ensure that the relevant activities comply with minimum safeguards and do not pose human rights or labor-related risks.

In 2025, the sustainable economic activities recognized by the Company were as follows:

A

Supporting Activity - 1. Renewable energy generation, facilities, and related components.

B

General Activity - 21. Installation and repair of renewable energy technology equipment.

C

Supporting Activity - 3. Smart grid system R&D and infrastructure

Upon review, green revenue derived from the above three economic activities accounted for 100% of total revenue, demonstrating that we have fully and precisely directed resources toward economic activities with substantial sustainability value.

Results of Sustainable Economic Activity Assessment

Measurement Steps	Description of Economic Activities			
1 The Company identifies its major operating economic activities and the share of total revenue contributed by each activity in the past year.	Renewable energy generation, facilities, and related components. 90.51%	Installation and repair of renewable energy technology equipment. 6.65%	Smart grid system R&D and infrastructure. 2.84%	Total of Compliant Activities 100%
2 The Company identifies whether its major economic activities fall under the "General Economic Activities" or "Supporting Activities" defined in the Guidelines.	Supporting Activity - No. 1	General Activity - Schedule 2	Supporting Activity - No. 3	
	No. 1. Renewable energy generation, facilities, and related components	Installation and repair of renewable energy technology equipment	No. 3. Smart grid system R&D and infrastructure	
3 Determine whether the activity qualifies as a sustainable economic activity based on the following three criteria:				
Criterion 1 | Whether the activity meets the technical screening criteria for making a substantial contribution to any environmental objective.	✓	✓	✓	
Criterion 2 | Whether the activity does not significantly harm any of the six environmental objectives.	✓	✓	✓	
Criterion 3 | Whether the activity does not cause significant harm to minimum safeguards.	✓	✓	✓	
4 Whether a transition plan is in place?				
5 Assessment results: The extent to which each economic activity complies with the Guidelines and its sustainability assessment result.	✓	✓	✓	✓
Description of Compliance:	The Company builds various facilities and components that generate energy using renewable energy technologies, including the development, application, engineering, and electricity sales of renewable energy project sites. Therefore, this economic activity is qualified.	The Company provides operation and maintenance management services, including repair services, for renewable energy project sites. Therefore, this economic activity is qualified.	AFC frequency regulation reserve services are qualified under this economic activity as they help enhance the dispatch and control capabilities of various power system resources and increase power supply flexibility.	

Note: The summary table of green revenue is disclosed separately in the appendix. Please refer to P.145 for details.

3.2 Public Policy and Influence

3.2.1 Participation in External Organizations

LeadSun Greentech is committed to staying connected with global and local sustainability developments. By actively participating in domestic and international professional associations and technical organizations, the Company builds multi-level external partnerships. We not only transform cross-disciplinary innovative technologies and industry intelligence into a basis for the Company's rolling review and adjustment of its sustainability strategies, but also contribute to the establishment of industry standards through in-depth exchanges on key issues. In doing so, the Company helps guide the energy transition toward higher value-added development, strengthens industry competitiveness, and creates shared value for both the environment and business.

Name of External Organization	Participating Unit / Representative	Role
Taiwan Photovoltaic Industry Association	LeadSun Greentech Corporation	Corporate Member
Accounting Research and Development Foundation	LeadSun Greentech Corporation	Corporate Member
Taiwan Photovoltaic Industry System Association	LeadSun Greentech Corporation	Corporate Member
Taiwan ESG City Net Zero Breakthrough Association	LeadSun Greentech Corporation	Corporate Member
Taiwan Mergers & Acquisitions and Private Equity Council	Li-Chen Lin	Director
Management Intelligence Sharing Association	Li-Chen Lin	Founder/Academician
Taiwan Chamber of Commerce & Industry	Li-Chen Lin	Director
Taiwan Industry Holding Association	Li-Chen Lin	Member
Taipei Bar Association	Li-Chen Lin	Lawyer/Member
Taiwan Photovoltaic Industry System Association	Li-Chen Lin	Supervisor

3.2.2 Participation in Industry Exhibitions

The Company has always regarded external engagement as an important catalyst for sustainable growth. By attending major domestic and international forums and industry technology exhibitions, such as SIGEP Asia and 18th International Photovoltaic Power Generation and Smart Energy Conference & Exhibition, we collect insights on sustainability and renewable energy. Through on-site information gathering and cross-disciplinary research, the Company expands the possibilities for diversified development and incorporates these insights into the rolling review and adjustment of its business strategies.

3.3 Industry Development

LeadSun Greentech entered the renewable energy sector in 2021 and has now reached its fifth year in the field. In support of the government's policy of prioritizing agriculture or fishery with solar power as a supplement, the Company promotes dual land use models such as agrivoltaics, aquaculture, and rooftop solar systems. It has integrated the renewable energy industry supply chain and provides one-stop solutions, actively developing projects including aquaculture, agrivoltaics, wind power, and energy storage systems. Upholding a development philosophy of industrial symbiosis and local prosperity, the Company continues to take steady steps in advancing dual-use solar photovoltaic projects.

LeadSun Greentech's core business encompasses the development, design, and engineering services of various power generation sites, power plant asset management and operations and maintenance services, energy storage services, and renewable energy sales. Operating photovoltaic projects requires the simultaneous integration of technical services, site design, and alignment with industrial and local development priorities. As a professional green asset manager for investor, the Company also assists investors in managing risks and maximizing returns on their green assets.

3.3.1 Industry Overview

In line with global RE100 renewable energy initiatives and trends, 130 countries have announced initiatives to achieve net-zero emissions, and international companies have publicly pledged to achieve 100% green power usage between 2020 and 2050. Taiwan relies on imports of its energy and operates an independent power grid system, making the enhancement of energy self-sufficiency and diversified development policies critically important. As such, the development of renewable energy is imperative for Taiwan and serves as a direct driver for the advancement of the nation's green energy technology and industry.

The government's policy goals clearly state that total renewable energy capacity would exceed 43 million KW by 2030, and that renewable energy would make up 26% - 30% of all power generated. These goals are supported by other measures focused on solar photovoltaic and wind power generation, steadily achieving 31 GW of solar photovoltaic power generation and 13 GW of offshore wind power by 2030, accelerating Taiwan's renewable energy development.

Driven by both the growing demand for green electricity among end customers and the need to build a sustainable corporate image, domestic enterprises have increasingly regarded the adoption of renewable energy as a key transformation objective. This trend has created significant potential business opportunities for the development of diversified businesses, including renewable energy facility construction, green power wheeling, and energy storage.



3.3.1.1 Business Development and Performance

LeadSun Greentech currently operates across three major segments: (1) Development, planning, construction, and operations & maintenance (O&M) of solar power plants; (2) Onshore wind power generation; and (3) energy storage and energy services. The relevant details are disclosed as follows:

3.3.1.2 Development, planning, construction, and operations & maintenance (O&M) of solar power plants

Aquavoltaics

Fully utilizing land in diverse ways, we have developed projects involving installing solar photovoltaic power generation facilities for indoor fish farms, creating added value for fisheries and achieving production planning through ecologically friendly and diverse farming methods.

Achievement

Five indoor aquavoltaic project sites located in Changhua County, Tainan City, and Pingtung County, with a total installed capacity of 201 MW, have been successfully sold. The development application for an aquavoltaic solar power plant in Tainan City is currently in progress, with a total installed capacity of approximately 20 MW.

Agrivoltaics

The Company plans to integrate solar photovoltaic power generation facilities with agricultural production sites. Through high-value crop cultivation plans and science-based, effective management of agricultural output, the Company increases the added value of agriculture and creates mutual benefits for both agriculture and technology.

Achievement

High-spec solar greenhouse pilot projects for agrivoltaics have been established in Taoyuan, Kaohsiung, and Pingtung. Each demonstration greenhouse spans approximately 1,500 to 3,000 ping (around 5,000 to 10,000 square meters) and is capable of generating over 1 million kWh of electricity annually. In collaboration with young farmers, the Company cultivates crops such as kale, vanilla (vanilla planifolia), and pesticide-free lemons, paving the way for Taiwan's precision agriculture to advance toward large-scale, automated, and industrialized development.





2024

Vanilla Madeleine Gift Box

LeadSun Greentech partnered with the well-known Japanese dessert brand PINEDE to launch the first “Green Gifting” green electricity souvenir, the Vanilla Madeleine Gift Box, featuring vanilla, a high-value economic crop grown under the agrivoltaic model. This initiative demonstrates the seamless integration of green electricity technology and refined baking craftsmanship.





2025

Vanilla Botanical Cleansing Gift Box

Using environmentally friendly vanilla that has passed non-toxic testing and certification and has been professionally formulated, the Company created a Lunar New Year Gift Box for the Year of the Horse, featuring one vanilla botanical hand wash and one vanilla botanical body wash. This initiative builds a symbiotic model of “land, energy, and production,” bringing environmental sustainability into practice with warmth.





Rooftop solar power generation

Develop rooftop solar power generation for factories, school sports facilities, teaching facilities, and carparks, fully utilizing these facilities for multiple different functions.

Achievement

Two rooftop project sites, namely the Taichung factory and office rooftop project and the Tainan school rooftop project, have a total power generation capacity of approximately 2 MW. In 2025, their total power generation reached approximately 1.83 million kWh.



Rooftop Type - Zan Feng

Ground solar power generation

Installing ground solar power generation equipment on subsiding land, salt pans unsuitable for development, and areas unsuitable for agriculture.

Achievement 1

The asset management project site, a 77.5 MW ground-mounted solar power project in Qigu, Tainan, generated more than 100 million kWh of electricity.

Achievement 2

The development application for ground-mounted solar power generation in Penghu County is currently in progress, with a total installed capacity of approximately 90 MW.



Ground Solar Power

Power plant development planning and asset management

After a power plant is completed and connected to the grid with metering installed, power generation efficiency, routine maintenance, and operational performance management play an important role in power plant performance and service life extension.

Achievement 1

The team of LeadsunFox Greenergy Investment Co., Ltd., a subsidiary of the Group, has extensive experience in syndicated loan planning, project site investment, and asset management for 28.8 MW of wind power generation and 96 MW of solar power plants, including 77.5 MW of ground solar power.

Achievement 2

The 18.5 MW indoor rooftop aquavoltaic solar photovoltaic project site currently under construction is contracted by LeadSun Greentech. From the initial development of land lease agreements and planning for the integration of aquaculture and green energy to project engineering contracting and bank financing, the project has been fully completed through collaboration among the Group's companies.

Onshore wind power generation

Actively evaluated onshore wind farms, participating in development and investment.

Achievement

LeadSun Wind & Solar Co., Ltd., a joint venture between LeadSun Greentech and a life insurance company, operates 28.8MW of completed and operational onshore wind power projects, with a total electricity generation exceeding 68 million kWh



Onshore Wind Farm - Changyuan Beiyuan

Energy storage and energy services

The Company launched its energy storage and energy services business in 2022 and participated in Taiwan Power Company's AFC, or Automatic Frequency Control, frequency regulation reserve ancillary service. This marked the beginning of its energy services business and its entry into the field of energy management, including service software, integration, and power wheeling.

Achievement 1

In 2024, the Company established the Green Power Trading Accelerator to help solar power plants of various scales match with corporate green electricity buyers, reduce communication costs among all parties, and increase revenue for small-scale project sites.

Achievement 2

Xiangyin Yongxu Co., Ltd., a subsidiary of the Company, signed a renewable energy power purchase agreement with Taiwan Mobile Co., Ltd. in 2024. In 2025, it wheeled green electricity to more than 500 base stations of Taiwan Mobile across Taiwan, with green power wheeling reaching 7 million kWh, working together with industry partners to reduce carbon emissions for Taiwan's environment.

Achievement 3

Kuang Ching Technology Co., Ltd., a subsidiary of the Company, owns a 4 MW energy storage system for energy services.

Achievement 4

Xiangyin Yongxu Co., Ltd., a subsidiary of the Company, partnered with E.SUN Commercial Bank, Ltd. and Bank SinoPac to launch a green power trust. Through the independent management of electricity purchase and sales cash flows in a dedicated account, the trust ensures stable power supply, helps enterprises obtain green electricity certificates, reduces green power transaction risks, and safeguards green power transactions among power plants, intermediary electricity retailers, and corporate electricity buyers. In 2025, the actual electricity volume covered by green electricity certificates obtained reached approximately 7 million kWh.

Achievement 5

Xiangyin Yongxu Co., Ltd., a subsidiary of the Company, signed a 20-year renewable energy power purchase agreement with a semiconductor company in 2025. Through a long-term and stable supply of green electricity, the agreement supports Taiwan's industries in aligning with international net-zero standards and strengthening their position at the core of the global supply chain.



3.3.2 Short and Long-term Development

As a promoter of green energy, LeadSun Greentech has always remained at the forefront of environmental sustainability and clean energy development. To realize long-term corporate value and help partners move toward net-zero carbon emissions, we uphold the approach of "building a solid foundation in the short term and pursuing forward-looking expansion in the long term" and have planned corresponding development strategies. The short-term strategy focuses on optimizing the one-stop supply chain integration of power generation, electricity sales, and energy storage, comprehensively enhancing power plant operational synergies and power supply flexibility. The long-term strategy is based on global project site development and incorporates green energy certificate and carbon credit management services. While helping corporate partners implement green energy policies and respond to climate change, we aim to build the Company into an outstanding energy integration and management service platform, realizing a green future of shared prosperity and mutual benefit.

3.3.2.1 Short-term development strategy

- Optimize one-stop services from project site development, construction, and operations & maintenance (O&M) to power wheeling.
  - Negotiate leasing of land for a dual function solar photovoltaic site, design and plan sites for fishery and electricity and agrivoltaic power generation projects, actively develop factory and office buildings, and build rooftop solar photovoltaics systems.
  - The Group's subsidiaries divide responsibilities to manage project sites entrusted by power plant owners, develop operation and maintenance and asset management services, and expand power plant synergies from development and construction to operation.
- Energy storage site construction: The Company evaluates market development trends and market demand, and plans the construction and integrated application of energy storage systems to enhance the flexibility of renewable energy power supply dispatch.
- Development of the green electricity sales market: The Company continues to expand its green electricity sales business. Through mechanisms such as renewable energy power wheeling and corporate power purchase agreements, the Company provides corporate customers with a stable green electricity supply and captures opportunities arising from growing market demand.
- Integration of peripheral material supply for solar photovoltaic systems: The Company continues to optimize its procurement strategy for peripheral materials in response to the highly competitive engineering environment. In addition to continuing strategic integrated procurement to address fluctuations in raw material prices, such as steel, the Company has further expanded procurement to include solar modules and inverters. This increases economies of scale and strengthens bargaining power, effectively shortening construction schedules and avoiding uncertainties caused by project delays.

3.3.2.2 Long-term development strategy

- Continue to develop and invest in renewable energy power plants. Integrate these projects with energy storage and electricity sales business operations to maintain the Company's trend of steady growth in our project installed capacity. At the same time, the Company continues to expand its green electricity sales services. Through renewable energy power wheeling and related service mechanisms, the Company provides corporate customers with diversified green electricity procurement solutions. The Company also continues to expand in the clean energy sector and invest in the development of new energy technologies, with the aim of becoming an energy integration service platform that combines power generation, electricity sales, and energy management in the future.
- In response to the Executive Yuan's "Taiwan Sustainable Development Goals" and issues such as the introduction of carbon fees and climate change mitigation, LeadSun Greentech will continue to evaluate the development of services related to carbon neutrality, carbon reduction and energy conservation, green energy certificates, and carbon credit trading. The Company will expand in the clean energy sector and develop and invest in new energy technologies, with the goal of becoming an energy integration and management service platform in the future.

3.4 Customer Rights Policy

3.4.1 Strategies and Policies

LeadSun Greentech has established a comprehensive Customer Rights Policy based on its customer-centric service culture. The policy aims to implement product safety, information disclosure, personal data protection, and complaint handling mechanisms. It was formulated with reference to the Global Reporting Initiative Standards, or GRI Standards, the Sustainability Accounting Standards Board, or SASB, and domestic laws and regulations such as the Personal Data Protection Act and the Consumer Protection Act. It serves as a shared value system and code of conduct for all employees.

3.4.2 Customer Data and Privacy Protection Mechanism

Information security and data privacy protection are central to safeguarding customer rights. LeadSun Greentech has established the internal Personal Data Protection Management Measures in accordance with the Personal Data Protection Act, fully covering the procedures for collecting, processing, and using customer data.

Dedicated management practices

Dedicated personnel are appointed to manage and strengthen data protection to ensure the effectiveness of the overall protection mechanism.

Training and communication

Customer rights and privacy policies are incorporated into regular training. Company-wide communication is also conducted from time to time based on practical needs to ensure the implementation of confidentiality obligations.

LeadSun Greentech regularly communicates the Employee Integrity Commitment Policy and compliance with confidentiality requirements to all employees, ensuring that they fulfill their obligations to protect confidential information.

For customer orders and business-related confidential information and documents, such information may only be circulated and transmitted among internal personnel involved in the relevant business. Employees who have contact with customers must strictly comply with confidentiality requirements and shall not disclose, distribute, or transmit such information to unrelated third parties, including non-project personnel, personnel not involved in the relevant business, or non-employees of the Company.

All external documents, product technical information, such as product specifications, circuit diagrams, and drawings, as well as intellectual property documents and materials provided by customers, shall be properly registered, stored, retained, updated, maintained, and implemented as appropriate.

For product safety and marketing integrity management, the Company has established full life-cycle safety mechanisms for the development, installation, and operation management of renewable energy project sites:

Risk prevention

Environmental and health risk assessments are introduced at the development stage to ensure that project site designs comply with legal requirements. The Company also establishes safe operating procedures and training systems for operation and maintenance personnel.

Real-time response

Abnormality alert and reporting mechanisms are introduced to ensure stable equipment operations and reduce property or personal safety risks for stakeholders.

Marketing transparency

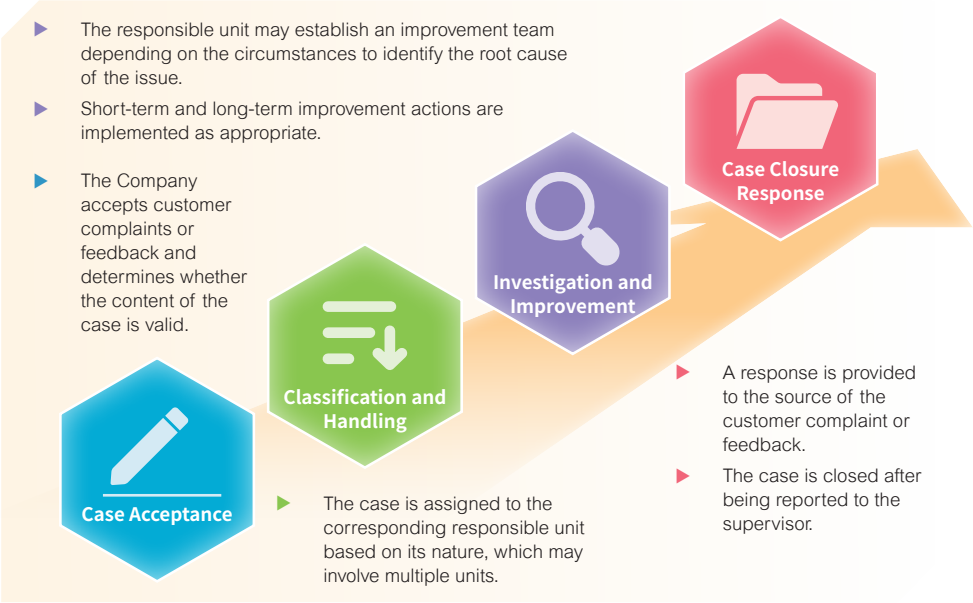
All information disclosed on the official website, advertising materials, and contracts shall be reviewed by the legal affairs unit or responsible unit to ensure that the content is truthful, complete, and free from misleading claims.

3.5 Engineering Technology and Quality

3.4.3 Complaint Channels and Handling Procedures

To value customer feedback and establish two-way communication, LeadSun Greentech provides multiple channels for complaints and suggestions, including the customer service hotline, 02-2709-9889, the contact section on the official website, the customer contact, (sales@leadsun-green.com), and the reporting mailbox, (119@leadsun-green.com).

All complaints are handled in accordance with standard procedures: **case acceptance → classification and handling → investigation and improvement → case closure response**. The Company also regularly reviews international standards and regulatory amendments, and dynamically updates policy content to ensure that customer rights are substantively protected.



In 2025, there were no incidents that harmed customer rights due to violations of customer privacy or loss of customer data.

LeadSun Greentech's engineering management is coordinated by the engineering unit under the Operations Department. The Company continues to supervise the implementation of on-site policies and management mechanisms to ensure the effectiveness of engineering quality and operational governance.

The Company has required contractors to maintain complete licenses for relevant operations and engineering work, as well as professional qualification certificates for personnel, to ensure that all business activities comply with regulatory requirements and maintain operational legality. In terms of engineering execution, the Company has established systematic management procedures for design, construction, supervision, and acceptance. These procedures cover key operational processes, including project site assessment, equipment procurement, engineering construction, and grid connection, in order to improve project management efficiency and engineering quality.

In terms of management mechanisms, the Company has introduced an on-site audit system to inspect contractors' on-site operating procedures and regulatory compliance from time to time. In the event of any non-compliance with LeadSun Greentech's requirements, penalties may be imposed, and work suspension may be required until improvements are completed. In addition, for construction and operation and maintenance work at each engineering stage, the Company regularly holds internal management meetings to continuously track progress, review improvement results, and strengthen the experience feedback mechanism, thereby promoting continuous operational improvement.

Going forward, the Company will continue to plan its alignment with more international management systems and engineering professional certification models to enhance the standardization of its management systems and external credibility, while strengthening its overall competitive advantages.

Chap 4

Sustainable Supply Chain



4.1 Industry Supply Chain
4.2 Supplier Management

Suppliers are core partners in LeadSun Greentech's renewable energy value chain. We not only pursue excellence in quality and delivery, but are also committed to building a resilient and sustainable supply chain system. Through systematic management and risk control mechanisms, the Company works with suppliers to jointly enhance environmental, social, and governance (ESG) performance, ensuring that supply chain operations align with international trends and customer requirements.

Action Plans

- LeadSun Greentech continues to promote local procurement and responsible procurement, requiring suppliers to comply with relevant environmental laws and regulations and green product specifications.
- The Company requires new suppliers to sign the Corporate Social Responsibility Commitment and the Integrity, Anti-Corruption and Confidentiality Commitment to implement social and environmental management mechanisms.
- Supplier evaluations are conducted for key suppliers.

Key Indicator Performance in 2025

The proportion of local procurement reached

100%

The supplier evaluation completion rate for key suppliers

100%

The signing rate for the Corporate Social Responsibility Commitment and the Integrity, Anti-Corruption and Confidentiality Commitment

91%



4.1 Industry Supply Chain

4.1.1 Industry Overview

Amid the global response to climate change and the transition toward green energy, Taiwan has clearly set its target of achieving net-zero carbon emissions by 2050. As an active promoter of the renewable energy industry, LeadSun Greentech focuses its operations on six core pillars: wind power, solar power, agriculture, aquaculture, energy storage, and carbon. The Company is committed to the circular economy and sustainable development. Leveraging its integrated one-stop solution capabilities, the Company has built an end-to-end operating model covering project site development, investment, engineering, procurement and construction, or EPC, asset management, and operation and maintenance, or O&M. Its business has further expanded into energy storage technology and renewable energy electricity sales.

In recent years, the supply chain and business relationships of the industry in which the Company operates have remained stable, with no significant changes. We actively leverage our comprehensive integration advantages to help various industries adopt clean energy, working with value chain partners to jointly promote environmental sustainability and fulfill our long-term commitment to building a low-carbon homeland.

4.1.2 Supply Chain Structure

The renewable energy industry plays a key role in the transformation of the overall energy value chain, mainly converting natural resources into low-carbon electricity through solar and wind power systems. The Company's supply chain structure can be clearly divided into three levels:

- **Upstream** | Supply of key renewable energy equipment and materials.
- **Midstream** | Power plant development, investment, construction, and professional asset management, operation, and maintenance.
- **Downstream** | Diversified application scenarios, including industrial electricity use, commercial electricity use, residential electricity use, and the green electricity trading market.

Upstream equipment and material supply includes:

Equipment	Structural and engineering materials	Key components and raw materials
Solar modules	**Steel structures and brackets**	Silicon wafers
Inverters	Wires	Solar cells
Wind turbines	Cables	Electronic components
Batteries	Battery cabinets	
Transformer equipment		

Midstream power generation system construction and operation: The industry in which the Company operates

This covers power plant development, **engineering, procurement, and construction (EPC)**, system integration, and subsequent operation and maintenance (O&M).

