

2025

Sustainability Report

(English Translation)



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Sustainability Performance and Highlights

Governance

- Macronix attaches importance to research and development, and the technical papers it published have been selected by many international academic semiconductor conferences such as IEDM/VLSI and ISSCC over the years.
- Macronix possesses a large number of high-quality international key technologies and intellectual property rights. Macronix has obtained a total of 391 patents in 2025, and by the end of the year, it has had a total of 9,911 patents successfully registered worldwide.
- Macronix's automotive flash memory manufacturing obtained the "ISO 26262" Road vehicles – Functional safety and product compliance certifications.
- Continued to lead the global NVM market with Macronix's strong capabilities in high-performance NOR, NAND, ROM, and eMMC technologies, receiving the 5th Anniversary Honorary Achievement Award at EE Awards Asia 2025.
- All of Macronix fabs, test building, and management centers have passed the IATF 16949:2016 standard certification of the International Automotive Task Force (IATF).
- Macronix obtained the "ISO/IEC27001:2022" information security management system recertification.
- Macronix has been awarded first place among outstanding R&D alternative service employers (private industry group) from Ministry of the Interior in 2025.
- All plants of Macronix have obtained full score in the Validated Assessment Program (VAP) of the Responsible Business Alliance (RBA).
- Macronix was recognized by the Ministry of Environment as an outstanding unit for "Green Procurement."
- Macronix's Fab 2 was awarded the "Excellent Unit in Occupational Safety and Health Autonomous Management" by the Occupational Safety and Health Administration, MOL for occupational safety and health management system performance in 2025.

Environmental

- Macronix was awarded by Commonwealth Magazine for meeting the 1.5°C temperature control standard. Based on calculations using the AGTP climate model and parameter matrix, Macronix's temperature determined by the "Corporate Carbon Reduction Thermometer" (TRIPs) was assessed at 1.479°C.
- In 2025, Macronix invested approximately NT\$780 million in environmental safety and health initiatives, alongside active efforts to develop and implement sustainable management strategies.
- From 2018 to 2025, a cumulative energy savings of approximately 60,335 MWh was achieved.
- In 2025, greenhouse gas emissions decreased by 20.9% compared to the previous year. It represents a 32% reduction compared to BAU, achieving the target of 20% reduction compared to BAU in 2025.

- Water recycling reached 3,834 million liters, with a recycling rate of 89.14% for the 8-inch wafer fab process and 88.15% for the 12-inch wafer fab process. The overall water recycling rate for Macronix was 88.47%.
- Fab 2 and Fab 5 obtained the water recycling rate certification statement in 2025.
- 10,877 metric tons of waste were recycled/reused, and the waste recycling/reuse rate was 98.22%.
- The average removal rate of volatile organic compounds (VOCs) is 96.84%.
- No environmental penalties
- Obtained a B level for Climate and a B level for Water in the Carbon Disclosure Project (CDP) Questionnaire

Social

- Received a certificate of appreciation for the "2025 Industrial Safety and Environmental Protection Month" seminar.
- Received a certificate of appreciation for "2025 Assisting with Health and Safety Counseling for Industrial Park Enterprises".
- Received an award for the "2025 Emergency Response and Safety Protection Capability Enhancement Counseling Program for Industrial Park Enterprises".

Friendly Workplace/Employee Benefits

- The Welfare Committee has allocated NT\$38,355 thousand in total for employee welfare.
- Built a five-star employee recreation and fitness center and invested NT\$13,295 thousand in professional sports instructors and the maintenance of software and hardware equipment to create a friendly and safe leisure environment maintaining employees' physical and mental health; received the Taiwan i Sports Certification from the 2024 Sports Administration of the Ministry of Education.
- Purchased a NT\$14,692 thousand group insurance for employees, which covers accidents, diseases, and cancer. The employees are allowed to add their parents, spouses, and children as dependents for low-cost, self-paid insurance. As a result, our employees have a more comprehensive protection for their families to avoid being worried about the future.
- Awarded Accredited Healthy Workplace - Health Promotion Badge (All plants)
- Macronix offers free early-stage lung cancer CT scans and heart CT scans, which has benefited 399 employees in total. The free CT scans are also available to the employees' family members at a discount, which has benefited 192 family members in total.
- In 2025, Macronix organized a muscle-building and fat-loss competition. Professional fitness trainers guided employees on proper exercise techniques to prevent sports injuries. A total of 4 sessions were held, along with 2 nutrition seminars, to teach employees about healthy dining-out choices and calorie counting. Total weight loss was identified as 283.9 kg.
- Awarded the "Excellence Award - Breastfeeding Room Certification" by the Hsinchu City Government.