Downstream power applications:

Diversified application scenarios, including industrial electricity use, commercial electricity use, residential electricity use, and the green electricity trading market.

4.1.3 Procurement Strategy

The renewable energy industry in which LeadSun Greentech operates continues to experience growing market demand, driven by the global net-zero emissions trend, energy transition policies, and increasing corporate demand for green electricity. However, on the supply side, solar modules, key electronic components, and power equipment may experience supply constraints or extended delivery lead times due to fluctuations in international raw material prices, geopolitical factors, and capacity allocation, posing challenges to project development and construction schedules.

To respond to supply fluctuations and raw material risks, the Company continues to strengthen its procurement strategy and enhance supply stability and overall operational resilience through a series of strategic initiatives. At the same time, the Company continues to monitor international energy policies, raw material markets, and technology development trends, and dynamically adjusts its procurement and project strategies.

Strategic supplier selection

LeadSun Greentech Group fully understands that a stable and high-quality value chain is the foundation for implementing its “one-stop” services. Based on material characteristics and service importance, we adopt differentiated selection mechanisms to ensure that all partners meet the Company’s high standards for quality and sustainability:

Core and key equipment

For high-value core materials and key power systems, the Company gives priority to assessing major suppliers with technological leadership and stable quality, and incorporates their sustainability performance as a key selection criterion.

Tiered management and risk control

The Company establishes an appropriate management system and ensures, through regular audits and communication mechanisms, that the products and services provided by suppliers comply with legal requirements and customer requirements.

Sustainability and integrity screening criteria

The Company requires suppliers to sign the Integrity, Anti-Corruption and Confidentiality Commitment and the Corporate Social Responsibility Commitment, under which they undertake to comply with laws and regulations, implement human rights protections, such as the prohibition of child labor and forced labor, and strictly prohibit unethical conduct, including bribery and illegal benefits.

Local procurement

LeadSun Greentech Group actively strengthens Taiwan’s local supply chain to reinforce partnerships and promote shared prosperity with local communities.

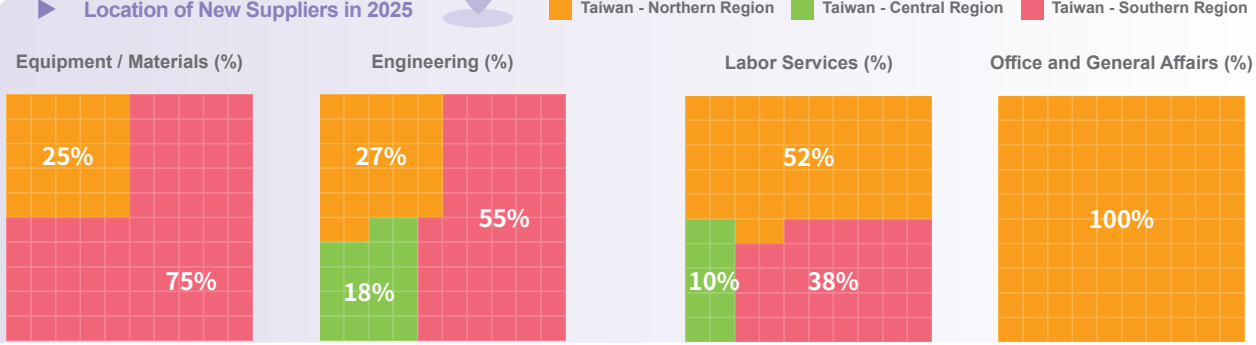
Strengthening communication efficiency

Through close collaboration with domestic suppliers, the Company establishes real-time and transparent two-way communication channels, significantly reducing information gaps and ensuring precise coordination across all stages of its end-to-end service process.

Enhancing supply chain resilience

The Company’s offices and project sites are located across counties and cities throughout Taiwan. The Company gives priority to procurement from suppliers in nearby regions. By shortening logistics distances through localized procurement, the Company not only effectively reduces carbon emissions during transportation, but also responds flexibly to project site needs, reduces operational risks caused by fluctuations in the global supply chain, and fulfills its long-term commitment to land and community development. In 2025, the Company’s local procurement ratio was 100%, with all purchases made from companies registered in Taiwan.

Location of New Suppliers in 2025



Responsible Procurement

The Company extends its responsibility for environmental protection to the procurement process and actively implements green consumption:

Product environmental management

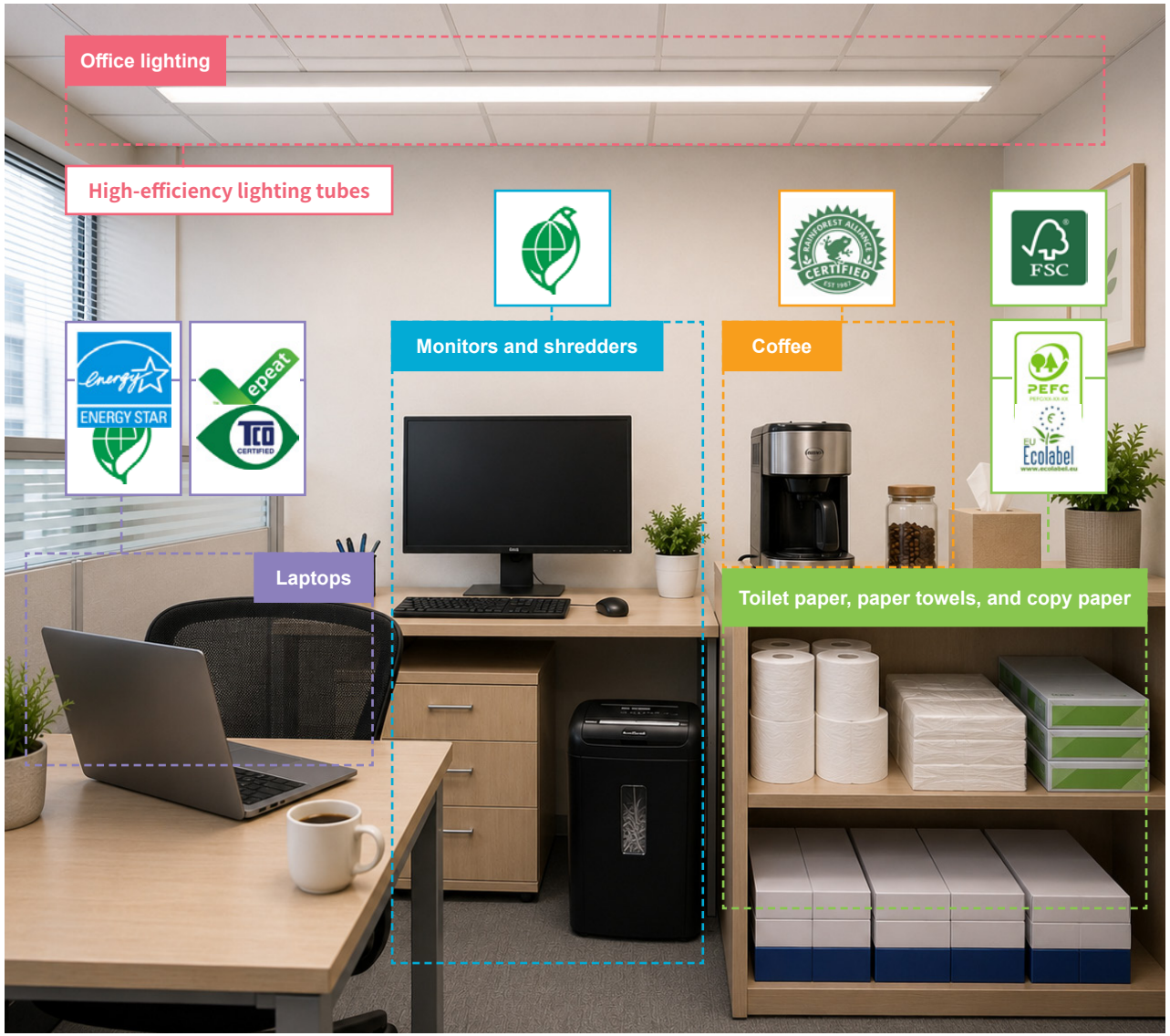
The Company gives priority to procuring products that comply with international environmental regulations, such as RoHS and WEEE, as well as products that adopt environmental protection measures. This allows the Company to manage the use and recycling of hazardous chemicals from the source, such as inverters.

Green practices in office and operations

In daily operations and office administration, the Company gives priority to green products with environmental labels, energy-saving labels, or products that comply with circular economy principles. The Company is committed to reducing packaging materials and resource waste, while improving overall energy efficiency.



Example



4.2 Supplier Management

4.2.1 Supplier Management Policy and Commitment

LeadSun Greentech Group regards suppliers as sustainable partners for long-term development. To establish a transparent, ethical, and resilient value chain, we formulated and implemented the Supplier/Contractor Management Policy with reference to international standards, including the Responsible Business Alliance Code of Conduct, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and the United Nations Guiding Principles on Business and Human Rights. The Company has established rigorous short-, medium-, and long-term goals to ensure that the supply chain pursues operational efficiency while also taking into account environmental sustainability and social responsibility.

In accordance with the Supplier/Contractor Management Policy, the Company's requirements and commitments for suppliers include the following core aspects:

Protection of labor rights, human rights, and diversity

Suppliers shall comply with international human rights conventions and labor laws and regulations, strictly prohibit discrimination based on race, gender, beliefs, sexual orientation, or other factors, and implement equality in employment and promotion. Suppliers shall also firmly eliminate all forms of forced labor and commit not to employing child labor at any stage of manufacturing.

Maintenance of occupational safety and health

Suppliers shall comply with relevant laws and regulations and establish management systems to provide appropriate control methods and safe work plans. Through preventive maintenance and technical protection measures, suppliers shall prevent occupational accidents and ensure workplace health and safety.

Ethical corporate management and business ethics

Partners shall conduct business activities based on the principles of fairness, honesty, and transparency, and are strictly prohibited from directly or indirectly offering or requesting any improper benefits. They are also required to sign the Integrity, Anti-Corruption and Confidentiality Commitment and assume strict confidentiality obligations for business secrets and documents.

Environmental sustainability and resource management

Suppliers shall comply with international environmental standards, such as RoHS and WEEE, and strive to reduce greenhouse gas emissions. Suppliers are also required to implement systematic measures to identify and manage solid waste, while actively promoting waste reduction, reuse, and energy efficiency improvement.

To ensure the implementation of the above policies, the Company carries out the following management mechanisms:

Selection and regular evaluation

The Company incorporates suppliers' implementation of corporate social responsibility into procurement selection considerations. Each year, suppliers are required to complete the Supplier Evaluation Form. The evaluation covers environmental, social, and corporate governance, or ESG, aspects, and the results serve as an important indicator for determining whether cooperation will continue.

Corrective and improvement measures

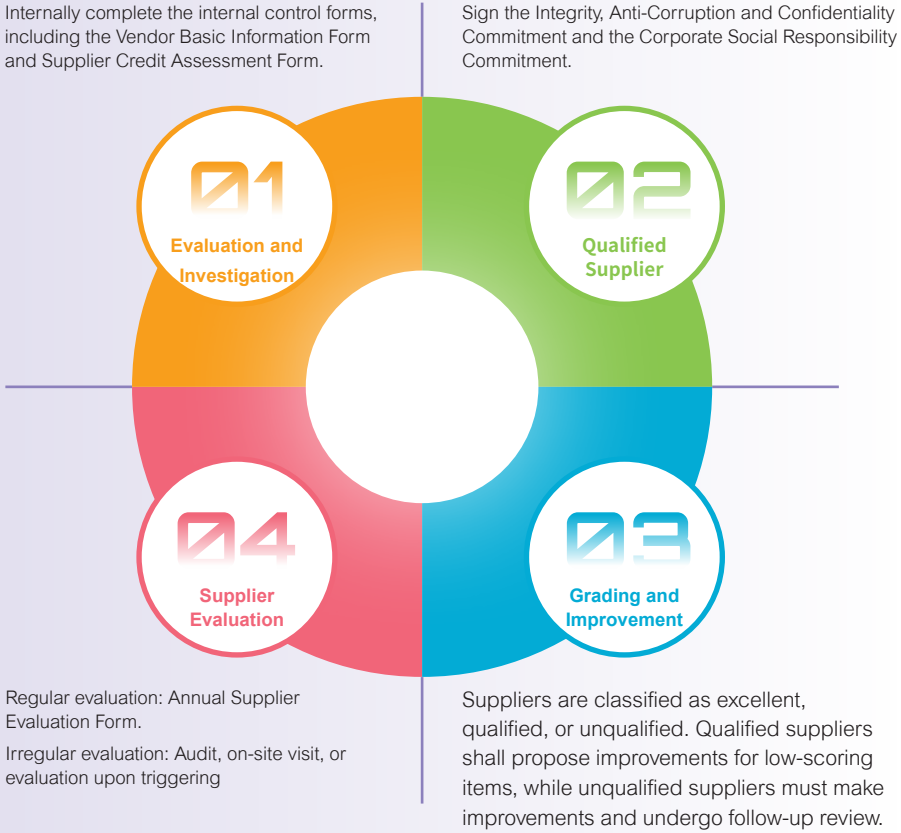
If a supplier violates relevant requirements, the Company may require improvements within a specified period. If the circumstances are material or cannot be corrected, the Company has the right to terminate or rescind the contractual relationship.

Complaint and reporting system

The Company has established a dedicated reporting channel, 119@leadsun-green.com, to ensure the confidentiality of whistleblowers' identities and prevent any form of retaliation.

4.2.2 Supplier Management Process

All new suppliers must undergo an evaluation and meet the screening criteria before becoming qualified suppliers. To implement supply chain compliance, the Company conducts annual evaluations of major suppliers each year. If any deficiencies are identified, suppliers will be required to make improvements within a specified period. The specific process consists of the following four stages.



4.2.3 New Supplier Evaluation

▶ Supplier Selection and Admission

At the initial stage of supplier onboarding, LeadSun Greentech's procurement unit collects market information and conducts preliminary evaluations based on procurement needs. Potential partners are required to complete the Vendor Basic Information Form and Supplier Credit Assessment Form, and are also required to sign the Corporate Social Responsibility Commitment and the Integrity, Anti-Corruption and Confidentiality Commitment. We regard sustainable conduct and integrity standards as core admission criteria, and expect partners to recognize and commit to complying with the Company's sustainability philosophy and various requirements before formally establishing a relationship.

In 2025, the signing rate of the Corporate Social Responsibility Commitment and the Integrity, Anti-Corruption and Confidentiality Commitment among new suppliers was 91%, after excluding suppliers of the nature described in Note 2. All signing suppliers committed to complying with social and environmental management mechanisms. For the small number of suppliers that were unable to sign due to internal policies, the Company strengthens follow-up management through the supplier evaluation mechanism and continues to monitor the implementation of their sustainability management to ensure alignment with the Company's core values.

▶ Supplier Selection and Admission Indicators

Key Evaluation Indicator	Description
Basic corporate conditions	Responsible person, capital, payment terms, and credit assessment results[Note1]
Product and technical capabilities	Track record or supporting documents demonstrating compliance with requirements.
Sustainability commitment	Corporate Social Responsibility Commitment and Integrity, Anti-Corruption and Confidentiality Commitment[Note2], Contractors must also comply with relevant requirements and documents under the Contractor Safety and Health Management Measures.

Note 1: The items listed are examples of common evaluation items only. In practice, evaluation items may be adjusted depending on the industry characteristics of suppliers.

Note 2: If the transaction counterparty is a government agency, is subject to occupational or professional laws, or does not involve the Company's sensitive information, signing the commitments is not required.

Approval, Registration, and Partnership Maintenance

After data collection and qualification assessment are completed, the relevant documents shall be submitted to the responsible supervisor for approval before the basic information file of a qualified supplier can be officially established. After entering the cooperation stage, the Company is committed to developing stable value chain collaboration and gives priority to suppliers with stable quality, strong technical support capabilities, and sustainability awareness. Procurement personnel dynamically maintain supplier information and track market conditions to ensure the efficient operation of the supply system, respond flexibly to market fluctuations, strengthen supply chain resilience, and fulfill the Company's long-term commitment to local industry development.

Supplier Categories and Composition of Suppliers Cooperating with LeadSun Greentech in the Past Two Years

Unit: Number of suppliers

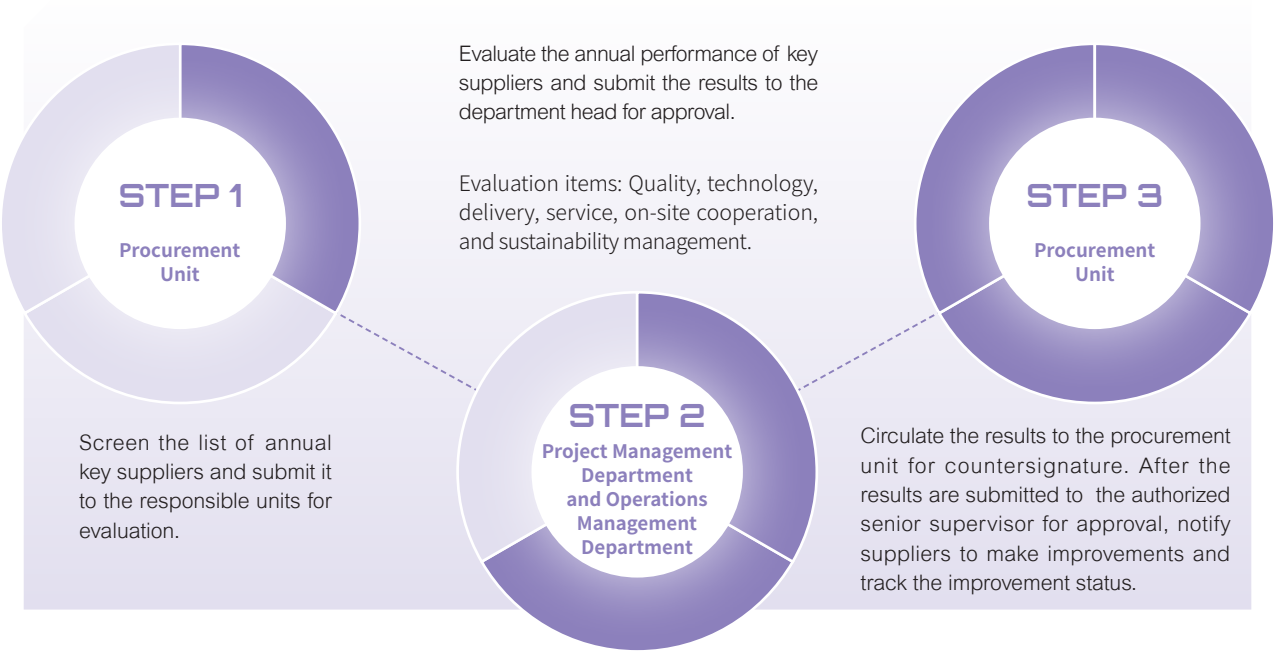
Year	2024 (Cumulative)	2025 (Newly added for the year)
Equipment / Materials	13	20
Engineering	11	11
Labor Services	82	21
Office and General Affairs	33	2
Total	139	54

Note: Due to updates to the management system, the 2024 statistics represent the cumulative number of suppliers, while the 2025 statistics represent suppliers newly added during the year.

4.2.4 Supplier Evaluation

Multi-dimensional Performance Evaluation

After establishing stable partnerships, LeadSun Greentech further ensures that suppliers' performance meets the Company's requirements through a multi-dimensional performance evaluation mechanism. For key suppliers, including those with annual procurement amounts of NT$5 million or more, suppliers of key equipment, customer-designated suppliers, and long-term partners, the Company conducts regular evaluations in the fourth quarter of each year. New partners undergo their first evaluation after six months of cooperation. In addition, if there are serious delivery delays, major quality abnormalities, poor on-site cooperation, or violations related to labor safety or environmental protection, an irregular evaluation process will be triggered immediately. The scoring system consists of five major dimensions: quality management, technical capabilities, delivery service, on-site cooperation, and sustainability management. In particular, sustainability management requires suppliers to demonstrate measurable performance in ESG areas, including human rights, occupational safety, environmental management, and ethical corporate management.



Improvement Tracking and Replacement Implementation

Based on evaluation results, LeadSun Greentech adopts a rigorous grading, corrective action, and improvement tracking mechanism. Excellent suppliers with evaluation scores of 80 or above will be given priority in order allocation and participation in new projects. Qualified suppliers with scores between 70 and 79 may continue to maintain their cooperative relationship with the Company, but must submit improvement plans for low-scoring items within a specified period. For unqualified suppliers with scores below 70, the Company will adopt management measures such as suspending new orders and adjusting payment terms, including the cancellation of advance payments. The Company will also issue a notice requiring such suppliers to propose corrective actions within 14 days and undergo follow-up review. Notably, the Company has established special veto criteria for sustainability management. If a supplier scores below 6 points in ESG items or experiences a major environmental protection or occupational safety incident, the supplier will still be classified as unqualified even if its total score meets the required threshold. If the supplier fails consecutive follow-up reviews, the Company will initiate the elimination process to safeguard the sustainable competitiveness and ethical integrity of the overall supply chain.

2025 Evaluation Results

Supplier Type*	Number of Suppliers Evaluated*	Evaluation Results		
		Excellent	Qualified	Unqualified
Equipment	2	0	2	0
Engineering	8	1	7	0
Labor services	3	1	2	0
Total	**13**	**2**	**11**	**0**

* Only suppliers meeting the annual key supplier criteria were included in the evaluation. No office and general affairs suppliers met the above criteria this year.

Supply Chain Impact Assessment and Management

LeadSun Greentech has established a systematic mechanism for assessing environmental and social impacts across the supply chain. In terms of the environment, the Company comprehensively monitors suppliers' environmental management status through evaluation surveys and irregular on-site visits to construction project sites by the engineering management unit. The Company will continue to monitor key issues such as waste disposal and energy use efficiency. In terms of social aspects, the Company focuses on occupational safety and health, labor rights, and workplace safety. Through mechanisms such as coordination meetings and job hazard analysis, the Company ensures that suppliers meet its requirements for social responsibility. All suppliers actively cooperated with improvement recommendations. The 2025 assessment results showed that no material negative sustainability impacts were identified among the assessed suppliers. Therefore, no suppliers required further guidance or training.

Supplier Selection and Qualification Criteria

Evaluation Item	2025 Implementation Results
ESG evaluation completion rate for key suppliers	100%, 13 out of 13 suppliers
Number of key suppliers subject to on-site audits	6 suppliers
Major negative environmental or social impact incidents	0 cases
Follow-up improvement rate for deficiencies	100%

4.2.5 Supplier Environmental, Safety, and Health Management

In LeadSun Greentech's sustainability roadmap, occupational safety and health management is a critical component of supplier management. We believe that a green energy transition can only be truly sustainable when it is built on a solid foundation of safety. Therefore, LeadSun Greentech has established comprehensive Contractor Safety and Health Management Measures, transforming rigorous international standards into practical safeguards at frontline project sites.

Precise Prevention

Managing Risks at the Source

Our commitment to safety begins with requiring contractors to sign the Contractor Safety, Health, and Environmental Protection Commitment. Every contractor entering a project site must complete the Work Environment and Hazard Factor Notification Form to ensure that safety awareness is deeply embedded. For high-risk operations such as hot work, work at height, and lifting operations, the Company implements a strict permit system and verifies all professional licenses and equipment qualification certificates.

Real-time Protection

Making Discipline Part of the Culture

LeadSun Greentech's engineering management team has professional on-site supervision capabilities. In addition to supervising contractors in implementing daily toolbox meetings and self-inspections, the Company strictly enforces on-site requirements prohibiting smoking and alcohol consumption and requiring the use of personal protective equipment. At LeadSun Greentech project sites, safety is a non-negotiable baseline. Supervisors have absolute authority to suspend work. If an immediate danger is identified, operations must be "stopped Immediately" until the risk is eliminated, ensuring that discipline is implemented in every detail. In addition to strict audits, the Company also conducts two-way communication with contractors through regular engineering coordination meetings to jointly discuss safer construction methods and achieve shared growth.

Performance Management

Immediate Reporting and Replacement Mechanism

To ensure prompt control and reporting of safety incidents, the Company has established a reporting process with strict reporting deadlines. General incidents must be reported within six hours, while major occupational accidents must be reported to the competent authority within eight hours. After an incident occurs, the contractor must cooperate with the Company in conducting an in-depth root cause investigation, complete the Occupational Accident Report, and conduct training to prevent recurrence. All violations and improvement results are recorded in detail and linked to the annual evaluation. If a supplier scores below 6 points in the sustainability management (ESG) item, it will be deemed to have failed the evaluation, ensuring that the quality of the supply chain is always maintained at the highest standard.

Chap 5

Friendly Workplace and Shared Prosperity



5.1 Workforce Diversity
5.2 Compensation and Benefits
5.3 Human Rights Management
5.4 Workplace Health and Safety
5.5 Social Participation

The Company is committed to building a sustainable and friendly workplace, and has included labor-management relations, human rights policy, and diversity & inclusion, as well as occupational safety and health promotion, as material topics in personnel management. Through the establishment of short- and long-term performance indicators, we systematically promote various employee care and development programs to create a stable and supportive development platform with room for growth. We firmly believe that a sound workplace environment is the cornerstone for retaining top talent and ensuring the Company's long-term competitiveness.

5.1 Workforce Diversity

The Company values diversity and equality, and regards every partner as an indispensable and independent individual. Here, we do not define people by gender labels or generational age. We focus on professionalism and passion. We are committed to creating a diversity, equity, and inclusion (DEI) workplace where every characteristic can be voiced and every perspective can be respected. Therefore, we fully implement the principle of fairness across recruitment, compensation, and promotion, enabling partners from different generations, genders, and backgrounds to speak openly and exert influence on an equal platform. In 2025, the Company had a total of 40 employees, including 15 male employees, accounting for 37.50%, and 25 female employees, accounting for 62.50%. As the Company's business continued to expand and grow, the number of employees in 2025 increased by approximately 29.03% compared with 2024. Employees were mainly distributed in the 30 to 39 age group. In terms of employee composition analysis, all employees of the Company were nationals of the Republic of China, and none had Indigenous status. The Company also conducted a diversity analysis of its employee structure from different aspects, including gender, age, and education level.

Distribution by Gender, Age, and Education Level

Year	Education	Master's		Bachelor's		Associate Degree		Other		Total		Percentage
2024	Age/Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	-
	20-29	1	0	1	5	0	0	0	0	2	5	22.58%
	30-39	2	0	3	5	0	0	0	0	5	5	32.26%
	40-49	2	3	2	4	0	0	0	0	4	7	35.48%
	50-59	0	0	1	1	0	0	0	0	1	1	6.45%
	60+	0	1	0	0	0	0	0	0	0	1	3.23%
	Total	5	4	7	15	0	0	0	0	12	19	100%
2025	Age/Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	-
	20-29	2	0	1	8	0	0	0	0	3	8	27.50%
	30-39	3	2	4	7	0	0	0	0	7	9	40.00%
	40-49	2	1	1	3	0	1	0	0	3	5	20.00%
	50-59	0	0	1	2	0	0	0	0	1	2	7.50%
	60+	0	1	0	0	0	0	1	0	1	1	5.00%
	Total	7	4	7	20	0	1	1	0	15	25	100%

Note: The data is as of December 31, 2025.

Analysis of Gender and Education Level by Managerial and Non-Managerial Positions

Education	Master's		Bachelor's		Associate Degree		Other		Total	
Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Managerial	2	2	0	4	0	0	0	0	2	6
Non-managerial	5	2	7	16	0	1	1	0	13	19
Total	7	4	7	20	0	1	1	0	15	25
Percentage	17.50%	10.00%	17.50%	50.00%	0.00%	2.50%	2.50%	0.00%	37.50%	62.50%

Note: The data is as of December 31, 2025.

Non-Employee Statistics

Type	Service Scope	Number
IT Engineer	Taipei Office	1
Cleaning Personnel	Taipei Office	1

Note: The data is as of December 31, 2025.



5.1.1 Talent Attraction and Retention

5.1.1.1 Talent Attraction and Diverse Recruitment

The green energy transition is a long-term effort that requires cross-disciplinary innovation and cross-generational collaboration. To bridge the gap often associated with the traditional energy industry and proactively engage with outstanding talent from diverse backgrounds, the Company does not limit itself to conventional recruitment channels such as job platforms or social media. Instead, we actively expanded our outreach by participating in the large-scale 104 Career Expo in 2025, adopting a coordinated north-south recruitment strategy by joining both the Taipei and Tainan sessions.

The Company's participation went beyond job vacancy promotion and presented its vision for a green energy workplace. During the exhibition, the Company formed a team of "Green Energy Navigators" composed of senior executives, the HR team, and young frontline employees to engage in face-to-face exchanges with dozens of job seekers. At the Taipei session, we focused on dialogue with talent in green finance, business management strategies, and cross-disciplinary innovation. At the Tainan session, we built deeper connections with local youth by sharing practical experience from benchmark project sites in central and southern Taiwan, as well as operation and maintenance technologies, demonstrating our commitment to local engagement. Moving beyond the traditional interview model of one-way questions and answers, we used interactive approaches such as career consultation and project site experience sharing by senior colleagues to present the Company's fair, transparent, development-oriented, and a diversity, equity, and inclusion (DEI) workplace to next-generation talent. This successfully attracted many potential partners who aspire to apply their professional expertise to sustainability.

Taking the Initiative to Engage the Next Generation: Participation in the 104 Career Expo

Every resume submitted represents recognition of a greener future.

This participation not only significantly enhanced the Company's employer brand awareness among younger generations, but also enabled us to accurately connect with many potential partners who are eager to apply their professional expertise to sustainability. Looking ahead, we will continue to break through industry boundaries through diverse and innovative recruitment channels, welcoming more partners who, like us, are committed to "changing the world."







5.1.1.2 Employee Turnover Management

In 2025, the Company expanded its workforce in line with business development, increasing the number of employees from 31 to 40. The total number of new employees doubled compared with 2024. Female employees accounted for 62.5% of the overall employee structure, mainly due to current business needs in project management, back-office support, and operation and maintenance management.

The analysis of new hires and departing employees shows that female employees accounted for 71% of new hires in 2025, indicating that the Company's positions have a certain level of reach and appeal among female talent. In terms of turnover rate changes, the overall turnover rate increased in 2025. As the Company has a relatively high proportion of female employees, female departing employees accounted for 75%, which remained higher than male departing employees. This distribution trend is generally consistent with the Company's employee structure, in which female employees represent a larger proportion. However, the number of departing employees increased from 6 to 15, indicating that post-onboarding retention stability will be a key focus of subsequent human resources management. In response, we are reviewing the overall compensation and benefits structure, refining the new employee training process, and actively creating an environment that better supports employees' career development. Through these efforts, we aim to respond more precisely to employee needs, effectively manage employee turnover, and build a more resilient talent pipeline.

In terms of the utilization of senior talent, the number of female employees aged 50 and above who left the Company was zero for two consecutive years in 2024 and 2025, demonstrating the high stability of senior female employees. LeadSun Greentech values the industry experience and professional knowledge accumulated by senior employees. By continuously focusing on the retention and succession of senior professionals, the Company ensures the stability of project execution and operational processes, while maintaining the core capabilities of the organization.

New Employees

Age/Gender	2024				2025			
	Female		Male		Female		Male	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
20-29	5	16.1%	1	3.2%	10	25.0%	1	2.5%
30-39	3	9.7%	2	6.5%	8	20.0%	3	7.5%
40-49	2	6.5%	1	3.2%	2	5.0%	2	5.0%
Aged 50 and above	0	0.0%	0	0.0%	0	0.0%	2	5.0%
Total	10	32.3%	4	12.9%	20	50.0%	8	20.0%
Gender Distribution of New Employees	71%		29%		71%		29%	

Note 1: Percentage of new employees, %, equals the number of new employees in each category divided by the total number of employees at year-end.

Note 2: Gender distribution of new employees, %, equals the number of new employees of each gender divided by the total number of new employees.

Employee Turnover Statistics

Age/Gender	2024				2025			
	Female		Male		Female		Male	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
20-29	2	6.5%	1	3.2%	7	17.5%	0	0.0%
30-39	1	3.2%	1	3.2%	5	12.5%	1	2.5%
40-49	3	9.7%	0	0.0%	3	7.5%	2	5.0%
Aged 50 and above	0	0.0%	0	0.0%	0	0.0%	2	5.0%
Total	6	19.4%	2	6.4%	15	37.5%	5	12.5%
Gender Distribution of Departing Employees	75%		25%		75%		25%	

Note 1: Percentage of departing employees, %, equals the number of departing employees in each category divided by the total number of employees at year-end.

Note 2: Gender distribution of departing employees, %, equals the number of departing employees of each gender divided by the total number of departing employees.

5.1.1.3 Comprehensive Talent Development

The Company regards every employee as its most important asset. By providing diverse training and learning resources, the Company supports employees in continuously enhancing their professional knowledge and skills and responding in a timely manner to the rapid changes in the renewable energy industry, thereby injecting new momentum into both personal career development and the Company's growth. In 2025, with specific budgetary support, the Company invested a total of NT$174,000 in employee training. While maintaining the pace of daily operations and project site development, the Company conducted internal and external professional training with a total of 176 participants, with total training hours reaching 389.5 hours. Each employee received approximately 10 hours of training on average per year. Employees at all levels, including frontline employees, middle managers, and senior governance members, continued to refine their capabilities through diverse learning resources, providing an ongoing source of momentum for both personal career development and the Company's growth in the green energy sector.

Annual Highlight | Senior Executive Consensus Camp

To align strategies amid the changing renewable energy market, the Company held a Senior Executive Consensus Camp in 2025, with a total of 7 participants and 49 training hours. In the face of intense competition in the renewable energy industry and the operational challenges of managing multiple project sites in parallel, the vision and decision-making alignment of management are key to the Company's steady progress. Through in-depth cross-departmental dialogue and integration of shared understanding, we broke down departmental silos effect and established unified strategic thinking from the top down, ensuring that the management team can balance operational performance with ESG commitments.

▶ **2025 Employee Training Hours**

Training Type	Training Course	Training Statistics		
		Total Participants	Hours per Person	Total Hours
Common Training	Effective Use of AI and Automation Tools	7	1	7
	Financial Modeling Training	7	2	14
	General Legal Course: Negotiable Instruments Act	13	1.5	19.5
	Sustainability Course: Unlawful Infringement Against Employees	23	1	23
	Senior Executive Consensus Camp	7	7	49
	Ethical Corporate Management Training	12	1	12
	Insider Trading Prevention Training	12	1	12
	Occupational Safety and Health Training	16	1	16
	Fire Drill	9	1.5	13.5
	Personal Data Protection Training	15	1	15
	Information Security Training	10	1	10
	Online Approval: Operating Instructions for the Expense Application Process	19	1	19

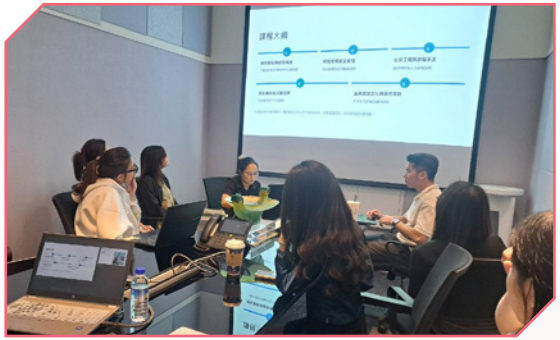
Training Type	Training Course	Training Statistics		
		Total Participants	Hours per Person	Total Hours
Common Training	Continuing Education Program for Accounting Officers of Issuers, Securities Firms, and Stock Exchanges	1	12	12
	Shareholders' Meetings, Management Rights, and Equity Strategies	1	3	3
	Domestic and International Development Trends in Carbon Pricing Mechanisms	1	3	3
	Challenges and Opportunities on the Sustainable Development Path and Introduction to Greenhouse Gas Inventory	1	3	3
	Legal Duties and Responsibilities of Directors and Supervisors and Workplace Prevention Measures	1	3	3
	Business Integrity Best Practice Principles	1	3	3
	Key Practices for Sustainability Information Management and Internal Control and Internal Audit	1	6	6
	The Era of Intelligent Auditing: AI System Audits and AI-Assisted Audits	1	6	6
	Analysis of the Investment Cycle and R&D Cycle from an Operational Perspective	1	6	6
	Focus of Operational System Audits and Integration Across Cycles and Operations	1	6	6
	Continuing Education Program for Accounting Officers, including Deputies, of Issuers, Securities Firms, and Stock Exchanges	1	12	12
	Legal Requirements That Boards of Directors Should Note amid the ESG Wave	1	3	3
	IFRS 18 Presentation and Disclosure in Financial Statements: Standards and Practical Analysis	1	6	6
Other	2025 Energy Industry Climate Change Adaptation Workshop: Risk Assessment and Adaptation Concepts	1	12	12
	Greenhouse Gas Management Practical Workshop and Sustainable Development Promotion Seminar	1	9	9
	2025 ESG Summit	1	11	11
	IFRS Navigator Program Seminar Series: Building Corporate Competitiveness through the GHG Protocol	1	3	3
	How Enterprises Can Respond to the Challenges and Opportunities of IFRS S1 and S2	1	3	3
	Designing Senior Executive Compensation and ESG Performance Systems	1	3	3
	Practical Practices for Renewable Energy and Green Electricity Resale	2	6	12
	Practical Practices for Smart Energy Integration Systems	2	12	24
	Material Information Disclosure and Directors' Legal Responsibilities from the Perspective of Judicial Practice	1	2.5	2.5
	AutoCAD 2D Fundamentals	1	12	12
	Li Mu-Yue's 365 AI Subscription Plan: Selected New Insights, Lazy Learning, and Ready-to-Use Case Studies	1	16	16
Total		**176**	**181.5**	**389.5**



Common Training - Sustainability Course: Unlawful Infringement Against Employees



Common Training - Personal Data Protection Training



Common Training - Information Security Training



Common Training - Occupational Safety and Health Training

5.1.1.4 Application of Human Resources Technology

Using Technology to Remove Administrative Constraints and Optimize the Employee Experience through Digitalization

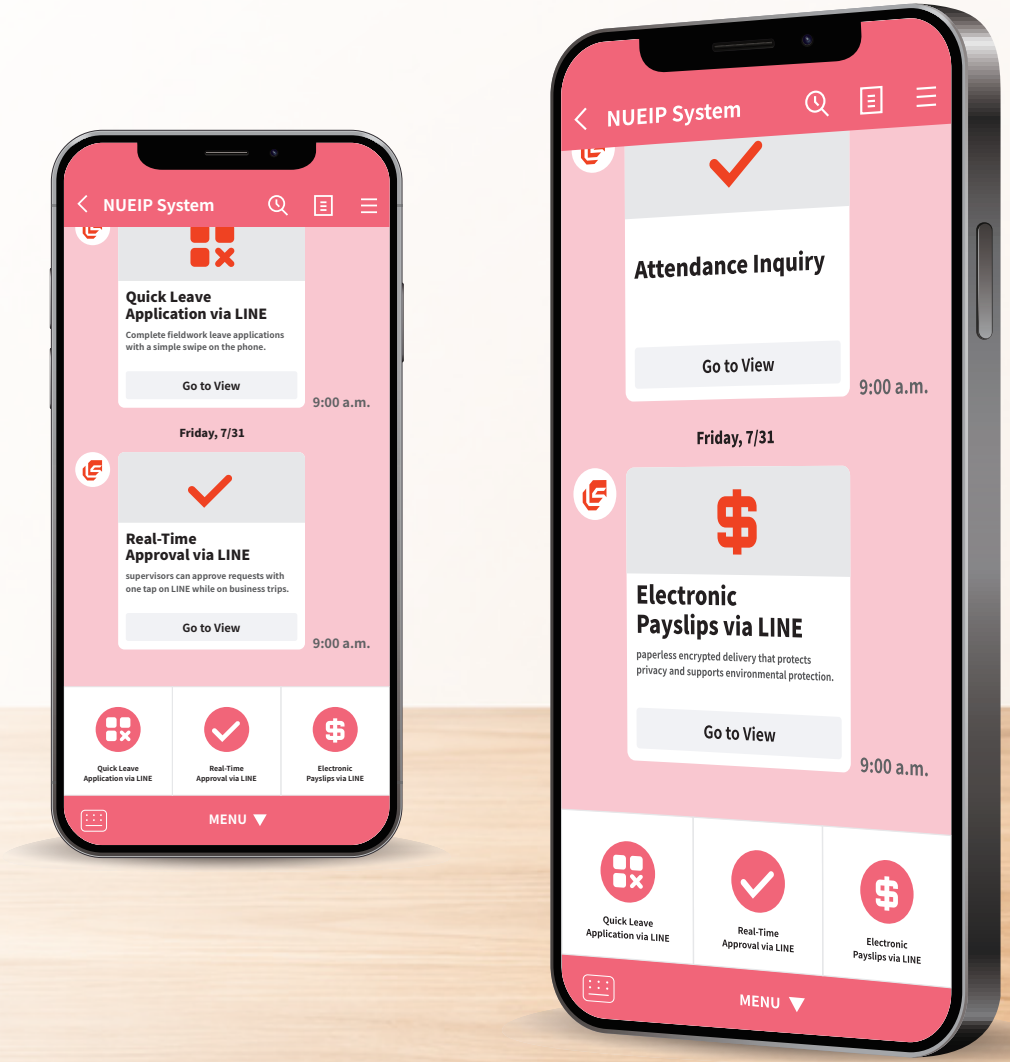
In response to the industry characteristics of renewable energy project sites being located across Taiwan and employees frequently moving across regions, traditional paper-based applications and fixed-location approvals across regions can no longer meet the needs of agile operations. The Company actively promoted digital HR transformation and fully introduced the NuEIP cloud-based human resources management system in 2025. Through intuitive, cloud-based technology tools, we aim to fully digitalize cumbersome administrative processes. This not only significantly improves management efficiency, but also creates a more flexible, employee-friendly, and environmentally sustainable paperless workplace.

Connecting with the LINE Ecosystem

The Company has deeply integrated the NuEIP system with LINE, which employees use frequently in their daily work. Employees do not need to download any additional application, and are no longer limited by the need to sit in front of a computer. Whether they are office-based employees or engineering colleagues conducting inspections and development work under the sun at frontline project sites in central and southern Taiwan, they can simply open LINE on their mobile phones to submit leave applications with one tap, track supervisors' approval progress in real time, and access online electronic payslips at any time. This low-barrier and seamless digital experience has enabled the digital HR process coverage rate for cross-regional employees across Taiwan to reach 100%.

Data Empowerment and Administrative Burden Reduction

The NuEIP system digitally integrates leave data, LINE online approvals, and payroll calculation. Through automated system settlement, the HR team can eliminate a substantial amount of time-consuming manual reconciliation work, effectively improving back-office management efficiency.



5.2 Compensation and Benefits

Employees are important partners of LeadSun Greentech and a source of momentum for the Company's development. The Company has designed a competitive remuneration system and diverse benefit programs to attract potential talent to join the team and promote the retention of outstanding employees, thereby supporting the Company's sustainable management.

5.2.1 Remuneration Policy

The Company's growth depends on employees' capabilities and sense of belonging. Therefore, we are committed to building a compensation and benefits system that is competitive in the market while ensuring internal fairness. Our salary calculation follows the principles of placing the right talent in the right position and equal pay for equal work. The Company fully implements gender equality and does not differentiate based on gender, race, age, marital status, or other factors. Salaries are determined solely based on each individual's educational background, work experience, professional competencies, and performance, while closely referencing leading salary levels in the renewable energy industry.

To effectively attract and retain outstanding green energy talent and build a long-term sense of organizational belonging, the Company provides an overall compensation strategy that exceeds general market practices:

- **Strong basic protection** | In 2025, the starting basic salaries of both male and female employees were more than 1.19 times the statutory minimum wage, providing employees with substantive protection for a stable and secure livelihood.
- **Performance and results sharing** | In addition to basic salary, we have established an incentive-based performance bonus mechanism that directly links project site development, operation and maintenance, and green energy operating results with employees' efforts, ensuring that outstanding project outcomes are rewarded generously.
- **Launch of the employee stock subscription mechanism** | To grow together with employees, the Company actively promotes an employee stock subscription mechanism. This enables partners to be not only "employees," but also "business partners" who share the Company's future development and long-term value, working together to build a green energy team with strong cohesion and execution capabilities.

Ratio of Male and Female Base Salary to Local Minimum Wage

Item	2024		2025	
	Male	Female	Male	Female
Entry-Level Employee Base Salary	30,000	30,000	34,000	34,000
(Statutory) Minimum Wage for Entry-Level Employees	27,470	27,470	28,590	28,590
Multiple Above Statutory Minimum Wage	1.09	1.09	1.19	1.19
Male-to-Female Salary Ratio	1	1	1	1

Note: The Company defines entry-level employees as those whose average monthly regular salary does not exceed NT$63,000.

Average and Median Annual Salary of Non-Supervisory Positions (Unit: NT$ thousands)

Item	2023	2024	2025
Total salary of full-time employees in non-supervisory positions	11,261	5,770	6,706
Number of full-time employees in non-supervisory positions	10 people	6 people	8 people
Average salary of full-time employees in non-supervisory positions	1,126	962	838
Median salary of full-time employees in non-supervisory positions	1,004	872	680

Note 1: Data declared to the Market Observation Post System (MOPS)

Note 2: Total non-supervisory employees exclude managerial staff, part-time employees, and employees whose paid period was less than 6 months due to hiring or resignation during the year

Note 3: Supervisory positions are defined as managerial staff.

Employee Compensation

To reward employees for their hard work and implement profit sharing, the Company's Articles of Incorporation provide that, if the Company records a profit for the year, no less than 1% shall be allocated as employee compensation, of which no less than 20% shall be distributed to frontline employees. However, if the Company has accumulated losses, an amount shall first be reserved to offset such losses. The employee compensation described above may be distributed in the form of shares or cash, and eligible employees of subsidiaries may also be included. The eligibility criteria and distribution method shall be resolved by the Board of Directors in accordance with applicable laws and reported to the shareholders' meeting. In addition, the Company has established a Remuneration Committee composed of three professional members. The committee convenes meetings regularly each year to review compensation distribution proposals for directors, supervisors, and employees, and submits such proposals to the Board of Directors for resolution, thereby strengthening governance transparency.

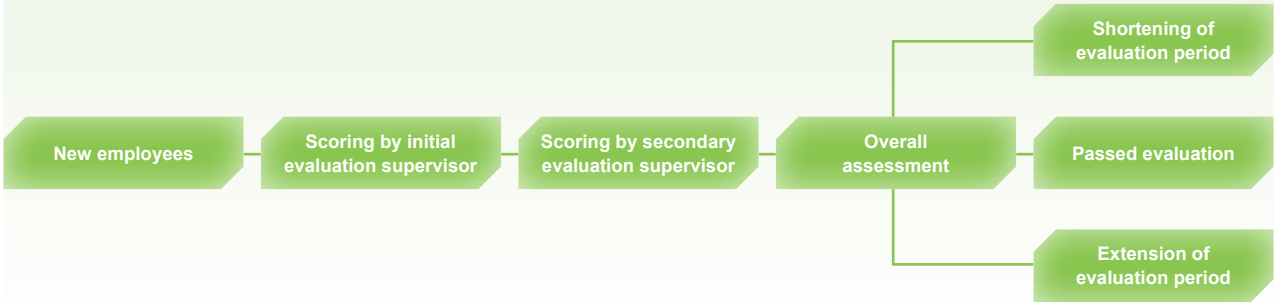
Performance Evaluation

To support the team in achieving operational goals, the Company has established the Employee Performance Evaluation Management Measures and built a performance-oriented review system. We value the growth of every partner at different stages. Through a dual-track evaluation approach that considers both onboarding adaptation and on-the-job development, the Company helps team members work in positions that best match their capabilities.

The Company's evaluation mechanism consists of two core components:

Probationary Evaluation for New Employees

A clear probationary period is established for each new partner after onboarding. Through review and daily communication during this stage, we help new employees quickly become familiar with the Company's culture and understand the essentials of project site practices or the organization's core operations. Supervisors can also provide timely work feedback and coaching, helping new employees pass the evaluation smoothly and build a solid professional foundation.







Semiannual Regular Evaluation

For full-time employees, the Company conducts regular performance evaluations once every six months. We value two-way communication. Employees with outstanding performance are given timely and substantive recognition. For employees who encounter bottlenecks or whose performance falls behind expectations, supervisors provide targeted coaching or adjust job responsibilities as appropriate, working together with employees to identify improvement plans.

Self-assessment → Scoring by initial evaluation supervisor → Scoring by secondary evaluation supervisor → Scoring by highest authorized supervisor → Overall assessment

Evaluation items | Work Competency, Work Attitude, Problem-Solving, and Crisis Management Capabilities

To motivate team morale, department heads discuss employees' outstanding daily performance and evaluation results with the Administrative Management Department, and actively process promotions, salary adjustments, and incentive bonus payments in accordance with internal approval authority. This ensures that every contribution and professional growth made by employees receives corresponding substantive rewards.

▶ Implementation Status of Employee Evaluations

Item	Male		Female		Total Number
	Number	Percentage(%)	Number	Percentage(%)	
Managerial	2	29%	5	71%	7
Non-managerial	12	41%	17	59%	29
Subtotal	14	39%	22	61%	36

Note: The number of individuals evaluated excludes the Chairman and new employees who have been employed for less than 3 months.