Education and Training:

- Macronix provides consistent, progressive training programs for different specialties and tiers; on average, every employee has participated in 21.85 sessions and has had 78.39 hours of training.

- Macronix provides a variety of learning approaches, including digital learning with no limitation of time and place; a total of 48,652 people have participated in training activities through the digital learning platform, which accounts for 64.8% of all training activities.

Charity Events:

- The Macronix Education Foundation scholarships have exceeded NT\$200 million by the end of 2025.
- Macronix has established a charitable organization, combining the strength of both employees and the public to help those in need in society; a total number of employees participating in public welfare activities is 3,690, and donations of NT\$2,883 thousand have been made.
- Adopted 12 km of the "Hsinchu City Eco-Bike Trail" to provide the citizens with the outdoor activities in the healthy and comfortable environment, which continuously has been awarded a Certificate of Appreciation for Adoption by the Hsinchu City Government.

Awards and Recognition

- ▶ Chairman Miin Wu was awarded the 19th Pan Wen Yuan Prize.
- ▶ Chairman Miin Wu was awarded the 2025 Taiwan Corporate Sustainability Awards - Outstanding Sustainability Professional.
- ▶ President Chih-Yuan Lu was awarded the 2025 Future Science Prize - Mathematics and Computer Science Prize.
- ▶ Awarded first place among outstanding R&D alternative service employers (private industry group) in 2025.
- ▶ Awarded outstanding enterprise in the Ministry of Labor's "Active Evaluation of Corporate Sustainability Report Disclosure of Occupational Health and Safety Performance" in 2025.
- ▶ Awarded the 2025 SGS ISO 45001 Plus Benchmark Award: Risk Management Model Award.
- ▶ Macronix's Fab 2 was awarded the "Excellent Unit in Occupational Safety and Health Autonomous Management" by the Occupational Safety and Health Administration, MOL for occupational safety and health management system performance in 2025.
- ▶ Continued to lead the global NVM market with Macronix's strong capabilities in high-performance NOR, NAND, ROM, and eMMC technologies, receiving the 5th Anniversary Honorary Achievement Award at EE Awards Asia 2025.
- ▶ Awarded first place in Hsinchu City at the 2025 National Environmental Education Award by the Bureau of Environmental Protection of Hsinchu City.

Chairman Miin Wu was awarded the 19th Pan Wen Yuan Prize



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1. Messages from the Macronix Executives

1.1. Message from the Chairman and CEO

Macronix International Co., Ltd. (hereinafter referred to as "Macronix") was founded in 1989 and is headquartered in the Hsinchu Science Park, Taiwan. Macronix has remained dedicated to the research, development, and manufacturing of advanced Non-Volatile Memory, offering a wide range of ROM, NOR Flash, and NAND Flash solutions.

The global political and economic situation remained highly volatile in 2025. In particular, the United States has adjusted its tariff policies for various countries around the world, triggering a chain reaction in international trade and exchange-rate policies. Despite the challenges posed by shifts in the global economic and trade, geopolitical risks, and extreme climate changes which have caused turmoil and sustained uncertainties in overall economic development, Macronix has remained resilient through its forward-looking business philosophy, continuous dedication and innovation, proactive promotion of environmental sustainability, and commitment to corporate social responsibility and shared prosperity. In addition to delivering high-quality products and services, Macronix continues promoting environmental sustainability and practicing corporate social responsibility for the common good of society. These continuous efforts have supported Macronix's long-term development and innovation strategy, culminating in its recognition as one of the Top 100 Global Innovators 2025 by LexisNexis® Legal & Professional and ranked among Taiwan's top 10 most innovative companies. Leveraging its technical expertise in NOR, NAND, ROM, and eMMC, Macronix continues to lead the global non-volatile memory market, and won the Best Memory and Popular Star - 5th Anniversary Special Award from EE Awards Asia for five consecutive years, marking another remarkable milestone!

In particular, growing demand driven by AI, large-scale data computing, and cloud server expansion has created tremendous economic potential for the global memory market. In response, major memory manufacturers have increasingly shifted their production capacity toward premium, high-end production lines, constraining the supply of conventional memory products and resulting in structural shortage across the memory market. In the face of this significant market transition, Macronix is committed to capture the opportunities ahead, and leverage its full range of Flash products, including NOR, SLC NAND, 3D NAND, and eMMC, to provide customers with memory solutions and professional services, including spanning capacities from Mb, Gb to GB. Through these, Macronix aims to become a key pillar in the restructuring of the memory supply chain in the AI era. Recognizing that AI enabled smart manufacturing is crucial to the development and growth of Taiwan's industrial value chain. Thirty-seven years ago, we returned to Taiwan to establish our business and developed the world's first fully computerized semiconductor production line. Macronix was also an early adopter of big data applications in semiconductor manufacturing systems, significantly enhancing manufacturing quality. Our capabilities have since been validated by the world-class aerospace industry, with our products adopted for use in low-Earth-orbit satellites.

Macronix has long maintained a strong presence in the industrial control, automotive, and communications markets. Its high-performance products have successfully passed a series of rigorous automotive-grade qualifications and obtained a number of key certifications for aerospace and other high-reliability applications, demonstrating the strong competitive advantages of Macronix products and earning widespread customer recognition and support. To embrace the emerging wave of AI, semiconductors, and next-generation technologies, Macronix has continued to collaborate with leading international companies to develop Enterprise SSD storage technologies and products. Leveraging its outstanding product quality and advanced manufacturing capabilities, Macronix also aims to deepen collaboration with top-tier global GPU

customers and expand its presence in advanced third-generation servers and high-performance computing (HPC) applications. In addition, Macronix's NOR Flash products have been validated by international organizations including SpaceX and the European Space Agency for use in low-Earth orbit satellite communication systems, further demonstrating Macronix's technological competitiveness. With strong market demand for Macronix's eMMC products amid the current supply- demand imbalance, Macronix will continue to draw on determination, perseverance, and ability to execute that have long defined Macronix in confronting the challenges of highly competitive markets. Through “breakthroughs innovations”, Macronix aspires to create another remarkable chapter in the history of Taiwan’s memory industry. Meanwhile, Macronix’s new ArmorBoot MX76 series enables electronic devices across a diverse range of application scenarios to boot within an exceptionally short period of time, while simultaneously completing authentication, data protection and configuration. These capabilities provide customers with critical competitive edge to stay ahead in the increasingly challenging AI landscape.

Furthermore, since its establishment, Macronix has remained committed to the sustainable development philosophy of nurturing talent and giving back to society, actively advancing initiatives focused on talent development and environmental sustainability. In terms of talent development, the Macronix Education Foundation has organized the “Macronix Golden Silicon Awards” and the “Macronix Science Awards” annually since 2000. These programs not only provide university and college students in electrical engineering, electronics, and related fields with a platform to showcase their innovation ideas and projects, but also inspire senior high school and vocational high school students across Taiwan to develop an interest in the natural and applied sciences, encouraging them to explore the limitless possibilities of science and unlock their potential for innovation. Taking the Macronix Golden Silicon Awards as an example, since the introduction of the AI category in the 19th edition, more than 1,500 students had participated by the 26th edition. In emerging fields such as heterogeneous integration, the Awards have also encouraged forward-looking research aligned with new trends in Taiwan’s semiconductor industry. To date, the Macronix Education Foundation has successfully cultivated more than 47,000 outstanding young technology talents and awarded over NT\$200 million in scholarships and prizes, making a significant contribution to Taiwan's technological advancement and talent development.

Macronix is one of the earliest memory manufacturers in Taiwan to develop proprietary branded products and technologies, and one of the few integrated device manufacturers (IDMs) in Taiwan with comprehensive capabilities spanning IC design, manufacturing, assembly, testing, and marketing. In addition to actively supporting social welfare initiatives and creating a positive impact on society, Macronix is fully committed to advancing environmental sustainability in response to the increasingly severe challenges posed by global climate change. As a leading company in the global memory industry, Macronix has established short-, medium-, and long-term carbon reduction pathways. Macronix has also established the "Sustainability Development Committee" under the Board of Directors to oversee its sustainable development goals and governance. In recognition of its achievements in advancing sustainable development, Macronix received several honors in 2025, including the "Taiwan Corporate Sustainability Awards - Outstanding Sustainability Professional" and first place at the National Environmental Education Award of Hsinchu City. Furthermore, in recognition of Macronix’s longstanding commitment and outstanding contributions to business operations, innovative management, talent development, employee welfare, and corporate governance, Macronix was honored with the 19th Pan Wen Yuan Prize in 2025, an accolade widely regarded as the "Nobel Prize of Taiwan's technology industry."