Retirement System

With respect to the employee retirement system, the Company makes contributions in accordance with the Labor Standards Act, the old labor pension system and defined benefit plan, and the Labor Pension Act, the new labor pension system and defined contribution plan, established by the government.

▶ **Pension system under the Labor Standards Act, old system**

The Company currently has no employees covered by the old pension system.

▶ **Pension system under the Labor Pension Act, new system**

Based on each employee's monthly salary grade, the Company contributes 6% of the employee's monthly salary to the individual labor pension account established by the Bureau of Labor Insurance in accordance with applicable laws. Employees may also voluntarily contribute up to 6% of their monthly salary to their individual pension accounts and enjoy tax benefits. All employees are covered by the new pension system under the Labor Pension Act, representing 100% coverage.

No employees applied for retirement in either 2024 or 2025.

5.2.2 Employee Benefits

To comprehensively protect employees' rights and interests and support employees in achieving work-life balance, the Company has established the Employee Welfare Committee in accordance with the law to formulate and promote diverse benefit measures. Our benefit measures cover four major aspects: "marriage, childbirth, and family care friendly measures," "compensation and incentive mechanisms," "statutory protection and leave," and "employee development and work-life balance." Through comprehensive care, the Company aims to create a workplace that supports mutual trust, shared prosperity, and positive labor-management relations.



Workplace environment and measures supporting marriage, childbirth, and family care

- The Company may not refuse the breastfeeding or breast milk collection time required by employees during working hours, nor may it treat such time as absence in a manner that affects employees' full attendance bonuses, performance evaluations, or results in any other unfavorable treatment.
- Parental leave without pay and related leave: In 2024, no employees applied for parental leave without pay or family care leave. In 2025, one female employee applied for parental leave without pay. In 2026, four employees, all female, are expected to apply for parental leave without pay.
- The Company provides protection for female employees before and after childbirth. During pregnancy, employees may apply for reassignment to lighter work where such work is available. The Company may not refuse such applications or reduce the employee's wages.
- The Company provides protection for female employees working at night.
- The Company implements a 30-minute flexible working hours mechanism, allowing parents greater flexibility in arranging childcare pickup and drop-off.
- The Company has established a mechanism for wedding cash gifts and condolence cash gifts, with amounts ranging from approximately NT$5,100 to NT$6,000. The amount may be increased based on employee performance, work results, and other factors. In 2025, the Company invested a total of NT$18,000 in wedding cash gifts, benefiting two employees.

Compensation and incentive mechanisms

- The Company has established a bonus system closely aligned with its business vision, sharing operating results with employees.
- The Company regularly grants promotions and salary adjustments each year based on work performance.
- The Company provides Dragon Boat Festival and Mid-Autumn Festival cash gifts each year.

Statutory protection and leave

- Labor insurance: In addition to statutory labor insurance and National Health Insurance, the Company further provides group insurance for employees, including accident insurance and injury insurance.
- Special leave: All employees are entitled to the corresponding number of special leave days in accordance with the Labor Standards Act. In addition, to encourage employees to value work-life balance, the Company provides full-time employees **with five to twelve days of paid welfare leave each year.**

Employee development and work-life balance

- Education and training: The Company arranges various training courses based on employees' work needs and corporate communication matters.
- The Company organizes departmental gatherings, trips, and group activities for employees.
- The Company provides free afternoon tea.
- The Company arranges regular employee health examinations.

5.3 Human Rights Management

To build a happy workplace, safeguard employees' fundamental human rights, and ensure that employees have access to the workplace safety knowledge and protection they are entitled to, the Company provides education and training at different stages, including basic, professional, and development-oriented training. The Company also clearly defines the rights and obligations of both labor and management, and has established a sustainable corporate management system to encourage both parties to work together toward business development. By implementing work rules formulated in accordance with international human rights conventions and the Labor Standards Act, the Company aims to ensure that employees can experience a sense of well-being in the workplace.

5.3.1 Corporate Human Rights Policy

To ensure the fundamental human rights of all employees, customers, and stakeholders, LeadSun Greentech complies with international human rights conventions including the Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights, UN Global Compact, and International Labour Organization standards. The Company respects internationally recognized fundamental human rights policies, which include freedom of association, care for vulnerable groups, prohibition of child labor, elimination of all forms of forced labor, and elimination of employment and workplace discrimination. Additionally, the Company strictly complies with labor-related laws and regulations in the jurisdictions where it operates.

- **Employment of individuals under the age of 16 is strictly prohibited**
- **Elimination of forced labor**
- **Freedom of association and collective bargaining**
- **Non-discrimination**

5.3.1.1 Human Rights Management Program

01 The Company treats all employees with fairness and respect, implementing human rights management in accordance with applicable labor laws and internally established policies. It complies with all relevant wage and working hours regulations, ensuring that working hours follow local legal standards and that employees do not work more than seven consecutive days. The Company pays fair and timely living wages, provides legally compliant leave and attendance systems, and ensures a safe and healthy working environment. All personnel working at company sites receive appropriate occupational safety and health training, supporting their physical and mental well-being as well as work-life balance.

02 Through annual human rights education and training courses, the Company promotes its human rights policy, workplace equality, and prohibition of any form of bullying to create a friendly and harmonious work environment. The Company is committed to building a zero-harassment and gender-equal environment.

03 The Company complies with the Gender Equality in Employment Act and does not discriminate against employees based on gender. Therefore, the operating standards related to employee performance, departmental performance, and the remuneration system do not provide differential treatment based on gender, thereby eliminating unequal pay for equal work.

Human Rights Policy and Specific Management Measures

Human Rights Management Policy	Specific Measures
Provide a safe and healthy work environment. Assist employees in maintaining physical and mental health and work-life balance. Implement high welfare, high development, and high care.	▶ Provide a 1.5-hour lunch break to ensure that employees have sufficient rest time at noon. ▶ Provide complete and smooth promotion channels. ▶ Provide a spacious, bright, and comfortable office environment. ▶ Hold recreational activities from time to time.
Prohibit forced labor and strictly comply with local labor laws and regulations.	▶ Implement the leave system and encourage employees to value work-life balance. ▶ Provide an additional five to twelve days of welfare leave each year after employees pass the probationary period.
Comply with the Gender Equality in Employment Act and provide a friendly work environment.	▶ Establish the Measures for the Prevention of Sexual Harassment, Complaints, and Disciplinary Actions, and provide complaint channels. ▶ Provide education and training courses to promote the human rights policy, workplace equality, and other related topics.

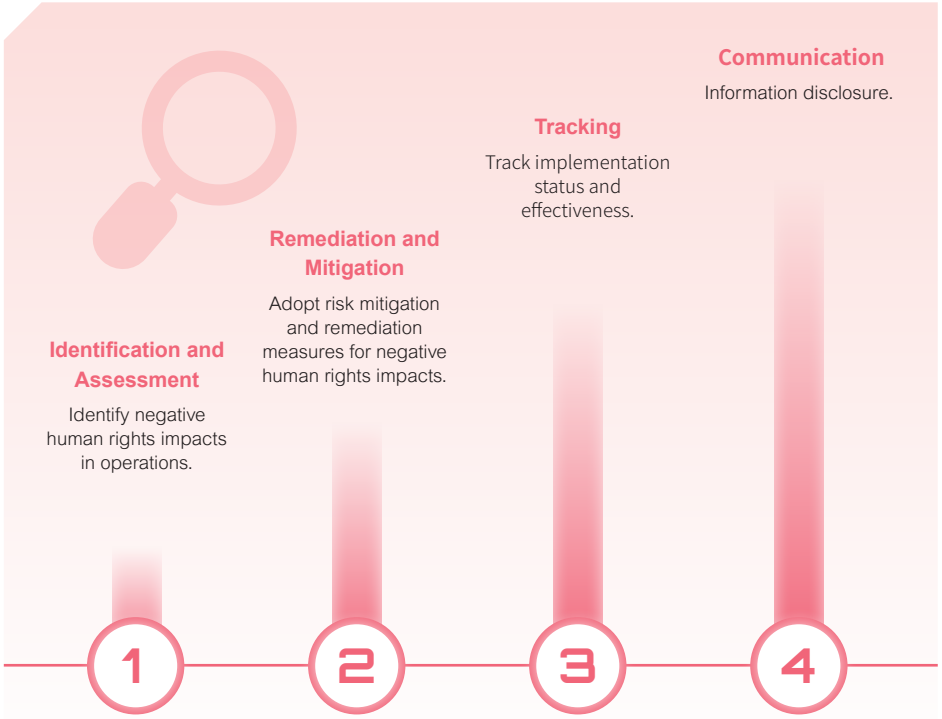


5.3.1.2 Human Rights Due Diligence

The Company designates the Administrative Management Department as the dedicated unit responsible for human rights management, including the promotion and implementation of human rights management. The Company's human rights due diligence approach is based on the European Union Corporate Sustainability Due Diligence Directive and the OECD Due Diligence Guidance for Responsible Business Conduct. The Company has established human rights due diligence procedures to identify and assess risks related to human rights issues, design risk management and mitigation measures, implement improvements, and conduct follow-up tracking, thereby effectively reducing the potential impacts of human rights risks.

I. Scope of survey: All employees of the Company.

II. The human rights due diligence procedures are described as follows:



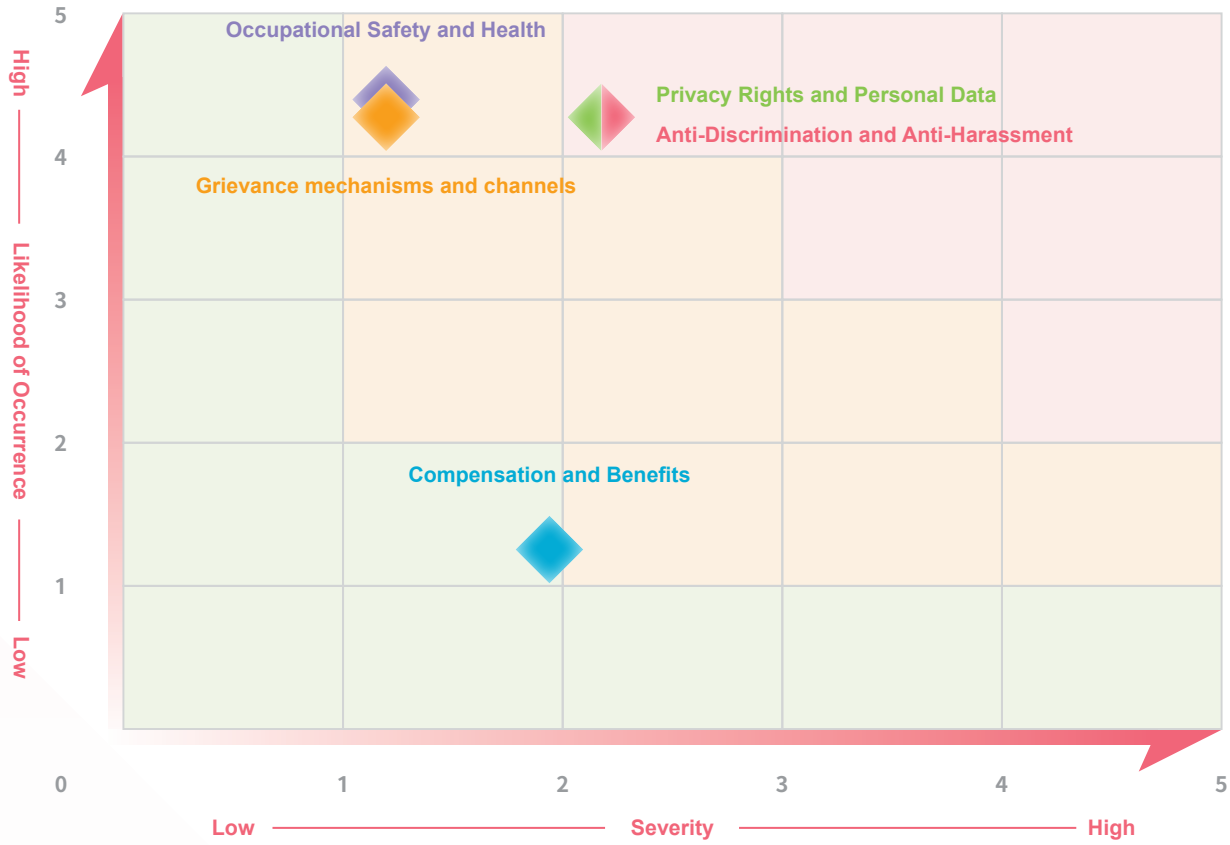
III. With reference to international trends and human rights issues of concern to benchmark companies in the same industry, the Company identified the following five employee-related human rights issues in 2025:



IV. Identification Results

Based on the human rights issues identified above, the Company distributed questionnaires to its employees for survey and assessment. Based on the questionnaire results, the Company developed a risk matrix to identify the likelihood of occurrence and level of impact, which serves as the basis for prioritizing the handling of human rights issues. The Company will prioritize high-risk human rights issues with higher likelihood and greater impact.

According to the risk matrix, no high-risk issues were identified in this survey. Among the medium-risk issues, the Company selected the top four human rights issues with relatively higher risk scores as issues requiring greater attention, including Grievance Mechanisms and Channels, Anti-Discrimination and Anti-Harassment, Occupational Safety and Health, and Privacy Rights and Personal Data, and implemented management measures accordingly.



V. Mitigation and Remediation Measures

All human rights risks of the Company are classified as medium or low risks. Nevertheless, the Company has proposed the following mitigation and remediation measures for the above human rights issues with relatively higher risks. The scope of application covers all employees.

▶ Response Measures for Human Rights-Related Risks

Target Group	Risk Description	Remediation Measures	Mitigation Measures	Management Indicators
Employees	Grievance mechanisms and channels	1. After accepting a case, the Company will handle it promptly and provide a response deadline and an explanation of the handling progress. 2. 2. If the complaint is substantiated, the Company will adopt corrective measures. 3. 3. The Company will provide necessary protection measures for the complainant.	1. The Company has established diverse and anonymous complaint channels, including a dedicated hotline, dedicated fax line, and dedicated mailbox. 2. 2. The Company promotes information on employee rights and the above complaint channels from time to time to ensure that employees are aware of their rights. 3. 3. The Company provides education and training to promote its human rights policy and topics related to workplace equality.	1. **Human rights-related complaints** | 0 cases. 2. **Completion rate of human rights-related education and training** | 100%.
	Anti-Discrimination and Anti-Harassment	1. The Company will initiate an investigation procedure and ensure confidentiality. 2. 2. The Company will provide support according to the complainant's wishes, such as psychological counseling or adjustment of the work environment. 3. 3. The Company will take disciplinary or handling measures against violators based on the severity of the case.	1. The Company has established the Measures for the Prevention of Sexual Harassment, Complaints, and Disciplinary Actions to provide complaint channels and regulate handling procedures. 2. 2. The Company provides education and training courses related to the Sexual Harassment Prevention Act, the Gender Equality in Employment Act, and other relevant laws. In 2025, the course duration was one hour, with a total of 23 participants, representing participation by nearly 60% of employees.	1. **Anti-discrimination and anti-harassment complaint** | 0 cases. 2. **Completion rate of anti-discrimination and anti-harassment-related education and training** | 100%.
	Occupational Safety and Health	1. The Company will investigate and analyze the causes of occupational accidents and implement corrective measures. 2. 2. The Company will provide medical assistance and insurance claims support to injured personnel.	1. The Company provides regular health examinations at least once every two years for current employees and new employees. 2. 2. The Company has implemented a comprehensive no-smoking policy in the workplace, installed a central air-conditioning system, provided sufficient lighting equipment, and arranged weekly workplace environmental cleaning to provide employees with a comfortable, safe, and appropriate working environment. 3. 3. The Company provides a 1.5-hour lunch break to help employees maintain physical and mental health and work-life balance. 4. 4. The Company provides workplace safety and health-related education and training courses. In 2025, the course duration was one hour, with a total of 16 participants. 5. 5. The Company cooperates in participating in building drills, and has incorporated building fire safety information into new employee training to enhance all employees' emergency response capabilities.	1. **Occupational accidents** | 0 cases. 2. **Completion rate of health and safety-related education and training** | 100%.
	Privacy Rights and Personal Data	1. The Company will notify affected parties and provide necessary compensation or assistance. 2. 2. The Company will review data access permissions and management mechanisms. 3. 3. The Company will remediate system vulnerabilities and strengthen information security protection.	1. The Company has established and implemented information and communication security policies and personal data protection policies. 2. 2. The Company regularly reviews privileged accounts, user accounts, and access permissions, and disables accounts that have not been used for an extended period. 3. 3. The Company provides education and training related to information security and personal data protection. In 2025, the information security training course lasted one hour, with a total of 10 participants. In 2025, the personal data protection training course lasted 1.5 hours, with a total of 15 participants.	1. **Privacy infringement and data leakage incidents** | 0 cases. 2. **Completion rate of Personal Data Protection Act-related education and training** | 100%.

5.3.2 Labor-Management Communication Channels and Communication Status

5.3.2.1 Communication Channels and Communication Status

The Company values harmonious labor-management relations, employees' rights and interests, and employee opinions. Although no labor union has been established at present, employees may independently choose whether to organize or join a labor union in accordance with the law. The Company has established sound communication channels and convenes labor-management meetings at least once every three months. Each labor-management meeting consists of three representatives from each side, labor and management, to discuss issues of concern to employees, such as employee benefits and human resources management measures. In 2025, the Company held a total of four labor-management meetings to promote labor-management communication and jointly create mutual benefits for both the Company and employees.

When employees have suggestions for the Company, they may report them directly to the employee communication contact, the Administrative Management Department, or their immediate supervisors. In addition, the Company has established an anonymous Chairman's mailbox, through which employees may provide direct feedback on any issues related to the Company's operations, including corporate strategic development, existing systems, difficulties encountered at work, corporate culture, and the work environment. This maintains diverse and accessible communication channels. In 2025, the Chairman's mailbox received no feedback.

The Company is committed to strictly complying with the notice period requirements under Article 16 of the Labor Standards Act. In the event of any major operational changes, the Company will complete the notice procedure 10, 20, or 30 days in advance, depending on employees' length of service.

5.3.2.2 Employee Satisfaction Survey

The Company values employee opinions and cares about employees' views on the Company. In September 2025, the Administrative Management Department conducted an employee opinion survey to understand the organizational climate, and to conduct in-depth communication and investigation on major issues and formulate improvement plans. The survey covered six major dimensions: overall satisfaction, job content and sense of achievement, supervisors and communication, teamwork and workplace atmosphere, growth and development, and benefits and systems. The employee coverage rate was 65%.

Based on the survey results, the Company implemented the following improvement plans:

1. To improve employees' satisfaction with leave arrangements, the Company provides five to twelve days of welfare leave, increasing the number of leave days available to employees.
2. To enhance the sharing of professional knowledge and successful experience and improve the corporate atmosphere, the Company increased opportunities for internal knowledge and experience exchange and team-building activities.
3. To enhance the human resources management effectiveness of cross-company and cross-departmental project collaboration within the Group and improve organizational flexibility and competitiveness, the Company will evaluate the addition of cross-departmental discussion meetings and courses in the future.

▶ Employee Satisfaction Survey Results

Target Group	All employees
Survey Content	Overall satisfaction, job content and sense of achievement, supervisors and communication, teamwork and workplace atmosphere, growth and development, and benefits and systems
Number of Respondents	37 employees
Coverage Rate	65%
Responsible Survey Unit	Administrative Management Department
Survey Frequency	Once a year
Survey Period	January 1, 2024 to December 31, 2024
Overall Satisfaction	3.7 points, with 1 point as the lowest score and 5 points as the highest score
Survey Results	Among the six survey dimensions, in addition to overall satisfaction, satisfaction scores for each topic ranked in the following order: supervisors and communication, teamwork and workplace atmosphere, job content and sense of achievement, benefits and systems, and growth and development.

The Company maintains harmonious labor-management relations and smooth communication channels. Employees' opinions are valued by management and addressed promptly. In 2025, no losses occurred as a result of labor-management disputes. Looking ahead, based on the philosophy of harmonious operations between labor and management, the Company will continue to uphold respect for employees' rights and interests, achieving shared growth between employees and the Company.

5.4 Workplace Health and Safety

The Company's operations are primarily office-based. Upon assessment in accordance with the relevant provisions of the Occupational Safety and Health Management Regulations, the Company has not reached the statutory threshold for establishing an Occupational Safety and Health Committee. Nevertheless, the Company continues to regularly review office environment safety, electricity use, and equipment management, while promoting employee health and safety awareness measures.

5.4.1 Employee Health Care

The Company has implemented a comprehensive no-smoking policy in its offices, installed a central air-conditioning system, provided sufficient lighting equipment, and conducts weekly office cleaning to maintain a clean environment and provide employees with a comfortable, safe, and appropriate workplace. The Company also provides a 1.5-hour lunch break to allow employees to rest sufficiently.

To promote workplace health and prevent occupational diseases, the Company provides employees with free health examinations once every two years. All examination items are conducted in accordance with the Regulations of Labor Health Protection. All employees are subject to general health examinations, with no employees subject to special health examinations. The Company provides employees with comprehensive healthcare services. The most recent health examination was conducted in 2024, with a participation rate of 88.24%.

5.4.2 Workplace Safety

The office building where LeadSun Greentech's office is located is equipped with emergency evacuation routes and exits, as well as fire safety equipment. The Company cooperates with the building's annual fire safety equipment inspections and participates in regional evacuation and emergency escape drills to cultivate sound safety awareness and emergency evacuation capabilities, thereby reducing the impact of disasters.

The Company conducts workplace safety awareness-related education and training courses from time to time to enhance employees' awareness of workplace safety and health. In 2025, the Company held one training session, which lasted one hour and was attended by 16 employees.

In 2025, the Company reported no cases of employee leave, injury, or inability to work due to occupational injuries.

▶ **Employee Occupational Injury Statistics**

Item	Count
Employee Occupational Injury Statistics	0
Number of Employees on Leave or Injured Due to Occupational Injury	0

5.4.3 Sexual Harassment Prevention

To prevent sexual harassment in the workplace and safeguard gender equality in employment and personal dignity, the Company has established the Workplace Sexual Harassment Prevention Measures, Complaint, and Disciplinary Guidelines under Article 47 of the Company's Employee Work Rules in accordance with the Gender Equality in Employment Act. The Company has also formulated the Measures for the Prevention of Sexual Harassment, Complaints, and Disciplinary Actions, which clearly stipulate that all personnel with management and supervisory authority, as well as all employees, are prohibited from engaging in sexual harassment by taking advantage of their authority, opportunities, or the performance of their duties, and must not tolerate such conduct. The protected parties include job applicants, employees, and dispatched workers.

In addition to establishing clear workplace sexual harassment prevention regulations, the Company held one course on unlawful infringement against employees in 2025. The course lasted one hour, with a total of 23 participants. The course covered topics related to gender equality and sexual harassment prevention, aiming to deepen employees' prevention awareness and clearly explain how employees can safeguard their rights and access complaint and remedy channels, thereby jointly building a safe and dignified work environment.

The Company had no sexual harassment complaints in the past three years, from 2023 to 2025.

Sexual Harassment Prevention Grievance Channels

If employees experience sexual harassment in the workplace, they may file a complaint with the Administrative Management Department.

Grievance Telephone Number
02-2709-9889 #606

Grievance Fax
02-2709-9997

Grievance Mailbox or Email
jing_chiang@leadsun-green.com



Sexual Harassment Grievance Handling Process

1. The complainant files a complaint by telephone, fax, or email.
2. The complaint handling unit initiates an investigation, conducted by a five-member team. The investigation procedure is conducted on a confidential basis, and interviews or appropriate investigations are carried out with relevant personnel involved in the sexual harassment incident.
3. The complaint handling unit shall issue a reasoned resolution within 30 days. If necessary, the period may be extended once, for up to 15 days.
4. The above resolution shall be notified in writing to the complainant and the respondent. If either party has any objection, they may file an appeal within 20 days.
5. If the sexual harassment conduct is verified to be substantiated, appropriate disciplinary or handling measures shall be taken against the offender depending on the severity of the case.
6. After the complaint case is closed, the handling process shall be documented in writing and retained on file for two years.

5.5 Social Participation

The Company is committed to strategically directing corporate resources into positive environmental and social impacts while pursuing green energy operations. In response to the Sustainable Development Goals, or SDGs, and social needs, the Company invested approximately NT$96 million in total resources in 2025 in the development of green energy infrastructure and social inclusion and shared prosperity. We do not pursue formality or superficial activities. Instead, we uphold a pragmatic approach and focus every resource on two core pillars: “deepening our green energy core business” and “caring for local communities.”