Looking ahead, the global political and economic environment will remain dynamic and challenging. At this critical inflection point of technological advancement in the AI era, Macronix will continue to strengthen its corporate resilience and capabilities, with the goal of maintaining its leadership in the memory industry as it embraces the opportunities and challenges ahead. From AI to data centers, Macronix will continue to innovate and expand its next-generation NVM landscape while extending its presence into the enterprise storage market, further enhancing the diversity and competitiveness of its memory technologies and products. Moving forward, all Macronix employees remain steadfast in their efforts to strengthen Macronix's operational fundamentals, advance technological innovation, strategically expand its product portfolio, and continuously pursue innovation and transformation. Amid an evolving industry landscape, Macronix will continue to move forward with resilience and determination, paving the way for its next stage of growth and creating renewed momentum for long-term business success.

Chairman and CEO Miin Wu



1.2.Message from the President

In 2025, companies in Taiwan faced a volatile and unpredictable business environment both domestically and internationally, including U.S. tariffs, the ongoing U.S.-China semiconductor technology rivalry, supply chain shifts, geopolitical tensions, and wars that contributed to significant fluctuations in raw material prices. In response, Macronix adopted a pragmatic and prudent strategy to address these challenges. In addition to maintaining high-quality products and professional services, Macronix actively optimized inventory levels, accelerated the commercialization of R&D achievements, and reduced capital expenditures. In the fourth quarter of 2025, Macronix's operating performance showed a positive momentum, with gross margin improving and losses narrowing. Full-year consolidated revenue reached NT\$28.88 billion, representing a 12% increase compared with 2024. These results demonstrate the effectiveness of Macronix's operating strategies and its continued progress toward profitability.

For 2025, Macronix recorded consolidated net revenue of NT\$28.9 billion and consolidated gross profit of NT\$5.1 billion, with an average gross margin of 17.8%. Net loss after tax was NT\$3.3 billion, with a loss per share of NT\$1.77. Net cash generated from operating activities amounted to NT\$4.838 billion, while net cash used in investing activities totaled NT\$1.724 billion. Cash and cash equivalents at year-end stood at approximately NT\$14.913 billion, while the net inventories amounted to NT\$9.813 billion. The debt ratio was 41.6%, and book value per share was NT\$23.74. Overall, Macronix maintained a stable financial position and continued to operate at an annual revenue scale exceeding NT\$10 billion. The management team upholds the strategic mindset of "steadfastly ahead". As the global memory market is projected to grow from nearly US\$200 billion in 2025 to exceed US\$300 billion by 2028, with Asian manufacturers already accounting for 80% of global memory supply, the regional market will continue to expand and face new challenges in technology and production capacity.

Macronix has long been dedicated to innovative R&D, enhancing its growth potential and competitiveness through technological innovation. In terms of patents, Macronix filed a total of 391 patent applications worldwide in 2025. As of the end of the same year, Macronix held a total of 9,911 approved patents worldwide. In addition to ranking at the top of the semiconductor industry in terms of number of patents, Macronix possesses an extensive portfolio of high-quality patents covering key technologies worldwide. These achievements further reinforce Macronix's leading position in the global non-volatile memory market. With an unwavering commitment to innovation and independent R&D, Macronix has long focused on advancing non-volatile memory technologies. Macronix regards intellectual property rights as one of the core drivers of its operations, and has established multiple layers of intellectual property protection for its key technologies. To address the growing demand for faster data access at the edge, Macronix has leveraged its proprietary memory array architecture to develop "In-Memory Search" technology, which enables search operations to be performed directly within memory cells. By reducing the need for data transfers to and from DRAM or SoCs, this technology reduces system overhead and enhances computational efficiency in low-power systems. Macronix's long-established NOR, SLC NAND, and eMMC product lines have gained a strong foothold in the high-quality market. Leveraging its 3D NAND process experience, Macronix has developed a new generation of 3D NOR, with plans to achieve a single 4Gb chip, aiming to further expand its footprint in high-reliability applications.