Driving Sustainable Infrastructure through the Green Energy Core Business

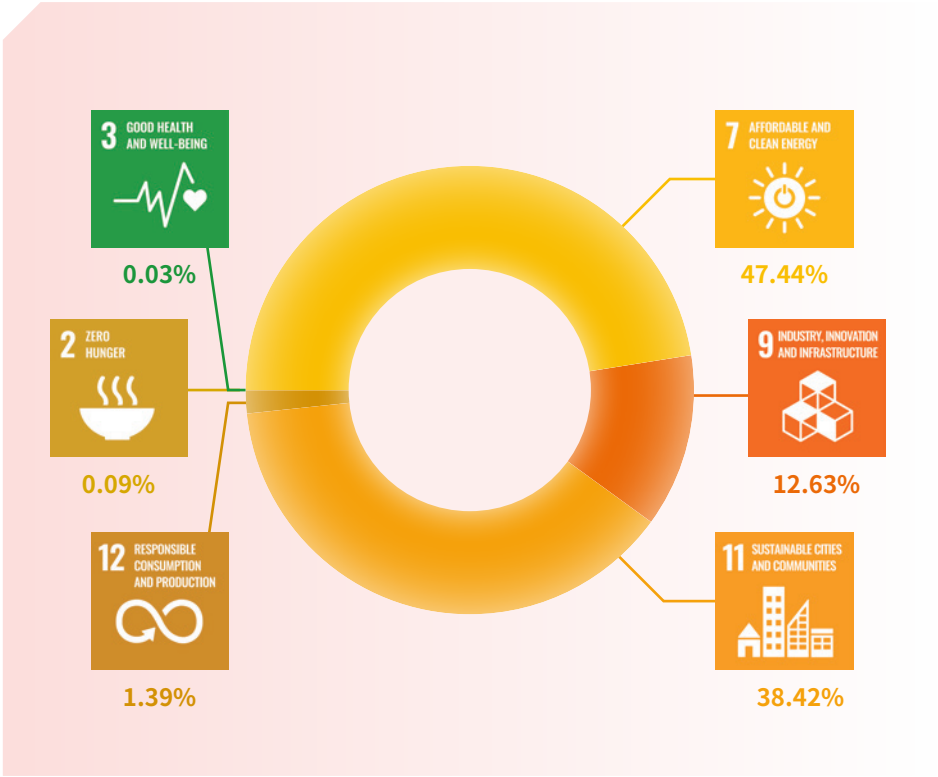
The Company invested up to 98% of its resources in practical actions to advance Taiwan’s transition toward low-carbon energy and smart grids. During the year, through the construction, operation, and maintenance of benchmark project sites, we fulfilled our commitments to SDG 7 Affordable and Clean Energy, SDG 9 Industry, Innovation and Infrastructure, and SDG 11 Sustainable Cities and Communities. These investments not only built a new form of highly resilient distributed energy infrastructure, but also provided local communities with more stable and cleaner green electricity.

Delivering Local Care through Everyday Actions

In the area of community engagement and shared prosperity, the Company starts from employees’ daily actions and integrates public welfare into its operations. We not only respond closely to local needs by providing supplies and developing green gift sets, but also launched a vegetable planting public welfare activity. Through the Company’s direct financial and material support, employees contributed approximately four volunteer hours to cultivation and resource coordination, supporting the objectives of SDG 2 Zero Hunger.

In addition, we extended our engagement beyond the Company by participating in a public welfare activity initiated by Taishin Charity Foundation. Through a direct donation of NT$10,000, the Company directed corporate resources to disadvantaged groups in society. By combining employees’ hands-on participation with resource contributions through external platforms, we aim to fulfill corporate citizenship responsibilities through diverse channels and create inclusive and shared value for local communities.

We firmly believe that true social impact lies not in the number of activities held, but in whether the Company can effectively address social needs. Looking ahead, the Company will continue to combine its green energy expertise by revitalizing local infrastructure through project site development, while also enabling the outcomes of the green energy transition to be shared with local communities through flexible and adaptive community engagement.



Adding Care to Meals: From the Farm to Children's Tables

Resources Invested

- **Human resources invested** | Senior executives of the Group led all employees in participating, with approximately 40 participants in total.
- **Time invested** | One afternoon, approximately three to four hours, was devoted to farming and food waste reduction activities.
- **External partner collaboration** | The Company collaborated across sectors with the Waiting Angels Social Welfare Association and Wildflower & Fruit Organic Farm.
- **Financial support** | The Company donated NT$31,000 to support the project.

Project Outputs

- **Substantive donations** | The Company donated approximately 100 Taiwan catties of organic fruits and vegetables, totaling 20 boxes.
- **Environmental maintenance and education promotion** | Forty employees removed weeds manually to implement environmentally friendly farming practices and learn about the concept of food waste reduction.

Project Outcomes

- **For disadvantaged children** | The project provided healthy and non-toxic vegetables to approximately 50 disadvantaged children from four children's homes, supplementing their daily nutritional needs.
- **For internal employees** | The project built awareness of environmental sustainability, including sustainable farming practices and the value of food waste reduction. It also enhanced employees' sense of social responsibility and strengthened corporate cohesion through teamwork.

Impacts

- **Response to the SDGs** | The project responded to SDG 2 Zero Hunger and SDG 3 Good Health and Well-being.
- **Support for the local green economy** | Through collaboration with an organic farm, the project supported local smallholder farmers and environmentally friendly farming practices, while helping maintain biodiversity in the surrounding ecosystem.





Pure Protection from the Earth: A Shared Dialogue from the Place of Origin to Daily Life

Resources Invested

- **Financial investmen** | The Company invested approximately NT$1.33 million in research, development, and manufacturing.

Project Outputs

- **Green product development** | The Company successfully developed the Vanilla Botanical Extract Holiday Gift Set and Vanilla Handmade Soap Gift Set, both reflecting the concepts of environmental friendliness and toxin-free product design.
- **High-value transformation of agricultural products** | Natural and non-toxic vanilla bean raw materials were transformed into festive gifts with commercial value through commercialized product design and processing.
- **Green business linkage** | Gift sets made with vanilla were incorporated into the Company's existing holiday gifting and market promotion business activities.

Project Outcomes

- **For communities and smallholder farmers** | The project revitalized agricultural resources, drove the development of a low-carbon and non-toxic local green economy, and provided opportunities for industrial value creation.
- **For customers and the market** | The project met customers' holiday gifting needs and shared the tangible results of agricultural value creation with customers and other business partners through gift sets, jointly supporting the deepening of agricultural processing applications.

Impacts

- **Response to the SDGs** | The project responded to SDG 12 Responsible Consumption and Production.
- **Establishing a model for agricultural value creation** | The project created a shared-value cycle of "corporate business needs driving higher-value agricultural products and supporting stable farmer income."





Chap 6

Energy Conservation, Carbon Reduction, and Environmental Stewardship



6.1 Climate Action
6.2 Biodiversity
6.3 Greenhouse Gas and Energy Management
6.4 Water Resource Management
6.5 Waste Management
6.6 Environmental Expenditures

The impacts of global climate change are becoming increasingly complex, and related risks have become challenges that enterprises cannot overlook in their operations. As a company in the renewable energy industry, the Company faces increasingly stringent environmental and climate regulations, as well as tests of operational resilience arising from climate disasters. Against this backdrop, "environmental sustainability" has become a key focus of LeadSun Greentech's operational management.

In 2025, the Company established the Environmental Management Policy as an important reference for strengthening the implementation of environmental management. The Company is committed to implementing environmental protection in its operations, reducing its environmental impacts, and complying with the following commitments:

1. Comply with government laws and regulations and international standards related to environmental protection, energy, and water resource management. When implementing operating activities and internal management, the Company implements environmental sustainability measures and incorporates key suppliers and contractors into supply chain management, working together to reduce the environmental impacts of operating activities.
2. Monitor international environmental issues and climate change trends, assess the Company's climate change risks, uphold the principle of placing equal emphasis on mitigation and adaptation, enhance the Company's climate resilience, and adopt measures to reduce greenhouse gas emissions.
3. Carry out green procurement or actions that support recyclability, low pollution, and resource conservation based on the principles of "effective cost" and "optimal benefit," thereby effectively reducing environmental impacts and continuously improving resource use efficiency.
4. Promote energy conservation and carbon reduction or provide environmental sustainability-related training to enhance all employees' awareness of and participation in environmental issues.
5. Provide a healthy and safe working environment to safeguard workers' physical and mental health and reduce occupational safety and health risks.
6. Actively cooperate and communicate with stakeholders, such as employees, suppliers, and contractors, and publicly disclose the Company's Environmental Management Policy and related requirements to jointly promote environmental sustainability.

To fulfill the above commitments, LeadSun Greentech continues to enhance its management measures based on five major action directions: "climate action," "biodiversity," "greenhouse gas and energy management," "water resource management," and "waste management." The Company also regularly tracks the achievement of indicators to fulfill its responsibility for environmental sustainability.

6.1 Climate Action

According to an analysis released by the World Meteorological Organization (WMO) in 2025, there is a 70% probability that the global average temperature will exceed the 1.5°C warming threshold within the next five years. This reflects the continued intensification of global warming trends, which may lead to more extreme environmental changes. To respond to climate change trends and potential impacts, LeadSun Greentech has adopted the TCFD framework and systematically manages climate-related risks and opportunities based on four major aspects: governance, strategy, risk management, and metrics and targets. The Board of Directors is responsible for decision-making and supervision to strengthen the Company's climate resilience.

Governance

- The Company's Board of Directors is the highest decision-making and supervisory unit for sustainable development. Through approval, supervision, and allocation of sufficient resources, the Board ensures that sustainable development is aligned with the Company's operational strategies and objectives, allowing the management mechanism to operate effectively.
- The Audit Committee convenes meetings to discuss relevant issues and listens to reports on the identification results of material climate-related risk factors and corresponding control measures.
- The Board of Directors has authorized the Corporate Governance and Sustainable Development Committee to assist the Board in supervising matters related to the Company's sustainable development, including climate-related issues, strategy and target promotion, and sustainability information management. The Board has also authorized the Chief Sustainability Officer to be responsible for implementation and to regularly report promotion results and implementation status to the committee and the Board. The Company also collects and assesses climate-related risks and opportunities. Based on the identification results, the Sustainability Information Disclosure Group formulates energy conservation and carbon reduction plans and implements them across departments.

Strategy

- The Company continuously monitors international climate change trends and compares cases from industry peers to assess the Company's short-, medium-, and long-term climate-related risks and opportunities.
- The Company uses climate scenario analysis to simulate risk factors under global climate change and disclose the resilience of the Company's climate-related risks and opportunities. The current operating and value chain status is assessed based on historical data.

Risk Management

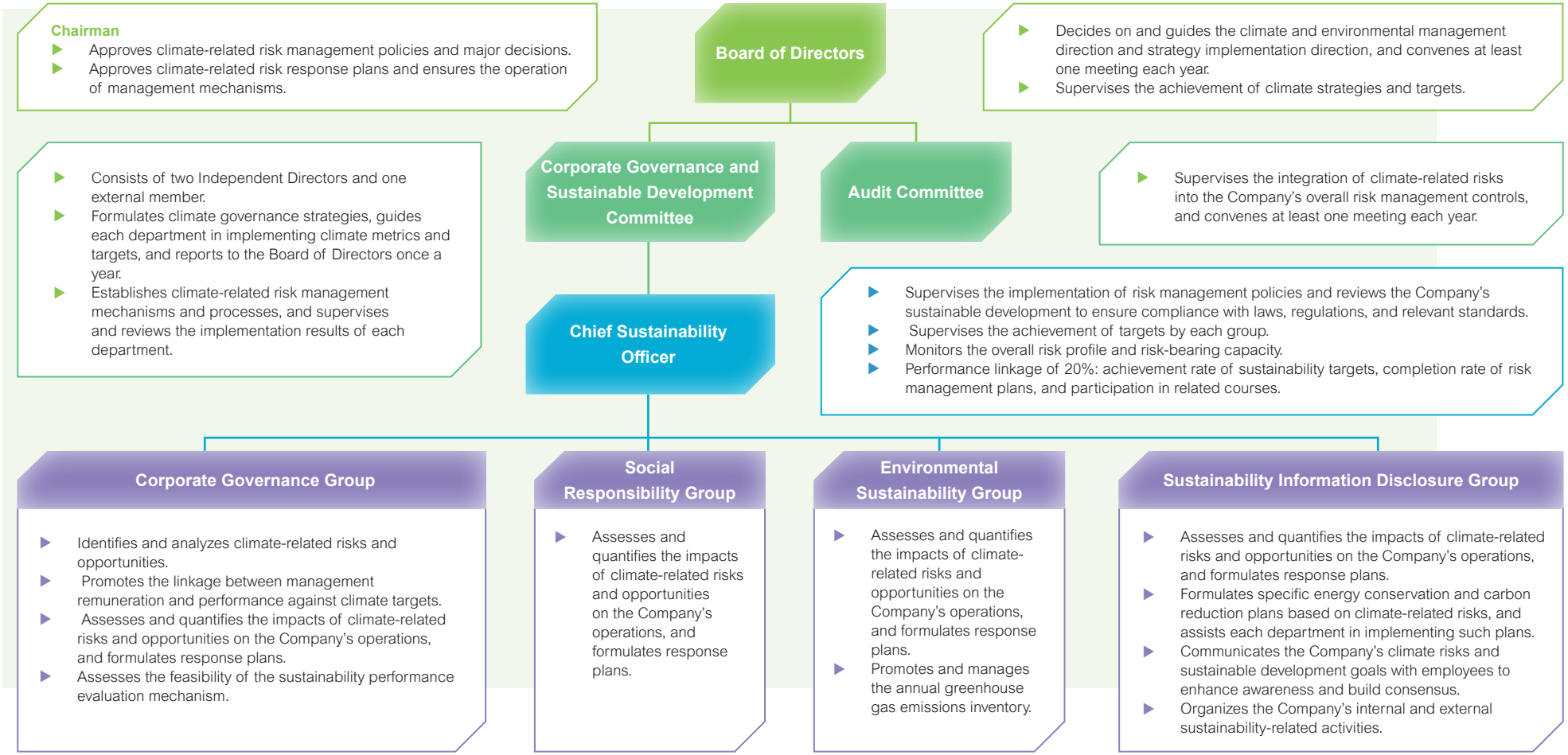
- The Corporate Governance Group identifies climate-related risks and opportunities, assesses their quantitative impacts on the Company, and works with the Environmental Sustainability Group to formulate risk management directions and response plans.
- Climate-related risks and opportunities are incorporated into the overall enterprise risk management framework and controlled by the Audit Committee.

Metrics and Targets

- The Sustainability Information Disclosure Group formulates climate-related metrics and targets.
- The Environmental Sustainability Group assists each department in implementing energy conservation and carbon reduction plans, regularly reviews implementation results, and completes the annual greenhouse gas inventory.

6.1.1 Governancee

In the face of challenges brought by climate change, establishing a comprehensive climate governance structure has become an urgent priority for enterprises. LeadSun Greentech responds actively to climate risks and opportunities through a clear organizational structure and by implementing execution directions according to its governance hierarchy. The Board of Directors determines the climate and environmental management direction, while the Corporate Governance and Sustainable Development Committee supervises the four implementation groups under its authority in carrying out climate change-related response plans. Through cross-departmental collaboration across environmental management, social action, and corporate governance, the Company comprehensively advances its sustainable governance objectives.



Strategy and Risk Management

LeadSun Greentech reviews and monitors international and industry trends related to climate-related issues every two years. Through its risk identification and assessment process, the Company systematically identifies climate-related risks and opportunities, assesses their level of impact and potential effects, and formulates appropriate response plans to strengthen corporate climate resilience and improve process efficiency.

Climate-Related Risk Identification and Management Process

01 Climate-Related Issue Collection

- With reference to climate risk factors identified by international and industry benchmarks, and through an internal survey of the Company's views on climate change, the Company develops a list of climate-related issues.

02 Climate-Related Risk and Opportunity Identification

- Based on the list of climate-related issues, the Company identifies climate-related risks and opportunities that may generate impacts, including transition risks, physical risks, and opportunities.

03 Risk and Opportunity Assessment

- The Company assesses the level of impact and impact period of risks and opportunities.
- The Company assesses its internal level of risk prevention and ability to capture opportunities.

04 Risk Management and Response Plans

- Based on the assessment results for different risks and opportunities, the Company ranks the level of impact as high, medium, or low.
- For material issues, the Company formulates response plans and risk management mechanisms, which are implemented by each department.



Climate-Related Risk and Opportunity Identification Results

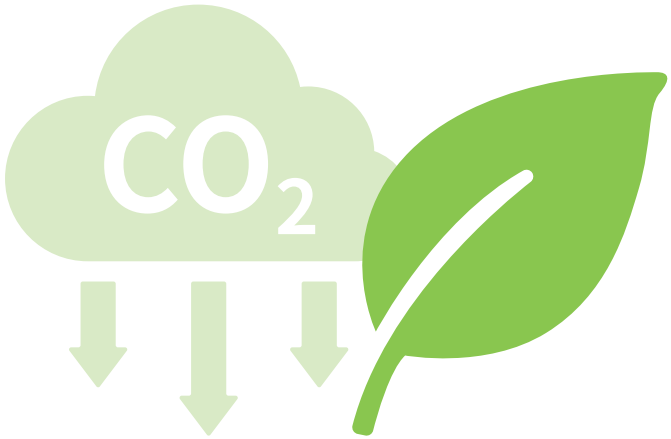
Based on the impact period and level of impact of each risk, LeadSun Greentech identified four transition risks, two physical risks, and two opportunities as material climate change issues. The Company has also planned corresponding response plans and risk management mechanisms to monitor the overall implementation status of climate-related risk management, provide internal reference, deepen understanding of the climate change challenges faced by the Company, and gather insights on the feasibility of response planning.



Expected Time Horizon

Taking into account its operational characteristics, equipment investment cycles, and strategic planning pace, the Company classifies the expected timing of climate-related risks and opportunities into short-, medium-, and long-term horizons for management, so as to align more closely with actual decision-making and management needs.

Name	Time Horizon	Linkage with Strategic Decision-Making and Planning Timelines
Short Term	Less than 3 years (2025-2027)	Corresponds to annual operating plans, budget preparation, and regulatory compliance management. Climate factors are mainly incorporated into annual budget preparation and review, as well as short-term resource allocation.
Medium Term	4 to 6 years (2028-2030)	Corresponds to medium- and long-term transition planning and implementation timelines, including engineering investments, to ensure that climate transition strategies are aligned with major capital investments.
Long Term	More than 7 years (After 2031)	Serves as the planning basis for long-term carbon reduction pathways, major capital expenditures, and adjustments to the operating model, while aligning with Taiwan's net-zero emissions policy direction.



6.1.2 Climate-Related Risk Response Plans

Impact Dimension	Impact Aspect	Climate Risks	Impact Description	Risk Management and Response Plans
Transition Risks	Regulations and Policies	**Increasingly Stringent Regulatory Environment** In 2025, Taiwan passed amendments to the Environmental Impact Assessment Act, tightening environmental review standards for photovoltaic development and reducing the scope of developable areas.	**Impact on Business Model** **Current:** ▶ The project sites already completed by LeadSun Greentech Group are not affected by the Environmental Impact Assessment Act. For project sites under development, the Group assesses whether environmental assessment is required based on development progress and potential regulatory impacts. **Expected, Medium- to Long-Term, 2028 to 2031 and Beyond:** ▶ Regulatory amendments have expanded the criteria for including photovoltaic project sites in environmental impact assessments. If project site development is required to undergo environmental impact assessment to minimize impacts, and if consulting firms must be engaged to conduct investigations, prepare reports, and obtain review approval, operating costs will increase. **Impact on Value Chain** **Expected, Medium- to Long-Term, 2028 to 2031 and Beyond:** ▶ As regulations become more stringent, if small- and medium-sized project sites are required to undergo environmental impact assessment procedures, customers may become less willing to install photovoltaic systems, resulting in fewer orders.	▶ The Company evaluates the establishment of long-term partnerships with professional environmental consulting firms to conduct preliminary ecological background surveys for project sites that may be subject to environmental impact assessment standards in the future. ▶ During the project site development process, the Company proactively communicates with competent authorities and local stakeholders to ensure that development plans comply with the latest environmental protection policy standards. ▶ The Company assists project sites under operation and maintenance in conducting vegetation restoration and environmental maintenance.
		Strengthened Reporting Requirements Domestic and international requirements for greenhouse gas emissions reporting and disclosure have increased.	**Impact on Business Model** **Current:** ▶ The Company has invested in ISO 14064-1:2018 greenhouse gas inventory work and plans to obtain third-party verification. Inventory and verification expenses amount to approximately NT$300,000. ▶ Salary costs for dedicated sustainability personnel responsible for greenhouse gas inventory and related work, as well as costs for obtaining relevant certifications, amount to approximately NT$3.68 million. **Expected:** ▶ Related inventory operations will be incorporated into routine operational management processes. Annual verification expenses are expected to amount to approximately NT$150,000. **Impact on Value Chain** **Current:** ▶ No upstream or downstream vendors currently require disclosure of carbon inventory-related information. **Expected, Medium- to Long-Term, 2028 to 2031 and Beyond:** ▶ In response to customer requirements, collecting and disclosing carbon inventory information from upstream and downstream partners will increase the burden of supply chain management and affect the selection of business partners. ▶ Disclosure of Scope 3 greenhouse gas emissions will require collaboration with suppliers across the value chain for compliance and inventory work.	▶ Using 2025 as the baseline year, LeadSun Greentech conducts greenhouse gas inventory work every year in accordance with the ISO 14064-1:2018 greenhouse gas inventory standard, and formulates carbon reduction targets and strategies based on the inventory results. ▶ The Company conducts Scope 3 greenhouse gas emissions inventory, covering upstream and downstream indirect emissions, identifies major emission sources, and assesses the collection of activity data from suppliers and customers.

Impact Dimension	Impact Aspect	Climate Risks	Impact Description	Risk Management and Response Plans
Transition Risks	Supply Chain and Raw Materials	**Fluctuations in Key Materials** ▶ Environmental policies and carbon pricing mechanisms have increased the production costs of key materials. ▶ Supply chains may be affected by climate change, impacting supply.	**Impact on Business Model** **Current:** ▶ Global inflation and changes in material costs and supply sources may cause profit fluctuations and affect short-term operating plans. **Expected, Long-Term, After 2031:** ▶ The prices of key materials may become unstable due to climate change, increasing raw material procurement costs and requiring assessment of the feasibility of using alternative materials. **Impact on Value Chain** **Expected, Medium- to Long-Term, 2028 to 2031 and Beyond:** ▶ Increased supplier costs may lead to unstable material supply, affecting production schedules and downstream delivery timelines, and increasing breach-of-contract or delay costs. ▶ Suppliers affected by extreme weather events such as typhoons and floods may delay deliveries, affecting construction progress and project delivery.	▶ The Company maintains good relationships with major equipment suppliers to establish stability in pricing and quality, and strives to secure priority supply during special periods. ▶ The Company integrates the procurement of key materials such as solar modules, inverters, and steel materials to increase procurement scale and bargaining power, stabilize supply, and reduce the risks of cost increases and schedule delays. ▶ The Company monitors market information on alternative key materials with similar specifications to ensure rapid access to key materials after disasters.
	Social Impacts of Low-Carbon Transition	**Controversies Arising from Project Site Construction** Before project site development, nearby residents or environmental protection organizations may raise suggestions regarding land use, ecology, or other aspects.	**Impact on Business Model** **Expected, Medium- to Long-Term, 2028 to 2031 and Beyond:** ▶ To understand stakeholder concerns, project progress may be temporarily suspended or directly halted, increasing expenditures and construction costs. ▶ If major controversies arise, banks may withdraw syndicated loans or lower credit ratings. **Impact on Value Chain** **Current:** ▶ The Company has begun conducting surveys of the ecological environment around project sites. Depending on the circumstances of each case, the Company assesses whether to engage a third party to issue an ecological report or environmental impact assessment report. **Expected, Medium- to Long-Term, 2028 to 2031 and Beyond:** ▶ New project sites will require additional manpower for local coordination and ecological monitoring, increasing communication costs to avoid negative news that may affect the Company's reputation.	▶ During the land development stage, the Company conducts assessments, proactively identifies stakeholders surrounding project sites, and establishes stakeholder communication mechanisms and channels. ▶ The Company evaluates the introduction of ecological compensation plans to reduce resistance to project site development. Tree planting projects are carried out around project sites, followed by continued ecological restoration and maintenance plans.