In terms of manufacturing processes and products, ROM accounted for 16.5% of Macronix's full-year revenue in 2025, while NOR Flash contributed 61.2%. Particularly, the demand for NOR Flash from high-quality and high-value-added applications in automotive, industrial, medical, and communication sectors has already exceeded 40%. NAND Flash and eMMC accounted for 15.7% of annual revenue, representing a significant increase of 62% compared with 2024, primarily driven by a substantial increase in eMMC shipments. Macronix's eMMC products are widely used in industrial and networking products, automotive advanced driver assistance systems, smart medical devices, and other applications with strong growth expected in 2026. In response to robust market demand, Macronix will leverage its proprietary 3D NAND technology to develop higher-capacity eMMC products, positioning eMMCs as a key driver of Macronix's sustainable growth. Meanwhile, Macronix's 96-layer 3D NAND Flash products have gradually entered stable volume production and are expected to make an increasing contribution to revenue. Macronix will continue its R&D efforts in 3D NAND to meet customer demand for higher-capacity and high-quality storage products. In response to the supply shortage in memory production capacity, Macronix plans to increase capital expenditures to NT\$22 billion in 2026, with a primary focus on expanding production capacity for MLC NAND Flash, where supply constraints are particularly acute. As the necessary fab infrastructure is already in place, Macronix is well positioned to shorten the capacity expansion timeline. Macronix plans to increase its monthly 12-inch wafer production capacity from the current 20,000 wafers to 30,000 wafers, adding nearly 10,000 wafers of monthly capacity by year-end. This capacity expansion is expected to support a significant recovery in both revenue and gross margin in 2026.

Macronix's commitment to environmental protection, social responsibility, and corporate governance begins at the source and extends throughout the product life cycle. Starting from the product design stage, the chemicals and minerals contained in Macronix products comply with international recognized requirements, including the EU RoHS Directive, and REACH regulations on restricted substances. Macronix also maintain a policy of not using conflict minerals. To address threats and risks posed by cyberattacks and information security incidents, Macronix has progressively established relevant management and obtained ISO 27001 certification for its information security management system. Moving forward, Macronix will continue to implement ISO management principles with greater rigor and continuously strengthen its information security capabilities. These initiatives demonstrate Macronix's commitment to sustainable development and its determination to translate that commitment into concrete action. Under the leadership of Chairman Miin Wu and through the collective efforts of all employees, Macronix has received continued recognition for its corporate governance and sustainability performance over the years. In 2025, Macronix received numerous awards and recognitions, including First Place in Hsinchu City in the 10th National Environmental Education Award from the Environmental Protection Bureau of Hsinchu City, the SGS ISO 45001 Plus Benchmark Award: Risk Management Model Award, the "Leading Enterprises in Sustainable Healthy Workforce" Role Model Award (Manufacturing Sector) by the Occupational Safety and Health Administration, MOL, the Outstanding Enterprise in "Active Evaluation of Corporate Sustainability Report Disclosure of Occupational Health and Safety Indicators" by the Ministry of Environment, the "Excellent Unit in Occupational Safety and Health Autonomous Management" in the Occupational Safety Management System Performance Evaluation by the Occupational Safety and Health Administration, MOL, and the Service Model Award for Outstanding Adoption Units of Air Quality Purification Zones by the Ministry of Environment. In addition, in 2025, the Hsinchu City Government presented Macronix with certificates of appreciation in recognition of Macronix's adoption and maintenance of an environmentally friendly bicycle path and its support for the maintenance of firefighting training facilities. Collectively, these honors and recognitions affirm Macronix's concrete achievements in putting

ESG and sustainability development into practice.

Guided by its business philosophy of "honesty," Macronix remains committed to innovation and the pursuit of quality. Through these unwavering efforts, Macronix has successfully ushered in its 3D era, once again fulfilling its commitment to providing customers with products of the highest quality and exceptional service and support. Moving forward, Macronix will continue to embrace its five core values—Innovation, Quality, Efficiency, Service, and Teamwork—to establish and strengthen corporate governance and risk management, thereby fostering a sustainable business environment. Through these efforts, Macronix aims to build a solid foundation for Taiwan's technological development while creating a positive impact on the sustainable development of both industry and society. Together, all of us at Macronix will continue striving toward sustainable growth and sharing the fruits of our success with our employees, shareholders, and customers!

President Chih-Yuan Lu



2. Macronix

Macronix's Mission and Statement

Today or in the future, Macronix strives to become a leading supplier in the semiconductor industry. Macronix provides innovative customer/application-oriented solutions and NVM products with outstanding advanced technologies, premium quality and reliable services.