Impact Dimension	Impact Aspect	Climate Risks	Impact Description	Risk Management and Response Plans
Physical Risks	Acute	**Intensification of Natural Disasters** The probability of natural disasters such as strong typhoons and heavy rainfall has increased.	**Impact on Business Model** **Current, Short- to Medium-Term, 2025 to 2030:** ▶ Due to the impact of typhoons, losses in 2025 amounted to approximately NT$150,000. **Expected, Medium- to Long-Term, 2028 to 2031 and Beyond:** ▶ If windstorms or floods delay or interrupt project site construction, operating costs will increase. ▶ If photovoltaic project sites are damaged and cleanup is not completed within the deadline prescribed by the competent authority, penalties of NT$60,000 to NT$10 million may be imposed in accordance with Article 53 of the Waste Disposal Act. **Impact on Value Chain** **Expected, Long-Term, After 2031:** ▶ If photovoltaic panels are 100% damaged, the repair period may affect customers' electricity dispatch. ▶ Disruptions to raw material transportation may require adjustments to or interruption of project site construction schedules, increasing loss costs. ▶ If equipment is damaged due to natural disasters, and the key materials involved have been discontinued or shifted to overseas supply, material lead times may be extended, further affecting project site repair progress and delaying the restoration of operations.	▶ The structural design of project sites complies with regulatory standards and achieves wind resistance of Level 17 or above. Regular inspections are conducted to ensure the structural stability of project site systems. ▶ The Company regularly identifies whether project site locations are exposed to the possibility of compound disasters, such as floods and wind damage caused by typhoons. Before typhoons, the Company requires the operation and maintenance team to strengthen project site inspections to reduce potential damage. After typhoons, the Company immediately conducts a comprehensive inventory. For disaster-damaged project sites, the Company promptly initiates restoration procedures and disaster response measures to minimize downtime and maintain the stability of asset operations. ▶ For project sites in high-risk areas, the Company uses insurance mechanisms to compensate for equipment damage and losses from power generation interruptions during the disaster recovery period.
	Chronic	**Extreme Climate Changes** Sea level rise, rising average temperatures, or changes in rainfall patterns.	**Impact on Business Model** **Expected, Long-Term, After 2031:** ▶ Climate change may cause flooding at project sites or losses due to high temperatures, increasing operation and maintenance costs for renewable energy project sites. ▶ Rising outdoor temperatures may reduce the energy conversion efficiency of solar power generation systems. At office locations, prolonged high temperatures may extend the operating time of air-conditioning compressors, resulting in higher electricity expenses. Please refer to the following section, Climate Scenario Analysis - Physical Risk Scenario Analysis: Persistent Heatwaves. ▶ Project site insurance against natural disasters may result in increased premium expenses or higher deductibles, thereby affecting long-term holding costs. **Impact on Value Chain** **Expected, Long-Term, After 2031:** ▶ Changes in rainfall may cause flooding at project sites and damage to photovoltaic panels. Extreme high temperatures may affect the efficiency of solar modules, resulting in lower power generation and affecting customers' electricity use or revenue.	▶ The Company strengthens the ventilation design and construction of solar photovoltaic modules and implements inspection mechanisms to reduce the risks of power generation efficiency decline and accelerated equipment aging caused by extreme high temperatures. ▶ The Company monitors environmental temperature and power generation efficiency at project sites, tracks the latest technical information, and assesses the use of more heat-resistant raw materials depending on the impact of extreme high temperatures. ▶ The Company evaluates the inclusion of climate risk impact factors in contract considerations.

Note: The expenses in this table are denominated in New Taiwan Dollars. The analysis areas are mainly concentrated at the Taipei headquarters and photovoltaic project sites, including Xinying District in Tainan City, Taiping District in Taichung City, Dayuan District in Taoyuan City, Xinwu District in Taoyuan City, and Gaoshu Township in Pingtung County. The facilities analyzed mainly include installed solar photovoltaic systems and energy storage equipment.

6.1.3 Climate-Related Opportunities and Response Plans

Climate Opportunities	Impact Description	Management and Response Plans
Increased Demand for Low-Carbon Energy ▶ Driven by policies, such as carbon fees and carbon taxes, and enterprises' renewable energy use targets, such as RE100, demand for renewable energy has increased. ▶ In 2023, Taiwan passed the Standards for Setting up Solar Photovoltaic Power Generation Equipment in Buildings, which regulates the installation of photovoltaic systems on building rooftops. Rooftop solar photovoltaic systems are expected to become increasingly widespread in the future.	**Impact on Business Model** **Current:** ▶ The Standards for Setting up Solar Photovoltaic Power Generation Equipment in Buildings will officially come into effect on August 1, 2026, and their impact on the future market will continue to be monitored. **Expected, Short- to Medium-Term, 2025 to 2030:** ▶ Customers and public works projects are showing greater willingness to adopt green electricity and renewable energy, which is expected to support stronger demand for renewable energy projects and expand the potential market size. **Impact on Value Chain** **Expected, Medium- to Long-Term, 2028 to 2031 and Beyond:** ▶ As the photovoltaic and low-carbon energy markets continue to expand, based on Taiwan's national solar photovoltaic capacity target for 2030, the remaining potential system installation capacity may create an injection of EPC revenue equivalent to 16 to 22 times the current level. ▶ As rooftop solar photovoltaic systems become more widespread, demand for operation and maintenance and energy storage system integration will increase, extending the downstream service value chain of LeadSun Greentech.	▶ The Company provides customers with stable integrated energy services, covering development, construction, operations, and operation and maintenance, to expand the comprehensive benefits of power plants. ▶ Through continuous development and investment, the Company deploys solar power generation project sites and integrates the application of energy storage systems to strengthen the Company's renewable energy asset portfolio and promote steady growth in overall installed capacity. ▶ In anticipation of future regulatory announcements and implementation, the Company assesses the possibility of entering into strategic alliances with construction companies to incorporate photovoltaic systems into the early-stage design of building projects, thereby seeking opportunities to enter the building-integrated photovoltaic market.
Diverse Photovoltaic Development Models ▶ In response to the government's "dual use of land" policy, the Company continues to expand renewable energy supply through diverse models, including aquavoltaics, agrivoltaics, and rooftop solar photovoltaic systems, by introducing integrated land use approaches. ▶ Development of new business service models.	**Impact on Business Model** **Current:** ▶ The Company is developing new business capacity. 1. In 2024, the Company established the "Green Electricity Trading Accelerator" to assist small renewable energy project sites in matching green electricity wheeling and sales with corporate users. 2. The Company's subsidiary, Xiangyin Yongxu Co., Ltd., cooperated with E.SUN Commercial Bank, Ltd. to establish the "Green Electricity Trust," providing transaction security for tripartite green electricity sales and purchase arrangements among power plants, intermediary electricity retailers, and corporate power purchasers. **Expected:** ▶ In line with Taiwan's sustainable development goals, the Company will continue to research and expand into related sustainability issues and industries, such as carbon footprint, carbon neutrality, carbon reduction and energy conservation, green energy certificates, and carbon credit trading services. **Impact on Value Chain** **Current:** ▶ The "Renewable Energy Trading Accelerator" and "Renewable Energy Trust" provide customers with directions for subsequent power plant planning and asset management, while supplying green electricity to help enterprises achieve their renewable energy use targets. **Expected, Short- to Medium-Term, 2025 to 2030:** ▶ The Company will provide more small project sites with opportunities for stable power wheeling and sales. ▶ The Company will match more enterprises that have joined the RE100 initiative and supply corporate users with clean and secure green electricity.	▶ With "agriculture and fisheries as the foundation, and green energy as value creation" as its core strategy, the Company continues to assist in introducing aquaculture or agricultural operation and management, balancing landowners' income and investment benefits. This not only reduces land development risks, but also enhances the long-term stability of project sites. ▶ During the early stage of diverse project site development, the Company assesses land use, surrounding ecology, technical feasibility, partners, and financial returns to reduce uncertainty in the development of new types of project sites. ▶ In addition to project site types, the Company reduces operational risks arising from concentration in a single market, model, or customer by adopting regional distribution and customer structure allocation.

Note: The expenses in this table are denominated in New Taiwan Dollars. The analysis areas are mainly concentrated at the Taipei headquarters and photovoltaic project sites, including Xinying District in Tainan City, Taiping District in Taichung City, Dayuan District in Taoyuan City, Xinwu District in Taoyuan City, and Gaoshu Township in Pingtung County. The facilities analyzed mainly include installed solar photovoltaic systems and energy storage equipment.

6.1.4 Climate Scenario Analysis

To assess its resilience against physical risks under climate change, LeadSun Greentech analyzes the impacts of water shortage risks, changes in rainfall patterns, and extreme high temperatures through scenario setting. Through climate scenario simulation analysis, the Company identifies future risk response strategies and planning directions, thereby reducing the risk of overall financial losses.

▶ Physical Risk Scenario Analysis: Chronic - Water Shortage Risk

Water shortage risk is assessed using the Aqueduct Water Risk Atlas of the World Resources Institute (WRI) to forecast water stress under the RCP 2.6 scenario, a relatively optimistic scenario with low greenhouse gas emissions, and the RCP 8.5 scenario, a relatively pessimistic scenario with high greenhouse gas emissions, for 2030 and 2050. The data shows that, under both optimistic and pessimistic scenarios, water stress at each location ranges from low to medium, at 10% to 20%, indicating relatively stable water supply conditions. However, minor water resource pressure may still occur during dry seasons.

LeadSun Greentech's power plant construction process is mainly conducted through contracted engineering, and the Company does not have manufacturing production processes. Therefore, its water use is mainly domestic water consumption at offices. Although the assumed scenarios indicate that water resource risks are not high, the Company continues to respond to water conservation policies and plans corresponding water-saving and resource efficiency measures, such as adopting water-saving equipment in line with office building policies, including water-saving faucets and toilets, and promoting water-saving awareness among employees. Going forward, the Company will continue to monitor climate change, assess the need for water resource-related equipment installation, and strengthen its climate change adaptation capabilities.

▶ Physical Risk Scenario Analysis: Chronic - Continuous Rainfall May Cause Flooding at Project Sites

Changes in rainfall patterns are analyzed under the 1.5°C and 2°C warming scenarios, using heavy rainfall days, R200mm, which refers to the number of days in a year with daily rainfall exceeding 200mm, as the analysis indicator. The Company uses projections from the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) for the Taipei headquarters and five project sites:

Warming Scenario / Data Indicator / Plant Location	Observation Baseline, Days	1.5°C		2.0°C	
		75th Percentile, Days	Maximum Value, Days	75th Percentile, Days	Maximum Value, Days
Taipei Headquarters	0.6	0.3	0.8	0.3	0.8
Xinying District, Tainan City	0.5	0.2	0.6	0.2	0.6
Taiping District, Taichung City	0.6	0.2	0.8	0.2	0.6
Dayuan District, Taoyuan City	0.3	0.2	0.5	0.2	0.6
Xinwu District, Taoyuan City	0.2	0.2	0.3	0.2	0.4
Gaoshu Township, Pingtung County	1.3	0.3	1.0	0.3	1.5

Note: The 75th percentile reflects a situation slightly more severe than normal conditions. It means that in 75% of years, the annual number of heavy rainfall days will be lower than this value, while only 25% of years will exceed it. The maximum value reflects extreme conditions.

Although heavy rainfall days are low-frequency events, the intensity of extreme rainfall and its potential destructive impacts, such as flash flooding and damage to structural infrastructure, may still pose climate risks to solar photovoltaic project sites. Considering that the headquarters are located on a high floor and that four of the five project sites use rooftop solar photovoltaic systems, with only one energy storage project site located primarily on the ground, the overall risk of ground flooding is relatively limited. The ground-based energy storage project site has also installed elevated foundations and rainproof canopies, and uses cabinets with a high protection rating. LeadSun Greentech will nevertheless continue to focus on drainage system maintenance, waterproof sealing of cable lines, and changes in water levels and rainfall in surrounding catchment areas to enhance climate resilience and respond to the compound challenges brought by climate change.

Physical Risk Scenario Analysis: Persistent Heatwaves

Extreme heatwaves are analyzed under the 1.5°C and 2°C warming scenarios, using the extreme high temperature duration index as the analysis indicator. This index refers to the total number of days in a year during which events occur where the daily maximum temperature remains higher than the 95th percentile of the baseline period for more than three consecutive days. The Company uses projections from the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) for photovoltaic project sites:

Warming Scenario / Data Indicator / Plant Location	Observation Baseline, Days	1.5°C		2.0°C	
		Maximum Value, Days	Average Power Generation Decline Rate[Note 1]	Maximum Value, Days	Average Power Generation Decline Rate[Note 1]
Xinying District, Tainan City	9.5	48.9	0.23%	76.8	0.37%
Taiping District, Taichung City	9.8	45	0.22%	65.3	0.31%
Xinwu District, Taoyuan City[Note 2]	9.7	41.2	0.20%	58.3	0.28%
Gaoshu Township, Pingtung County[Note 2]	10.8	45.8	0.22%	67.9	0.33%
Financial Impact (New Taiwan Dollars)		NT$29,000		NT$44,000	

Note 1: The impact on power generation efficiency is estimated based on the assumption that, during extreme heatwaves, the surface temperature of solar modules increases by approximately 5°C compared with ordinary sunny summer conditions. Based on the Standard Test Conditions (STC) under international standards for solar panels, it is assumed that power generation efficiency decreases by 0.35% for every 1°C increase in module temperature. Accordingly, the additional power generation efficiency loss during heatwaves is estimated at approximately 1.75%.

Note 2: The Taoyuan agrivoltaic project and Pingtung agrivoltaic project are still under construction and are not included in this financial impact calculation.

Based on data estimates, under the 1.5°C warming scenario, the annual average power generation decline caused by extreme heatwaves at each project site is approximately 0.18% to 0.23%. Under the 2.0°C warming scenario, the decline expands to approximately 0.24% to 0.37%. The impact is relatively higher in southern areas and areas with high heatwave exposure, such as the Pingtung agrivoltaic project. This trend will lead to higher module temperatures, significant declines in system conversion efficiency, and impacts on power generation, equipment service life, and overall project site revenue. The financial impact of the expected decline in power generation is estimated at NT$29,000 to NT$44,000. To enhance project site resilience, LeadSun Greentech will optimize module ventilation design and strengthen inspection mechanisms to reduce the risks of power generation efficiency decline and accelerated equipment aging caused by extreme high temperatures.

Based on climate scenario analysis data from the National Climate Change Science Report 2024, the number of summer days is projected to increase from approximately 95 days to 140 to 150 days over the long term, representing an increase of approximately 45 to 55 days. Under this long-term climate scenario, future electricity costs are estimated to increase by NT$46,000 to NT$56,000.

Physical Risk Scenario Analysis: Fewer Typhoons and Higher Probability of Strong Typhoons

According to the RCP 8.5 scenario analysis in the Climate Change in Taiwan: National Scientific Report 2024, compared with the baseline period, the number of typhoons affecting Taiwan is projected to decrease by approximately 10% in the mid-21st century, from 2031 to 2065, and by approximately 50% in the late 21st century, from 2071 to 2099. However, the frequency of strong typhoons is projected to increase by approximately 105% and 60%, respectively. Based on the above projection results, although the number of typhoons is expected to decrease, the probability of strong typhoons is expected to increase. The number of typhoons affecting Taiwan is projected to be approximately three to four in the mid-21st century and decline to approximately one to two by the end of the century.

The Company uses the maximum projected number of typhoons in the mid- and late-century scenarios above as an extreme scenario assumption to assess potential damage and financial impacts caused by strong winds to rooftop solar photovoltaic panels. If a single extreme strong typhoon event occurs and photovoltaic equipment is damaged by strong winds, and assuming that one project site requires two to three months for repair and suspends power generation during that period, the site would be unable to generate electricity during the repair period, resulting in a financial impact of NT$1.10 million to NT$1.65 million.

LeadSun Greentech has incorporated typhoon risk into its risk management mechanism. In addition to adopting wind-resistant design and raising safety standards, the Company also adapts through insurance mechanisms. The Company will continue to review and strengthen the insurance coverage for photovoltaic equipment, and will regularly review insurance coverage and insured amount settings based on project site scale, equipment value, and changes in climate risks to ensure that the insurance mechanism can effectively respond to extreme climate risks.

6.1.5 Metrics and Targets

LeadSun Greentech's climate change-related metrics and targets are formulated as follows. For the specific implementation status of each indicator, please refer to the subsequent sections of this chapter.

Greenhouse Gas Emissions Target

The Company uses 2025 as the baseline year for greenhouse gas emissions and has set a reduction target to reduce Scope 1 and Scope 2 greenhouse gas emissions by 5% from the baseline year by 2030.

Energy Use Target

The Company has set a reduction target of reducing total energy use intensity by 1% each year or reducing per capita energy use by 1% each year.

6.2 Biodiversity

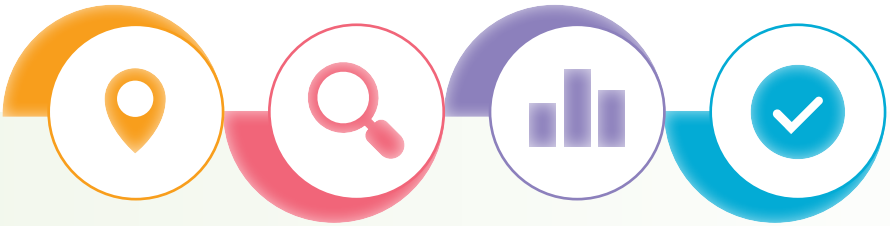
(1) Biodiversity Governance and Highest-Level Commitment

Climate change and biodiversity loss are the dual natural crises currently facing the world. As an important participant in promoting the green energy transition, the Company focuses on the linkage between renewable energy development and natural capital.

To demonstrate its determination to achieve coexistence and shared prosperity between corporate operations and nature, the Company's Chairman has formally signed and established the Biodiversity Commitment, incorporating biodiversity into the sustainable development process. The Company is committed to promoting local ecological coexistence based on the characteristics of each project site and deepening information transparency across the value chain.

(2) To fulfill LeadSun Greentech's sustainability commitments, the Company comprehensively manages the impacts and dependencies of renewable energy project site development and construction on nature. With reference to the LEAP approach under the Taskforce on Nature-related Financial Disclosures (TNFD), the Company systematically reviews the life cycle of project sites:

At the same time, the Company uses ENCORE, Exploring Natural Capital Opportunities, Risks and Exposure, to assess its dependencies on nature, particularly with respect to species listed on the International Union for Conservation of Nature (IUCN) Red List of Threatened Species, hereinafter referred to as the IUCN Red List. The Company firmly believes that scientific disclosure methods and continuous ecological risk assessment can effectively mitigate disturbances to habitats caused by operating activities, as it strives to achieve a sustainable balance between technological innovation and shared prosperity with nature.



Locate

At the beginning of development, the Company reviews the proximity of existing potential project sites to ecologically sensitive areas, national wetlands, and protected areas.

Evaluate

The Company assesses the degree to which proposed operating activities depend on natural capital such as surrounding soil, water sources, and species, such as the dependence of aquavoltaics on water quality.

Assess

The Company analyzes the potential impacts that may arise during the construction and operation stages, such as habitat fragmentation and the impacts of light pollution or noise on species.

Prepare

For sensitive areas subject to regulatory requirements, the Company will plan and formulate ecological response strategies and incorporate nature-related risks into the Company's core decision-making and financial planning.

(3) Site-Specific Environmental Compliance and Ecological Management

Spatial Analysis Scale

Using the coordinates of each location as the center, the Company defines buffer zones for review:

- **2.5 kilometers** | Assess the direct relevance of project sites to surrounding habitats.
- **Statutory sensitive areas** | Implement the requirements of GRI 101-5 and conduct in-depth reviews of overlaps with statutory protected areas, such as water source protection areas, important wetlands, and national forest land.
- **Species sensitivity** | Use the threat categories of the Red List of Taiwan Species, including CR Critically Endangered, EN Endangered, and VU Vulnerable, as the core criteria for determining biological importance.
- **Locations assessed** | Six offices and project sites, including the Taipei headquarters, Xinying District in Tainan City, Taiping District in Taichung City, Dayuan District in Taoyuan City, Xinwu District in Taoyuan City, and Gaoshu Township in Pingtung County.

(4) Ecological Sensitivity Statistics of Operating Locations

Location	Sensitivity	Regional Sensitive Areas, Interface Characteristics	Key Threatened Species (Red List Category)
Gaoshu Township, Pingtung County	Medium	Statutory protected area: drinking water source protection area.	Endangered (EN): Eastern grass owl. Protected species: crab-eating mongoose.
Taiping District, Taichung City	Medium	Ecological interface: interface with national forest land and hillside conservation areas.	Endangered (EN): leopard cat. Protected species: macaque and Reeves' s muntjac.
Xinwu District, Taoyuan City	Medium	Natural sensitive adjacent area: Xucuo Port Wetland and coastal protection area.	Endangered (EN): Omura' s whale. Critically Endangered, CR: Taiwanese white dolphin.
Dayuan District, Taoyuan City	Low	Ecological interface: adjacent to coastal protection areas and transition zones.	Critically Endangered (CR), or Endangered (EN): multiple cetacean species. Vulnerable (VU): small Indian civet.
Taipei Headquarters	Low	Urban buffer: adjacent to the edge of the Nangang Mountain conservation area.	The Company leases an existing building in Taipei City as its office and is not involved in development activities.
Xinying District, Tainan City	Low	Urban development: adjacent to the Jishui River urban water system.	No threatened species records: mainly endemic species, such as the Formosan hare.

Analysis Findings | The ecological sensitivity assessment results show that 50% of the Company's operating locations are located in areas of medium ecological sensitivity. The operating locations are not located within the scope of statutory nature reserves. However, the construction, operation, and maintenance of renewable energy facilities may still have potential impacts on the surrounding ecological environment, habitat connectivity, and biological activities.

(5) Nature-Related Risk Matrix Analysis

Risk Category	Key Risk Indicators	Financial and Operational Impacts
Physical Risk	Extreme climate events, tropical cyclones, and floods	Please refer to Section 6.1.2 Climate-Related Risk Response Plans of the Report.
Reputational Risk	Key biodiversity areas	Some of the Company's completed renewable energy project sites are adjacent to ecologically sensitive areas, including drinking water source protection areas, coastal protection areas, wetlands, national forest land, and hillside conservation areas. Records of threatened or protected species have also been identified in the surrounding areas. If LeadSun Greentech fails to fully assess and manage potential ecological impacts in future development or construction activities, such activities may raise concerns among community residents, environmental protection groups, competent authorities, or other stakeholders, thereby affecting the Company's brand image, project implementation progress, and social trust.
Regulatory Risk	Water resource and land use regulations	As the government continues to strengthen regulations on water resource protection, land use management, ecological conservation, and renewable energy installations, project site development involving farmland conversion, ground-mounted solar PV, water source protection areas, or ecologically sensitive areas may face development restrictions.Such development may also face extended review timelines, difficulties in obtaining permits, or additional environmental protection requirements.

6.3 Greenhouse Gas and Energy Management

6.3.1 Greenhouse Gas Emissions

LeadSun Greentech conducts greenhouse gas inventories in accordance with ISO 14064-1:2018. The inventory boundary for this year covers the parent company and major subsidiaries included in the consolidated financial statements: LeadSun Greentech Corporation, Xiangyin Yongxu Co., Ltd., and LeadSunFox Greenergy Investment Co., Ltd. The organizational boundary is set based on 100% operational control. The inventory covers seven major categories of greenhouse gases, including carbon dioxide, CO_2, methane, CH_4, nitrous oxide, N_2O, hydrofluorocarbons, HFCs, perfluorocarbons, PFCs, sulfur hexafluoride, SF_6, and nitrogen trifluoride, NF_3. The fuels under Scope 1 and Scope 2 do not contain biomass components.

To implement transparent governance, the Company reported the progress of the inventory to the Board of Directors on a quarterly basis in 2025, establishing basic carbon emissions data and building the foundation for its emissions reduction strategies. The Company is committed to implementing greenhouse gas reduction strategies and reducing the environmental impacts of its operations through comprehensive inventory work, energy conservation, and carbon reduction measures. In 2025, the Company expanded the greenhouse gas inventory boundary to include major subsidiaries included in the consolidated financial statements, and plans to obtain third-party verification from Ares International Certification for ISO 14064-1:2018 in 2026.

The Company's greenhouse gas emissions are shown in the table below. In 2025, total greenhouse gas emissions increased with 2024. This was mainly because major subsidiaries included in the consolidated financial statements were included in the greenhouse gas inventory boundary starting in 2025, while the 2024 inventory boundary only covered the parent company.