Macronix, a leading integrated device manufacturer in the global Non-Volatile Memory (NVM) market, offers a wide range of memory ICs and storage solutions, including ROM, NOR Flash, NAND Flash, and eMMC solutions. With its world-class R&D and manufacturing capabilities, Macronix continues to deliver high-quality, innovative, and performance-driven products to its customers in the consumer, communication, computing, automotive electronics, industrial markets and other fields.

Macronix was founded in Taiwan's Hsinchu Science Park in 1989. Since its inception, Macronix has continuously leveraged the competitive advantages of its products and constantly strived to enhance its production and manufacturing capabilities in order to deliver high-quality products and services. As a result, we have successfully established long-term, mutually beneficial strategic partnerships with large, world-class manufacturers. Macronix has adhered to high corporate governance standards, while actively maintaining investor relations and advocating CSR. Macronix was the first semiconductor company in the Hsinchu Science Park to receive the SA8000 Corporate Responsibility Management Systems certificate. Macronix was also awarded the Corporate Governance Certification for publicly traded and over-the-counter companies. In 2024, Macronix passed the biennial RBA VAP with excellent results, showing that we take CSR seriously and are committed to achieving sustainable development.

In recent years, Macronix has been allocating 10% or above of its revenue for R&D. The technical papers we published over the years were continued to be selected and highlighted by multiple famous international academic conferences, such as the IEDM/VLSI and the ISSCC. Macronix currently holds the intellectual property rights for over 9,000 key international technologies and patents. We have established technical cooperation alliances with global high-tech industry leaders to conduct research on pioneering Phase-Change memories and AI network neural computing. Macronix has also announced the world's first paper about the flash prospective technology — 3D NOR, and provided solutions for the next generation of high-density and high-efficiency non-volatile memories.

Macronix currently owns one 12-inch wafer fab (Fab 5), and one 8-inch wafer fab (Fab 2). Macronix designs and fabricates its non-volatile memory products in Fab 5 and Fab 2. Looking ahead, Macronix will continue to research and develop new technologies to stay ahead of the competition, while simultaneously pursuing new product development and enhancing its technologies, quality, and services in order to strengthen its competitive advantages and boost profits. We will do our utmost to deliver sustainable growth for Macronix while also enhancing Taiwan's international competitiveness.

2.1 Products and Services



Macronix, a leading integrated device manufacturer in the global Non-Volatile Memory (NVM) market, offers a wide range of memory ICs and storage solutions, including ROM, NOR Flash, NAND Flash, and e.MMC™ solutions.

- The ROM product line is primarily focused on customized applications.
- The NOR Flash memory product line offers the most comprehensive storage capacity options, combining high quality, high performance, low power consumption, compact size, and cost efficiency to meet diverse market demands.
- The NAND flash memory product line primarily focuses on SLC types, offering higher storage capacity than the NOR product line, thereby addressing the growing capacity needs of diverse applications.
- The e.MMC™ solution utilizes 2D MLC NAND and 3D TLC NAND technologies, combined with advanced memory read/write control capabilities, to produce high-quality, high-performance, low-power, compact, and higher storage capacity products.

Macronix offers a complete range of low, mid, and high-capacity solutions with NOR Flash, NAND Flash, and e.MMC™ solutions for various embedded application markets.

Macronix Products and Applications

Product Category	Key Products	Applications and Functions
Non-Volatile Memory IC	Read-only Memory (ROM)	Mainly applied in electronic entertainment systems and electronic toys, etc.
	NOR Flash Memory	Applied in personal computers, tablet PCs, printers, hard drives, servers, smartphones, smart healthcare devices, wired and wireless communication equipment, advanced driver assistance systems, infotainment systems, industrial control systems, etc.
	NAND Flash Memory	Applied in printers, wired and wireless communication devices, automotive driver assistance control and infotainment systems, smart medical devices, industrial control and communication equipment, etc.
	e.MMC™	Applied in industrial and networking products, automotive driver assistance control and infotainment systems, smart medical devices, etc.
Wafer Foundry Service	Sub-micron Logic Process/Pressurized CMOS and BCD Process	Pressurized CMOS manufacturing service for power management and LED/LCD driver IC customers.
	Embedded Flash/MTP/OTP Process	Provide integrated embedded Flash/MTP/OTP to strategic clients.