Item \ Year	2024	2025
Scope 1, Direct Greenhouse Gas Emissions (tCO_2e)	6.4438	10.7281
Scope 2, Indirect Greenhouse Gas Emissions (tCO_2e)	36.9655	34.5115
Total Scope 1 and Scope 2 Emissions (tCO_2e)	43.4093	45.2396
Scope 1 and Scope 2 Emissions Intensity, tCO_2e per NT$1 Million Revenue	0.0624	0.1779
Scope 3, Other Indirect Greenhouse Gas Emissions (tCO_2e)	-	1,755.9125
Total Emissions	43.409	1,801.152
Total Emissions Intensity (tCO_2e per NT$1 Million Revenue)	0.0624	7.1618

6.3.2 Energy Use

The Company fully recognizes that energy management is an important foundation for sustainable corporate management. In addition to continuously monitoring energy use efficiency in daily operations, the Company also promotes the optimization of energy use through internal management and energy conservation measures to reduce the environmental impacts of its operations. The Company continues to enhance energy management practices and combines its industry expertise with its renewable energy development core to move toward improving energy use efficiency and implementing low-carbon transition goals.

Considering that the Company's industry characteristics differ from those of traditional manufacturing and other energy-intensive industries, its energy use is mainly affected by workforce size, project implementation, and business expansion. Therefore, the Company has set "reducing total energy use intensity by 1% each year" or "reducing per capita energy use by 1% each year" as its reduction target and management guidance. For specific management measures, please refer to section 6.3.3 of the Report.

In 2025, the Company achieved its reduction target by reducing per capita energy use by 1% compared with 2024. In addition, as office energy use is the Company's main source of energy consumption, accounting for more than 60% of total energy use, the Company will continue to promote electricity conservation management measures going forward.

▶ Energy Use Statistics

Item \ Year	2024	2025
Gasoline Energy Use (GJ)	85.3197	26.7809
Diesel Energy Use (GJ)	-	116.7763
Purchased Electricity Use (GJ)	269.3829	266.6124
Purchased Renewable Energy (GJ)	-	5.8392
Self-Generated and Self-Consumed Renewable Energy (GJ)	-	14.4432
Total Electricity Use (GJ)	269.3829	286.8948
Total Energy Use (GJ)	354.7026	430.4520
Total Energy Use Intensity (GJ per NT$1 Million Revenue)	0.4561	1.7116
Per Capita Energy Use (GJ per Person)	12.6680	11.3277

Note 1: 1 kWh of electricity = 3.6 million joules (J) of energy consumed.

Note 2: 1 gigajoule (GJ) = 1,000,000,000 joules (J)

Note 3: Energy conversion factors are calculated based on the 2025 fuel heating values announced by the Ministry of Environment, gasoline at 7,586 kcal/L and diesel at 8,636 kcal/L, and the joule conversion factor, 1 kcal = 4.186 kJ.

Note 4: To reflect monthly changes in the number of employees, the per capita energy use in the Report is calculated based on the "monthly average number of employees" for the year. The formula is as follows: per capita energy use = total energy use / monthly average number of employees for the year.

6.3.3 Energy Conservation and Carbon Reduction Management Measures

The Company regards energy conservation and carbon reduction as an important part of environmental management. It continues to review energy use and emissions sources in its operating activities and promotes various energy conservation management measures to improve energy use efficiency and reduce environmental impacts. The Company is committed to continuously promoting greenhouse gas management. Using 2025 as the baseline year, the Company has set a reduction target to reduce Scope 1 and Scope 2 greenhouse gas emissions by 5% from the baseline year by 2030, thereby gradually reducing greenhouse gas emissions generated from its operations.

The Company's office is located in leased building space. Therefore, the performance control and maintenance of equipment such as elevators, chillers, and air-conditioning systems are handled by the building management. The Company's energy conservation and carbon reduction management measures focus on the internal office space and the management of company vehicles and general affairs procurement, and are divided into three main directions: renewable energy use, promotion of energy conservation and carbon reduction practices, and office procurement and company vehicle management.

Renewable Energy Use

- The Company's Xizhi office introduced renewable energy use in 2025. In addition to using renewable energy generated by self-owned project sites, the Company also increased the proportion of renewable energy through green power wheeling. In 2024, the renewable energy use ratio of the parent company and subsidiaries included in the consolidated financial statements was 0%. In 2025, self-generated and self-consumed electricity amounted to 4,012 kWh, purchased renewable energy amounted to 1,622 kWh, and the renewable energy use ratio of the parent company and subsidiaries included in the consolidated financial statements was 7.07%.

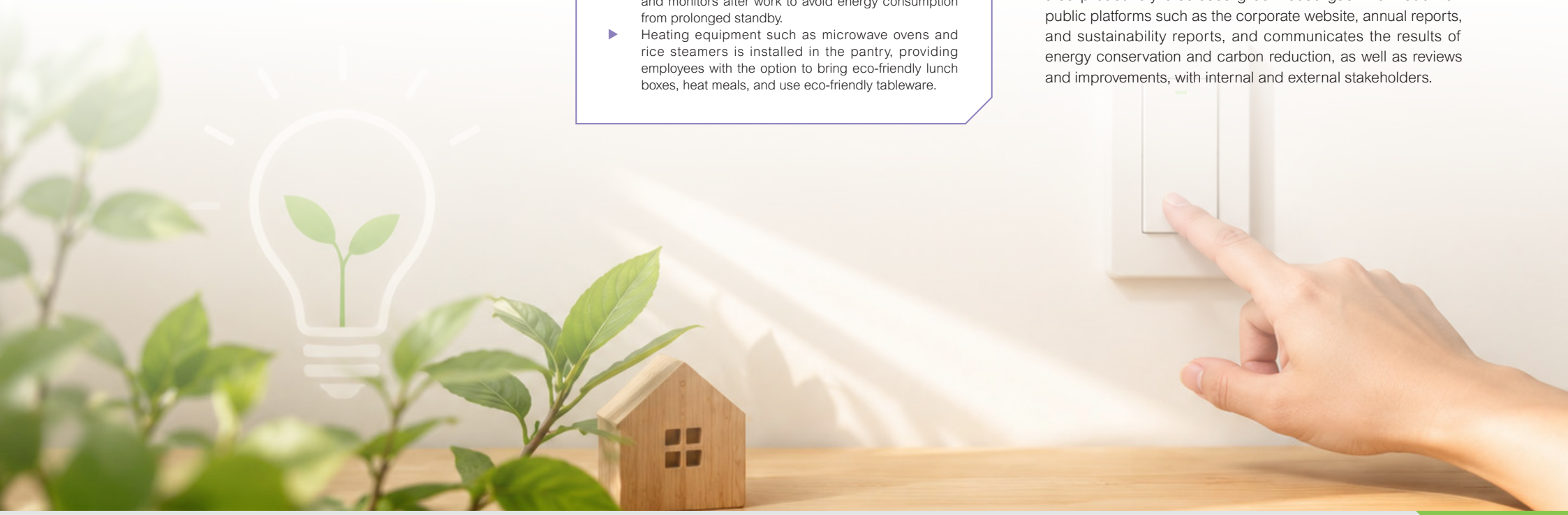
Promotion of Energy Conservation and Carbon Reduction Practices

- The Company conducts office energy conservation and carbon reduction awareness campaigns from time to time, sharing knowledge related to energy conservation and carbon reduction and providing action recommendations to enhance employees' awareness and actions in implementing energy conservation and carbon reduction in daily life.
- The office space uses high-efficiency lighting tubes to improve energy use efficiency.
- Lighting equipment in the office space is turned on and off by zone according to usage conditions, and employees are reminded to turn off lights when leaving meeting rooms and other separate spaces.
- The Company plans to implement lights-off energy conservation measures during lunch breaks.
- The Company promotes turning off computer hosts and monitors after work to avoid energy consumption from prolonged standby.
- Heating equipment such as microwave ovens and rice steamers is installed in the pantry, providing employees with the option to bring eco-friendly lunch boxes, heat meals, and use eco-friendly tableware.

Office Procurement and Company Vehicle Management

- The Company will gradually replace fuel vehicles and assess the prioritization of electric vehicles for company vehicle allocation.
- The Company will assess the prioritization of electrical equipment and office supplies with environmental labels in procurement.

The Company reviews its energy use every year and conducts greenhouse gas emissions inventories. It initiates third-party verification of the 2025 greenhouse gas emissions data in 2026 to enhance the credibility of the inventory results. The Company also proactively discloses greenhouse gas information on public platforms such as the corporate website, annual reports, and sustainability reports, and communicates the results of energy conservation and carbon reduction, as well as reviews and improvements, with internal and external stakeholders.



6.4 Water Resource Management

Based on an analysis using the World Resources Institute Aqueduct Water Risk Atlas, the Company's offices and self-owned project sites are not located in water-stressed areas. Considering that the Company's industry characteristics differ from those of traditional manufacturing, its water use is not positively correlated with revenue. Therefore, the Company has set the target of "reducing water consumption intensity by 1% each year" or "reducing per capita water consumption by 1% each year."

Water withdrawal for office employee use comes entirely from tap water and is used for employees' domestic water consumption. All wastewater generated from water use is domestic sewage and is fully discharged through the building's pipelines.

The Company's water resource use statistics for the past two years are shown in the table below. In 2025, the Company achieved its target of reducing per capita water consumption by 1%.

Although the Company's water consumption is not material to its business operations, the Company continues to promote the reduction of unnecessary water waste in daily work and enhance employees' water conservation awareness. In addition, the faucets and flushing equipment in the office building's restrooms have adopted water-saving devices.

Water Resource Management	2024	2025
Total Water Withdrawal (metric tons)	260.50	262.18
Total Wastewater Discharge (metric tons)	0	0
Total Water Consumption (metric tons)	0	0
Total Water Usage (metric tons)	260.50	262.18
Water Consumption Per Capita (tonnes/person)	9.30	6.90
Water Intensity (consumption/NT$ million)	0.33	1.04

Note 1: Water usage estimated based on conversion guidelines from the Taipei Water Department's official website.

Note 2: Figures are calculated based on monthly utility cost allocations reported by the building management committee.

Note 3: Considering the office is located in a building with a well-established tap water supply network and no industrial water usage, the total water intake is assumed to be approximately equal to total usage, and water consumption is nearly zero.

Note 4: To reflect monthly changes in the number of employees, the per capita water consumption in the Report is calculated based on the "monthly average number of employees" for the year. The formula is as follows: per capita water consumption = total water consumption / monthly average number of employees for the year.

6.5 Waste Management

LeadSun Greentech's waste management practices differ based on the nature of its Taipei headquarters and various project sites, in compliance with local government regulations or building-specific waste management policies. For example, the Taipei headquarters follows the waste disposal regulations established by the building management committee of Farglory Financial Center, classifying general office waste accordingly. Disposal and transportation are handled by authorized private environmental service providers appointed by the building management.

The Company places great importance on environmental protection. For development and operational sites, it has established the "Waste Management Measures and Decommissioning Procedures After Operation Ends" internal procedures, providing a framework for managing waste throughout the lifecycle of project sites. These management procedures ensure compliance with environmental protection and recycling-related regulations. Contracts for contractors and relevant parties are also required to engage waste transportation and processing providers approved by the competent authorities. Additionally, photovoltaic modules must be handled in accordance with government regulations to ensure proper recycling and disposal.

The Company's waste management is guided by the reduction target of a 1% reduction in waste generation intensity or a 1% reduction in per capita waste generation each year. The main management measures include promoting daily workplace practices, such as encouraging employees to bring their own eco-friendly bags/cups/tableware, reducing single-use items, and implementing waste sorting into three categories: "recyclables, food waste, and general waste."

The Company's waste statistics for offices and project sites over the past two years are shown in the table below. In 2025, the Company's office waste included general waste and recyclable waste. The difference between 2024 and 2025 was mainly because the 2024 full-year data was converted based on data from the second half of the year rather than calculated on a monthly basis. It is also presumed that waste increased significantly due to various gifts and gift boxes during the Lunar New Year and Dragon Boat Festival, resulting in this difference. Based on the monthly average number of employees for the year, per capita office waste generation was 0.0487 tonnes in 2024 and 0.0394 tonnes in 2025, achieving the annual reduction target set by the Company.

6.6 Environmental Expenditures

In 2025, waste generated from the Company's project sites included waste photovoltaic panels and construction waste. The items and total amount of waste generated each year vary depending on project implementation progress.

Year		2024		2025	
Category		Office (tonnes)	Project Site (tonnes)	Office (tonnes)	Project Site (tonnes)
Waste Type	General Industrial Waste	1.3632(Note 1, Note 3)	5.9148	1.2477(Note 1)	23.0700
	Announced Recyclable Items	(Note 2)	0	0.2485	0
	Hazardous Waste	0	0	0	0
By Disposal Method	Chemical Treatment	0	0	0	0
	Physical Treatment	0	0	0	23.0700
	Incineration	1.3632	0.5262	1.2477	0
	Thermal Treatment	0	0	0	0
	Recycling and Reuse	(Note 2)	5.3886	0.2485	0
Total Weight (tonnes)		**1.3632**	**5.9148**	**1.4962**	**23.0700**

Note 1: The Taipei headquarters is an office, and waste is handled uniformly by the building management committee. The amount is estimated based on the office's proportion of the total floor area of the office building.

Note 2: In 2024, the building had no statistical data on announced recyclable items.

Note 3: In 2024, the building management committee began calculating data from July 2024. Therefore, only waste removal statistics from July to December were available, totaling 0.6816 tonnes, which was converted to 1.3632 tonnes for the full year.

In 2025, LeadSun Greentech paid approximately NT$1.86 million in air pollution control fees for project site construction in accordance with the law.

Appendix



Appendix 1 GRI Standards Index
Appendix 2 Sustainability Accounting Standards Board, or SASB, Content Index
Appendix 3 Climate-Related Information of TWSE/TPEx Listed Companies
Appendix 4 Summary Table of Green Revenue

Appendix 1 GRI Standards Index

Statement of use | LeadSun Greentech has reported in accordance with GRI standards for the period from January 1, 2025, to December 31, 2025.
GRI 1 used | GRI 1: Foundation 2021
Applicable GRI Sector Standards | None

▶ GRI 2: General Disclosures 2021

Disclosure Items and Number		GRI Topic	Sustainability Report Chapter / Implementation/Omission explanation	Page
The Organization and its Reporting Practices	2-1	Organizational Details	Company Overview	5
	2-2	Entities Included in the Organization's Sustainability Reporting	About the Report	3
	2-3	Reporting Period, Frequency and Contact Point	About the Report	3
	2-4	Restatements of Information	None	3
	2-5	External Assurance	The Report has not been assured by an independent third-party assurance or verification institution.	
Activities and Workers	2-6	Activities, Value Chain and Other Business Relationships	Company Overview Sustainability Actions in 2025 3.1 Economic Performance 3.3 Industry Development 3.4 Customer Rights Policy 4.1 Industry Supply Chain 4.2 Supplier Management	5 7 48 52 58 62 65
	2-7	Employees	5.1 Workforce Diversity	71
	2-8	Workers who are not employees	5.1 Workforce Diversity	71
Governance	2-9	Governance structure and composition	1.1 Sustainable Development Governance Structure	9
	2-10	Nomination and selection of the highest governance body	2.1.3 Election of Directors	27
	2-11	Chair of the highest governance body	Message from the Chairman 1.1 Sustainable Development Governance Structure 2.1 Board of Directors	4 9 23
	2-12	Role of the highest governance body in overseeing the management of impacts	1.1 Sustainable Development Governance Structure 2.1 Board of Directors 6.1 Climate Action	9 23 95
	2-13	Delegation of responsibility for managing impacts	1.1 Sustainable Development Governance Structure 2.1 Board of Directors 6.1 Climate Action	9 23 95
	2-14	Role of the highest governance body in sustainability reporting	About the Report 1.1 Sustainable Development Governance Structure 2.1 Board of Directors 6.1 Climate Action	3 9 23 95
	2-15	Conflicts of interest	2.1.3 Election of Directors 2.1.4 Board Diversity and Independence 2.1.6 Management of Conflicts of Interest 2.1.9 Insider Trading Prevention Measures	27 27 30 31
	2-16	Communication of critical concerns	1.1 Sustainable Development Governance Structure 1.2 Sustainable Development Policy 1.3 Identification of Stakeholders and Material Topics 1.4 Disclosure of Material Topics	9 11 13 18
	2-17	Collective knowledge of the highest governance body	2.1.10 Continuing Education of Board Members 2.2.2 Implementation of Ethical Corporate Management	32 33
	2-18	Evaluation of the performance of the highest governance body	2.1.5 Board Performance Evaluation	28

Disclosure Items and Number		GRI Topic	Sustainability Report Chapter / Implementation/Omission explanation	Page
Governance	2-19	Remuneration policies	2.1.1 Functional Committees 2.1.7 Remuneration Policy for the Board of Directors and Senior Executives 2.1.8 Linkage Between ESG Performance and Remuneration for Senior Executives 5.2 Compensation and Benefits	24 30 31 79
	2-20	Process to determine remuneration	2.1.7 Remuneration Policy for the Board of Directors and Senior Executives 5.2 Compensation and Benefits	31 79
	2-21	Annual total compensation ratio	Reason for omission: Restricted by confidentiality requirements.	
Strategy, Policies and Practices	2-22	Statement on sustainable development strategy	1.2 Sustainable Development Policy 1.4.2 Management of Material Topics	11 20
	2-23	Policy commitments	1.2 Sustainable Development Policy 2. Transparent Governance and Ethical Corporate Management 3. Industry Commitment and Value Creation 4. Responsible Procurement and Partnership for Progress 5. Friendly Workplace and Shared Prosperity 6. Energy Conservation, Carbon Reduction, and Environmental Stewardship	11 22 47 60 70 93
	2-24	Embedding policy commitments	1.2 Sustainable Development Policy 2. Transparent Governance and Ethical Corporate Management 3. Industry Commitment and Value Creation 4. Responsible Procurement and Partnership for Progress 5. Friendly Workplace and Shared Prosperity 6. Energy Conservation, Carbon Reduction, and Environmental Stewardship	11 22 47 60 70 93
Strategy, Policies and Practices	2-25	Processes to remediate negative impacts	1.2 Sustainable Development Policy 2. Transparent Governance and Ethical Corporate Management 3. Industry Commitment and Value Creation 4. Responsible Procurement and Partnership for Progress 5. Friendly Workplace and Shared Prosperity 6. Energy Conservation, Carbon Reduction, and Environmental Stewardship	11 22 47 60 70 93
	2-26	Mechanisms for seeking advice and raising concerns	About the Report 1.3.1.1 Topics of Concern for Each Stakeholder Group 2.2.3 Whistleblowing Mechanism and Whistleblower Protection 3.4.3 Complaint Channels and Handling Procedures 4.2.1 Supplier Management Policy and Commitment 5.3.2 Labor-Management Communication Channels and Communication Status 5.4.3 Sexual Harassment Prevention	3 13 35 59 65 87 88
	2-27	Compliance with laws and regulations	2. Transparent Governance and Ethical Corporate Management 3. Industry Commitment and Value Creation 4. Responsible Procurement and Partnership for Progress 5. Friendly Workplace and Shared Prosperity 6. Energy Conservation, Carbon Reduction, and Environmental Stewardship	22 47 60 70 93
	2-28	Membership associations	3.2 Public Policy and Influence	51

Disclosure Items and Number		GRI Topic	Sustainability Report Chapter / Implementation/Omission explanation	Page
Stakeholder Engagement	2-29	Approach to stakeholder engagement	About the Report 1.3.1.1 Topics of Concern for Each Stakeholder Group 2.2.3 Whistleblowing Mechanism and Whistleblower Protection 3.4.3 Complaint Channels and Handling Procedures 4.2.1 Supplier Management Policy and Commitment 5.3.2 Labor-Management Communication Channels and Communication Status 5.4.3 Sexual Harassment Prevention	3 13 35 59 65 87 88
	2-30	Collective bargaining agreements	5.3.2 Labor-Management Communication Channels and Communication Status Although the Company has not yet established a labor union, employees may independently choose whether to organize or join a labor union in accordance with the law. Currently, labor-management meetings are convened at least once every three months to discuss issues of concern to employees, such as employee benefits and human resources management measures.	87

▶ GRI 3: General Disclosures 2021

Disclosure Items and Number		GRI TOPIC	Sustainability Report Chapter / Implementation/Omission explanation	Page
Disclosures of Material Topics	3-1	Process to determine material topics	1.3 Identification of Stakeholders and Material Topics	13
	3-2	List of material topics	1.4 Disclosure of Material Topics	18
	3-3	Management of material topics	1.3 Identification of Stakeholders and Material Topics 1.4 Disclosure of Material Topics 2. Transparent Governance and Ethical Corporate Management 3. Industry Commitment and Value Creation 4. Responsible Procurement and Partnership for Progress 5. Friendly Workplace and Shared Prosperity 6. Energy Conservation, Carbon Reduction, and Environmental Stewardship	13 18 22 47 60 70 93

▶ GRI 200: ECONOMIC DISCLOSURES 2016

" ∗ " indicates items related to material topics.

Disclosure Items and Number		GRI TOPIC	Sustainability Report Chapter / Implementation/Omission explanation	Page
∗ Economic Performance	201-1	Direct economic value generated and distributed	3.1 Economic Performance	48
	201-2	Financial implications and other risks and opportunities due to climate change	6.1 Climate Action	
	201-3	Defined benefit plan obligations and other retirement plans	5.2 Compensation and Benefits	79
	201-4	Financial Assistance Received from Government	None	

" ∗ " indicates items related to material topics.

Disclosure Items and Number		GRI TOPIC	Sustainability Report Chapter / Implementation/Omission explanation	Page
∗ Market Presence	202-1	Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage	5.2 Compensation and Benefits	79
Indirect Economic Impacts	203-1	Infrastructure Investments and Services Supported	None	
	203-2	Significant Indirect Economic Impacts	None	
Procurement Practices	204	Proportion of Spending on Local Suppliers	4.1.3 Procurement Strategy	63
Anti-Corruption	205-1	Operations Assessed for Risks Related to Corruption	2.2.4 No Corruption, Anti-competitive, Antitrust, or Monopolistic Conduct	35
	205-2	Communication and Training about Anti-Corruption Policies and Procedures	2.2 Business Integrity	33
∗ Anti-Competitive Behavior	206-1	Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices	2.2.4 No Corruption, Anti-competitive, Antitrust, or Monopolistic Conduct	35
Tax	207-1	Approach to Tax	3.1.1 Tax Policy	49
	207-2	Tax Governance, Control, and Risk Management	3.1.1 Tax Policy	49
	207-3	Stakeholder Engagement and Management of Concerns Related to Tax	3.1.1 Tax Policy	49
	207-4	Country-by-Country Reporting	In 2025, the Company had only one operating location in Taiwan.	

▶ GRI300: Environmental Disclosures 2016

" ∗ " indicates items related to material topics.

Disclosure Items and Number		GRI TOPIC	Sustainability Report Chapter / Implementation	Page
Materials	301-2	Recycled Input Materials Used	None	
∗ Energy	302-1	Energy Consumption Within the Organization	6.3 Greenhouse Gas and Energy Management	107
	302-2	Energy Consumption Outside of the Organization	Not inventoried.	
	302-3	Energy Intensity	6.3 Greenhouse Gas and Energy Management	107
	302-4	Reduction of Energy Consumption	6.3 Greenhouse Gas and Energy Management	107
	302-5	Reductions in Energy Requirements of Products and Services	3.3 Industry Development 6.3 Greenhouse Gas and Energy Management	52 107
Water and Effluents	303-1	Interactions with Water as a Shared Resource	None	
	303-2	Management of Water Discharge-Related Impacts	6.4 Water Resource Management	110
	303-3	Water Withdrawal	6.4 Water Resource Management	110
	303-4	Water Discharge	6.4 Water Resource Management	110
	303-5	Water Consumption	6.4 Water Resource Management	110
∗ Emissions	305-1	Direct (Scope 1) GHG emissions	6.3.1 Greenhouse Gas Emissions	107
	305-2	Energy indirect (Scope 2) GHG emissions	6.3.1 Greenhouse Gas Emissions	107
	305-3	Other indirect (Scope 3) GHG emissions	6.3.1 Greenhouse Gas Emissions	107
	305-4	GHG Emissions Intensity	6.3.1 Greenhouse Gas Emissions	107
	305-5	Reduction of GHG Emissions	6.3.1 Greenhouse Gas Emissions	107
Waste	306-1	Waste Generation and Significant Waste-Related Impacts	6.5 Waste Management	110
	306-2	Management of Significant Waste-Related Impacts	6.5 Waste Management	110

Disclosure Items and Number		GRI TOPIC	Sustainability Report Chapter / Implementation	Page
Waste	306-3	Waste Generated	6.5 Waste Management	110
	306-4	Waste Diverted from Disposal	6.5 Waste Management	110
	306-5	Waste Directed to Disposal	None	
Supplier Environmental Assessment	308-1	New Suppliers that were Screened Using Environmental Criteria	4.2.2 Supplier Management Process	66
	308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	None	

▶ GRI400: Social Disclosures 2016

" ∗ " indicates items related to material topics.