Scope of Application

Computing	Personal computers, notebooks, tablets, computer peripherals/accessories, printers, and servers.
Consumer	STB, wearable devices, drones, sports cameras, digital cameras, smart home appliances, smart healthcare assistance devices, game consoles, toys, and audiovisual tools.
Communication	Mobile networks, home networks, enterprise networks, telecommunication networks, and other wired and wireless network equipment
Automotive	Advanced driving assistance systems, telematics and entertainment systems, dashboards.
Industry	Manufacturing automation systems, smart buildings, smart grids, EV charging equipment, smart retail, transportation control equipment, industrial computer, POS, test and measurement instruments and other types of industrial control equipment.

Key Markets

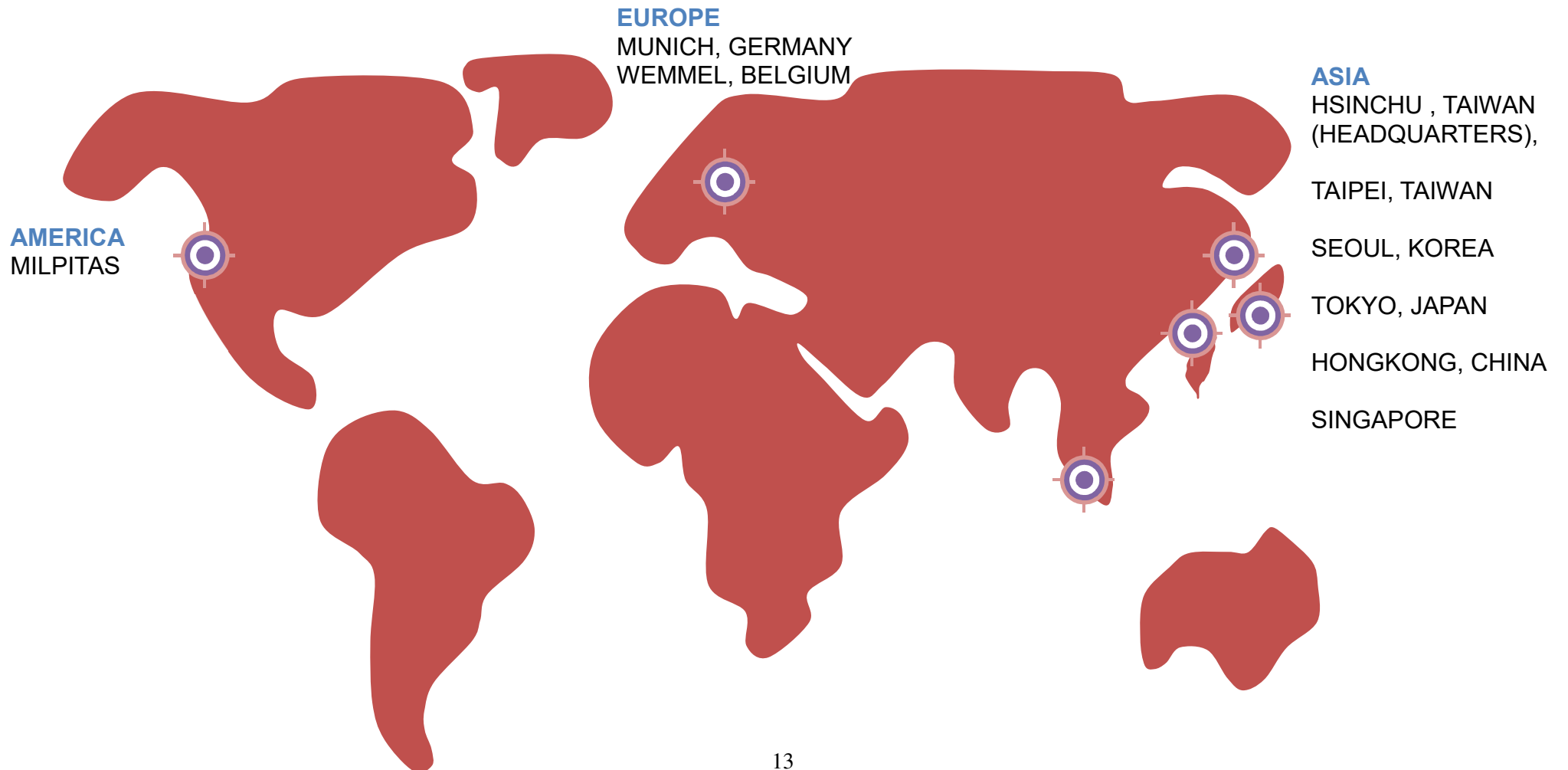
Macronix is an export-oriented company. Although Europe, U.S., Taiwan, Japan and other countries are its main sales regions, its service locations cover Europe, the U.S., Japan, Korea, and Singapore to respond to the needs of customers from all over the world.