Disclosure Items and Number		GRI TOPIC	Sustainability Report Chapter / Implementation	Page
∗ Employment	401-1	New Employee Hires and Employee Turnover	5.1 Workforce Diversity	71
	401-2	Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees	5.2 Compensation and Benefits	79
	401-3	Parental Leave	5.2 Compensation and Benefits	79
∗ Labor/ Management Relations	402-1	Minimum Notice Periods Regarding Operational Changes	5.3.2 Labor-Management Communication Channels and Communication Status	87
∗ Occupational Health and Safety	403-1	Occupational Health and Safety Management System	None	
	403-2	Hazard Identification, Risk Assessment, and Incident Investigation	4.2.1 Supplier Management Policy and Commitment 5.4 Workplace Health and Safety	65 88
	403-3	Occupational Health Services	4.2.1 Supplier Management Policy and Commitment 5.4 Workplace Health and Safety	65 88

" ∗ " indicates items related to material topics.

Disclosure Items and Number		GRI TOPIC	Sustainability Report Chapter / Implementation	Page
∗ Occupational Health and Safety	403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	4.2.1 Supplier Management Policy and Commitment 5.4 Workplace Health and Safety	65 88
	403-5	Worker Training on Occupational Health and Safety	4.2.1 Supplier Management Policy and Commitment 5.4 Workplace Health and Safety	65 88
	403-6	Promotion of Worker Health	4.2.1 Supplier Management Policy and Commitment 5.4 Workplace Health and Safety	65 88
	403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	4.2.1 Supplier Management Policy and Commitment 5.4 Workplace Health and Safety	65 88
	403-8	Workers Covered by an Occupational Health and Safety Management System	No occupational safety and health management system has been introduced.	
	403-9	Work-Related Injuries	4.2.1 Supplier Management Policy and Commitment 5.4 Workplace Health and Safety	65 88
	403-10	Work-Related Ill Health	None	
Training and Education	404-1	Average Hours of Training per Year per Employee	5.1.1.3 Comprehensive Talent Development	75
	404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	5.1.1.3 Comprehensive Talent Development	75
∗ Diversity and Equal Opportunity	405-1	Diversity of Governance Bodies and Employees	2.1.2 Composition of the Board of Directors 2.1.4 Board Diversity and Independence 5.1 Workforce Diversity	25 27 71
	405-2	Ratio of Basic Salary and Remuneration of Women to Men	5.2.1 Remuneration Policy	79
Non-discrimination	406-1	Incidents of Discrimination and Corrective Actions Taken	4.2.1 Supplier Management Policy and Commitment 5.3.1 Corporate Human Rights Policy	65 83

" ∗ " indicates items related to material topics.

Disclosure Items and Number		GRI TOPIC	Sustainability Report Chapter / Implementation	Page
∗ Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	5.3.2 Labor-Management Communication Channels and Communication Status	87
∗ Child Labor	408-1	Operations and Suppliers at Significant Risk for Incidents of Child Labor	None	
∗ Forced or Compulsory Labor	409-1	Operations and Suppliers at Significant Risk for Incidents of forced or Compulsory Labor	None	
Local Communities	413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	None	
	413-2	Operation with Significant Actual and Potential Negative Impacts on Local Communities	None	
Supplier Social Assessment	414-1	New Suppliers that Were Screened Using Social Criteria	4.2.2 Supplier Management Process	66
	414-2	Negative Social Impacts in the Supply Chain and Actions Taken	4.2.2 Supplier Management Process 4.2.4 Supplier Evaluation	66 67
Public Policy	415-1	Political Contributions	None	
Customer Health and Safety	416 -1	Assessment of the Health and Safety Impacts of Product and Service Categories	3.4 Customer Rights Policy	58
Marketing and Labeling	417-1	Requirements for Product and Service Information and Labeling	3.4 Customer Rights Policy	58
∗ Customer Privacy	418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	3.4 Customer Rights Policy	58

Appendix 2 Sustainability Accounting Standards Board, or SASB, Content Index

Solar Technology and Project Developers

▶ Disclosure Topics and Metrics

Topic	Metric Code	Category	Accounting Metric	Page	Content Summary
Energy Management in Manufacturing	RR-ST-130a.1	Quantitative	(1) Total energy consumed	108	430.4520 GJ
			(2) Percentage grid electricity	-	61.94%
			(3) Percentage renewable	108	7.07%
Water Management in Manufacturing	RR-ST-140a.1	Quantitative	(1) Total water withdrawn	110	262.18 tonnes
			(2) Total water consumed	110	0 tonnes
			(3) Percentage of each in regions with High or Extremely High Baseline Water Stress	103	0%
	RR-ST-140a.2	Discussion and Analysis	Description of water management risks and discussion of strategies and practices to mitigate those risks	103 110	Water withdrawal for office employee use comes entirely from tap water and is used for employees' domestic water consumption. All wastewater generated from water use is domestic sewage and is fully discharged through the building's pipelines. Although the Company's water consumption is not material to its business operations, the Company continues to promote the reduction of unnecessary water waste in daily work and enhance employees' water conservation awareness. In addition, the faucets and flushing equipment in the office building's restrooms have adopted water-saving devices.
Hazardous Waste Management	RR-ST-150a.1	Quantitative	Amount of hazardous waste generated	111	0 tonnes
			Percentage recycled	111	0%
	RR-ST-150a.2		Number and aggregate quantity of reportable spills	111	0 incidents
			Quantity recovered	111	0 tonnes
Ecological Impacts of Project Development	RR-ST-160a.1	Quantitative	(1) Number and	-	0 cases
			(2) duration of project delays related to ecological impacts	-	No projects were delayed due to impacts on the ecological environment.

Topic	Metric Code	Category	Accounting Metric	Page	Content Summary
Ecological Impacts of Project Development	RR-ST-160a.2	Discussion and Analysis	Description of efforts in solar energy system project development to address community and ecological impacts	14 54	When developing solar projects, the Company holds community briefing sessions as appropriate to listen to and actively respond to stakeholders' opinions. For the two agrivoltaic rooftop project sites in Taoyuan and Pingtung, the Company plans to adopt non-toxic and environmentally friendly farming methods to grow high-value crops.
Management of Energy Infrastructure Integration & Related Regulations	RR-ST-410a.1	Discussion and Analysis	Description of risks associated with integration of solar energy into existing energy infrastructure and discussion of efforts to manage those risks	101	Photovoltaic project sites and power grids may be exposed to risks arising from natural disasters such as typhoons, which may damage power generation facilities or prevent normal power generation. Before typhoons, the Company requires the operation and maintenance team to strengthen project site inspections to reduce potential damage. After typhoons, the Company immediately conducts a comprehensive inventory. For disaster-damaged project sites, the Company promptly initiates restoration procedures and disaster response measures to minimize downtime and maintain the stability of asset operations. The Company also reduces losses through insurance mechanisms.
	RR-ST-410a.2		Description of risks and opportunities associated with energy policy and its effect on the integration of solar energy into existing energy infrastructure	102	Risk: If national energy policies reduce national renewable energy development targets, the construction of renewable energy project sites may slow down, reducing the Company's potential development capacity. Opportunity: If national energy policies increase the proportion of renewable energy use, this will provide favorable growth opportunities for the Company to develop renewable energy project sites. During the preliminary assessment stage of each project site development, the Company proactively establishes close communication mechanisms with Taiwan Power Company. The Company investigates grid capacity and feeder availability in proposed development areas to effectively integrate project sites into existing energy infrastructure.
Product End of Life Management	RR-ST-410b.1	Quantitative	Percentage of products sold that are recyclable or reusable	-	Not applicable.
	RR-ST-410b.2		(1) Weight of end-of-life material recovered	-	Not applicable.
			(2) percentage recycled	-	Not applicable.
	RR-ST-410b.3		Percentage of products by revenue that contain IEC 62474 declarable substances, arsenic compounds, antimony compounds, or beryllium compounds	-	Not applicable.
	RR-ST-410b.4	Discussion and Analysis	Description of approach and strategies to design products for high-value recycling	-	The Company is not engaged in product design. Replaced solar panels are entrusted to qualified domestic recycling service providers for recycling.

Topic	Metric Code	Category	Accounting Metric	Page	Content Summary
Materials Sourcing Materials Sourcing	RR-ST-440a.1	Discussion and Analysis	Description of the management of risks associated with the use of critical materials	100	The critical materials involved in the Company's operations include solar modules and inverters. In response to potential risks arising from increasingly stringent environmental policies, carbon pricing mechanisms, and climate change, which may increase the production costs of critical materials, the Company has adopted the following management measures: 1. The Company maintains good relationships with major equipment suppliers to establish stability in pricing and quality. 2. The Company integrates the procurement of critical materials such as solar modules, inverters, and steel materials to increase procurement scale and bargaining power, stabilize supply, and reduce the risks of cost increases and schedule delays. 3. The Company monitors market information on alternative critical materials with similar specifications to ensure rapid access to critical materials after disasters.
	RR-ST-440a.2		Description of the management of environmental risks associated with the polysilicon supply chain	-	In the renewable energy industry chain, polysilicon suppliers are located upstream, while equipment and material manufacturers are located midstream. The Company's business of constructing renewable energy power plants is located downstream in the industry chain. Therefore, environmental risks related to the polysilicon supply chain have been transferred from upstream manufacturers to midstream manufacturers. The Company conducts risk management only for its directly procured midstream suppliers. In the event that force majeure affects normal supply, the Company has backup suppliers in place to ensure supply stability.

Activity Metrics

Metric Code	Activity Metrics	Nature	Disclosure Data
RR-ST-000.A	Total capacity of photovoltaic (PV) solar modules produced	Quantitative	The Company's business scope includes project site development, investment, engineering, procurement, and construction (EPC), asset management, and operation and maintenance (O&M), and does not involve the manufacturing of solar modules.
RR-ST-000.B	Total capacity of completed solar energy systems	Quantitative	As of December 31, 2025, the Company had completed the installation of solar systems with a total capacity of 212 MW.
RR-ST-000.C	Total project development assets	Quantitative	The installed capacity of the Company's completed and under-development project sites totaled 375.5 MW. However, as the total asset value of development projects is affected by changes in the Company's business strategies or market trends, it is currently not disclosed.

Appendix 3 Climate-Related Information of TWSE/TPEx Listed Companies

Item		Corresponding Section
1	Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	The Company's Board of Directors is the highest decision-making unit for climate issues and is responsible for deciding on and guiding climate and environmental management directions. The Audit Committee establishes risk management mechanisms and processes. The Corporate Governance and Sustainable Development Committee formulates strategies related to climate governance based on risk assessment results and guides each department in implementation. The aforementioned Corporate Governance and Sustainable Development Committee is composed of members appointed by the Board of Directors who have professional knowledge and capabilities in corporate sustainability. At least half of the members are Independent Directors, and the committee members elect one Independent Director to serve as the convener and meeting chair. A senior executive is designated as the Chief Sustainability Officer to assist the Corporate Governance and Sustainable Development Committee and the Board of Directors in performing their duties. Under the Chief Sustainability Officer, four sustainable development working groups have been established: the Corporate Governance Group, Social Responsibility Group, Environmental Sustainability Group, and Sustainability Information Disclosure Group. The Chief Sustainability Officer leads the members of the Sustainable Development Task Force to implement execution work across all departments. The Company has adopted the TCFD framework and systematically manages climate-related risks and opportunities based on four major aspects: governance, strategy, risk management, and metrics and targets. The Company formulates climate-related risk management directions and response plans to strengthen climate resilience.
2	Describe how the identified climate-related risks and opportunities affect the Company's business, strategy, and finances (short-, medium-, and long-term).	To enhance organizational climate resilience, the Company defines short term as less than three years, medium term as four to six years, and long term as seven years or more. The Company has formulated response plans for the major risks and opportunities identified. Taking the increasingly stringent regulatory environment as an example, amendments to the Environmental Impact Assessment Act are expected to expand the criteria for environmental impact assessment and thereby affect small- and medium-sized project sites. If small- and medium-sized project sites are required to add environmental impact assessment procedures, costs and profitability will be significantly affected. Therefore, during the project site development process, the Company shall proactively communicate with competent authorities, local stakeholders, and professional environmental consulting firms to ensure that development plans comply with the latest environmental protection policy standards. For information on other risks and opportunities, please refer to the Company's Sustainability Report.
3	Describe the financial impacts of extreme climate events and transition actions.	Please refer to the Energy Conservation, Carbon Reduction, and Environmental Stewardship chapter of this Sustainability Report.
4	Describe how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.	The Company's Board of Directors approves climate-related risk response plans and supervises the operation of management mechanisms. The Audit Committee establishes climate-related risk management mechanisms and processes, integrates climate-related risks into the Company's overall risk management controls, and reports the overall implementation status of risk management to the Board of Directors at least once a year. The most recent annual report was presented at the 15th meeting of the 10th Board of Directors on November 13, 2025. Climate governance strategies are formulated by the Corporate Governance and Sustainable Development Committee, which also supervises each department in implementation. A senior executive is designated as the Chief Sustainability Officer, and the Corporate Governance Group, Environmental Sustainability Group, Social Responsibility Group, and Sustainability Information Disclosure Group have been established under the Chief Sustainability Officer. The first three groups are responsible for collecting and assessing climate-related risks and opportunities. The Sustainability Information Disclosure Group then identifies major short-, medium-, and long-term risk and opportunity items and works with relevant departments to conduct financial impact assessments. At the same time, the Company considers the impacts of adaptation and mitigation activities, supply chain, and business operations (including business development and project site locations) on the Company's business and strategies, and formulates management and response plans based on the identification results for implementation across all departments.
5	If scenario analysis is used to assess resilience against climate change risks, the scenarios, parameters, assumptions, analytical factors, and major financial impacts used shall be described.	The Company's scenario considerations for climate risk analysis include physical scenarios from internationally published climate change assessment reports. The Company analyzes risks and opportunities under different scenarios in relation to potential changes in policies, regulations, markets, and technologies, as well as reputational, legal (including litigation), and physical risks. For information on relevant parameters, assumptions, analytical factors, and major financial impacts, please refer to the Energy Conservation and Carbon Reduction, Environmental Stewardship chapter of the Company's Sustainability Report.

<table>
<tr><th colspan="2">Item</th><th>Corresponding Section</th></tr>
<tr><td>6</td><td>If there is a transition plan for managing climate-related risks, describe the contents of the plan, as well as the metrics and targets used to identify and manage physical risks and transition risks.</td><td>Please refer to the Energy Conservation and Carbon Reduction, Environmental Stewardship chapter of this Sustainability Report.</td></tr>
<tr><td>7</td><td>If internal carbon pricing is used as a planning tool, the basis for price setting shall be described.</td><td>The Company continues to monitor the development of domestic and international carbon-related issues and prudently assesses the feasibility of introducing an internal carbon pricing mechanism.</td></tr>
<tr><td>8</td><td>If climate-related targets have been set, information such as the covered activities, greenhouse gas emission scopes, planning timeline, and annual progress toward achievement shall be described. If carbon offsets or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of the carbon reduction credits offset or the number of renewable energy certificates (RECs) shall be described.</td><td>1. Climate-Related Targets
<table><tr><th>Short-Term Targets</th><th>Medium- and Long-Term Targets</th></tr><tr><td>Promote low-carbon operation targets.</td><td>Transition the Company's electricity source to green electricity.</td></tr><tr><td>Establish the Group's greenhouse gas reduction measures and reduction targets.</td><td>Build renewable energy facilities and optimize the Company's one-stop renewable energy solution services.</td></tr><tr><td>Ensure that 30% of office supplies are products with environmental labels.</td><td>Ensure that more than 80% of office supplies are products with environmental labels.</td></tr><tr><td>Entrust qualified suppliers/contractors with waste removal and disposal.</td><td>Implement waste management across the supply chain.</td></tr><tr><td>Replace company vehicles.</td><td>Promote the circular economy.</td></tr></table>2. Achievement Progress
(1) In 2025, the Company's green energy use ratio increased by 7% compared with 2024, mainly because the Xizhi warehouse adopted green electricity.
(2) At the beginning of 2025, based on the 2024 carbon inventory data, the Company set 2024 as the baseline year and established a target of reducing greenhouse gas emissions by 3% to 5% each year. Reduction measures include turning off lights during lunch breaks to reduce office electricity use, promoting the shutdown of computer hosts and monitors after work to avoid energy consumption from prolonged standby, and prioritizing the procurement of electrical equipment and office supplies with environmental labels.
(3) Waste is sorted and recycled in accordance with the waste disposal measures of the management committee of the Taipei office (Farglory Financial Center). The management committee has entrusted qualified service providers with waste removal.</td></tr>
<tr><td>9</td><td>Greenhouse gas inventory and assurance status, reduction targets, strategies, and specific action plans.</td><td>Please refer to pages 108 to 111 for information on greenhouse gas inventories, greenhouse gas assurance, and greenhouse gas reduction targets, strategies, and specific action plans.</td></tr>
</table>

Greenhouse Gas Inventory Information

Basic information of the Company:

- A company with paid-in capital of less than NT$5 billion.
- Pursuant to the Sustainable Development Roadmap for TWSE/TPEx-Listed Companies, the parent company shall complete the inventory in 2026, and subsidiaries included in the consolidated financial statements shall complete the inventory in 2027.

The Company and its consolidated subsidiaries have established a greenhouse gas inventory mechanism in accordance with ISO 14064-1, the greenhouse gas inventory standard issued by the International Organization for Standardization (ISO). Since 2022, the Company has conducted regular annual inventories of the parent company. Since 2025, the Company has expanded the inventory boundary to include subsidiaries included in the consolidated financial statements, progressively gaining an understanding of greenhouse gas emissions and related management status. The greenhouse gas inventory data for the most recent two years was compiled using the operational control approach, covering greenhouse gas emissions from the Company and all subsidiaries included in the consolidated financial statements, as described below:

Carbon Emissions		2024		2025	
		Emissions (tCO_2e)	Intensity (tCO_2e/NT$1 million)	Emissions (tCO_2e)	Intensity (tCO_2e/NT$1 million)
The Company	Scope 1, Direct Greenhouse Gas Emissions	6.4438	0.0093	10.7281	0.0427
	Scope 2, Indirect Greenhouse Gas Emissions	36.9655	0.0532	20.5379	0.0817
	Scope 3, Other Indirect Greenhouse Gas Emissions	-	-	1,232.8402	4.9020
	Subtotal	43.409	0.0624	1,264.106	5.0263
All Subsidiaries Included in the Consolidated Financial Statements	Scope 1, Direct Greenhouse Gas Emissions	-	-	0	0.0000
	Scope 2, Indirect Greenhouse Gas Emissions	-	-	13.9736	0.0556
	Scope 3, Other Indirect Greenhouse Gas Emissions	-	-	523.0722	2.0798
	Subtotal	-	-	537.046	2.1354
Total		43.409	0.0624	1,801.152	7.1618

Note 1: Coverage of the parent company's direct emissions (Scope 1) and energy indirect emissions (Scope 2): the Company's Taipei office and Xizhi warehouse in Taiwan. The Company has no other operating locations in Taiwan or overseas.

Note 2: The parent company's energy intensity in 2024 was calculated based on LeadSun Greentech's standalone net operating revenue of NT$695,314 thousand. The energy intensity of the parent company and subsidiaries included in the consolidated financial statements in 2025 was calculated based on consolidated net operating revenue of NT$251,496 thousand.

Note 3: The 2025 greenhouse gas emissions data (Scopes 1 to 3) was verified by a third-party institution, ARES International Certification Co., Ltd. The relevant certificates are available on the Environmental Sustainability page of the Company's official website.

Greenhouse Gas Assurance Information

The minimum scope of assurance that the Company is required to conduct pursuant to the Sustainable Development Roadmap for TWSE/TPEx-Listed Companies is as follows:

- The parent company shall complete assurance starting from 2028.
- Subsidiaries included in the consolidated financial statements shall complete assurance starting from 2029.

In accordance with the aforementioned requirements, the Company has planned ahead and will conduct its first greenhouse gas assurance in 2026 for the 2025 greenhouse gas data of the parent company and subsidiaries included in the consolidated financial statements. The assurance status is described below:

Carbon Emissions		2025 Emissions (tCO_2e)
The Company	Scope 1, Direct Greenhouse Gas Emissions	10.7281
	Scope 2, Indirect Greenhouse Gas Emissions	20.5379
	Scope 3, Other Indirect Greenhouse Gas Emissions	1,232.8402
	Subtotal	1,264.106
All Subsidiaries Included in the Consolidated Financial Statements	Scope 1, Direct Greenhouse Gas Emissions	0
	Scope 2, Indirect Greenhouse Gas Emissions	13.9736
	Scope 3, Other Indirect Greenhouse Gas Emissions	523.0722
	Subtotal	537.046
Total		1,801.152
Assurance Institution		ARES International Certification Co., Ltd.
Description of Assurance Status		Assurance Standard: ISO14064-1:2018
Assurance Opinion/Conclusion		Unqualified opinion

Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

Describe the baseline year and data for greenhouse gas reduction, reduction targets, strategies, specific action plans, and the achievement status of reduction targets.

Baseline Year and Data for Greenhouse Gas Reduction, and Reduction Targets

To plan greenhouse gas reduction strategies, the Company completed the greenhouse gas inventory in 2024 with the parent company as the boundary. Therefore, 2024 was set as the reduction baseline year. Scope 1 and Scope 2 emissions were 6.4438 tCO_2e and 36.9655 tCO_2e, respectively, totaling 43.409 tCO_2e. The reduction target was to reduce emissions by 3% to 5% each year compared with the baseline year.

Greenhouse Gas Reduction Strategies and Specific Action Plans

Among the Company's Scope 1 and Scope 2 greenhouse gas emissions, the main emission source is concentrated in office electricity use, which accounts for a relatively high proportion. In view of this, the Company has formulated corresponding carbon reduction strategies and action plans based on the operational characteristics of its offices, with the "promotion of energy conservation and carbon reduction practices" as the core, and continues to deepen internal management and employee participation.

Specific measures include promoting sleep and standby modes for photocopiers, reminding employees to turn off computer hosts and monitors after work, and requiring lights to be turned off after offices and meeting rooms are used to avoid unnecessary energy consumption. Through internal awareness campaigns and daily management mechanisms, the Company gradually integrates energy conservation and carbon reduction awareness into overall office work and lifestyle practices. In the future, when replacing company vehicles or office electrical equipment, the Company will prioritize the assessment of hybrid vehicles, electric vehicles, or electrical equipment and office supplies with energy conservation and carbon reduction labels to continuously reduce the environmental impacts of operating activities and improve energy use efficiency.

Achievement Status and Review of Greenhouse Gas Reduction

The Company's 2025 greenhouse gas emissions have been verified by a third party. After verification, the Company's total Scope 1 and Scope 2 greenhouse gas emissions amounted to 45.2396 tCO_2e. Compared with total greenhouse gas emissions of 43.409 tCO_2e in the baseline year (2024), the Company did not achieve its annual reduction target of 3% to 5%. After review, this was mainly due to the active expansion of the parent company's operations and organizational growth, which led to increases in equipment fuel use and office electricity consumption. As a result, the target was not achieved.

Considering that, starting from 2025, the Company expanded the inventory boundary to include subsidiaries included in the consolidated financial statements, and expanded the inventory scope to Scope 3, meeting the condition for recalculating the baseline year, namely "changes in the reporting boundary or organizational boundary resulting in changes in greenhouse gas emissions exceeding the significance threshold of 3%," the Company has reset the baseline year to 2025. After taking into account changes in the baseline year, industry characteristics, international reduction target trends, and other factors, the Company updated its reduction target to reduce greenhouse gas emissions (Scope 1 and Scope 2) by 5% from the baseline year by 2030 (five years later). The reset baseline year and reduction target were approved by the Corporate Governance and Sustainable Development Committee and the Board of Directors on August 12, 2026.

Appendix 4 Summary Table of Green Revenue

Economic Activities That Meet Green Revenue Classification Standards	Operating Revenue Amount (NT$ thousand)	Percentage of Operating Revenue in the Most Recent Year
The Recognition of Sustainable Economic Activities		
General Economic Activities	16,738	6.65%
Supporting Economic Activities	234,758	93.35%
EU Taxonomy	0	0.00%
Green Factory Label	0	0.00%
Certification under the Cleaner Production Assessment System	0	0.00%
Green Mark	0	0.00%
Total Green Revenue	**251,496**	**100.00%**
Less: Green revenue meeting two or more classification sources (Note 1)	-	-
Non-Green Revenue	0	0.00%
Total Operating Revenue (Note 2)	**251,496**	**100.00%**

Note 1: If green revenue meets multiple classification sources at the same time, it shall not be recognized repeatedly.

Note 2: Revenue from the most recent annual consolidated financial statements is adopted.

LeadSun Greentech

LeadSun Greentech Corporation

Address: 10-1F, No.1, Songgao Road, Xinyi District, Taipei City, Taiwan
Tel:+886-2709-9889
Email: ESG@leadsun-green.com
Company Website: https://www.leadsun-green.com/