Product Sales and Market Share

Product	2025 (consolidated)	
	Sales Turnover (NT\$ Million)	Sales Ratio (%)
NOR Flash Memory	17,665	61.2
Read-only Memory (ROM)	4,776	16.5
Foundry	1,906	6.6
NAND Flash Memory & eMMC	4,533	15.7
Total	28,880	100

Macronix has long held the leading position in the global NOR and ROM (Read-Only Memory) markets. Based on Omdia, a market research organization, the global market share of Macronix's NOR was 16.9% in 2025.

2.2 Business Locations Worldwide



2.3Macronix Sustainability Milestones

Time	Milestones
2000	· Held the first Macronix Golden Silicon Awards - Semiconductor Design and Application Competition
2001	· Established the Macronix Education Foundation
2002	· The Macronix Education Foundation held the first Macronix Science Awards.
2004	· Established the Macronix Science Awards Association · Awarded the "Energy Conservation Excellence Award" by the Bureau of Energy, Ministry of Economic Affairs · Became the first company in the Hsinchu Science Park to complete the comprehensive greenhouse gas inventory and verification
2005	· Received the ISO 14001:2004 Environmental Management System Certification from the British Standards Institute · Won the 14th ROC Enterprise Environmental Protection Award for four consecutive years
2006	· Received a green product certification from international brands including SONY, CANON, and LG for compliance with RoHS Directive requirements
2007	· Received the ISO 14064 International Standard for GHG Emission Verification Certification from the British Standards Institute · Received the IECQ QC080000 Hazardous Substance Process Management System Certification · Recognized as the Outstanding Enterprise in Voluntary Industrial Greenhouse Gas Reduction by the Bureau of Industrial Development, Ministry of Economic Affairs · Credited with the CG6002 Corporate Governance Certification by the Taiwan Corporate Governance Association
2008	· Recognized the "Green Procurement Excellence Award" from the Environmental Protection Administration · Donated CNY 5 million to help victims of the Sichuan earthquake · Helped push upstream and downstream supply chain partners to implement the Electronic Industry Citizenship Coalition Code of Conduct (EICC) · Granted the new OHSAS 18001:2007 certification from SGS · Granted the Taiwan Occupational Safety and Health Management System (TOSHMS) Certification · Became the first semiconductor manufacturer to receive the SA8000 Corporate Responsibility Management Systems Certification · Donated NT\$300 million to National Tsing Hua University to build the Macronix Building (Learning Resource Center)
2009	· Received the 5th annual Global Views Monthly Magazine CSR Award for its outstanding performance in Corporate Social Responsibility · Donated NT\$100 million to aid the victims of Typhoon Morakot in Taiwan · Awarded with the 3rd National Occupational Safety and Health Award · Became the first semiconductor manufacturer to be recognized as an outstanding enterprise and to receive a safety certification
2010	· Received the 6th annual Global Views Monthly Magazine CSR Award top honor (Five-star rating)

Time	Milestones
	- Received the 2010 CommonWealth Magazine Excellence in Corporate Social Responsibility Award - Received the Employment Creation Contribution Award from the Executive Yuan - Donated an additional NT\$100 million for the Macronix Building at National Tsing Hua University
2011	- Donated NT\$30 million to the Japan Earthquake Relief Efforts - Honored as one of the Top 100 Taiwan Brands by the Ministry of Economic Affairs - Once again received the CommonWealth Magazine Excellence in Corporate Social Responsibility Award - Honored with Contribution Award at the 2011 National Invention and Creation Award - Received the CG6006 Corporate Governance Evaluation Certification - Received the Employment Creation Contribution Award from the Executive Yuan - Received the Employee Assistance Program Outstanding Business Award from the Council of Labor Affairs, Executive Yuan
2012	- Received the 8th annual Global Views Monthly Magazine CSR Award - Once again received the CommonWealth Magazine Excellence in Corporate Social Responsibility Citizenship Award
2013	- Official opening of the new Learning Resource Center at National Tsing Hua University – the Macronix Building - The Macronix Education Foundation was awarded by the Ministry of Education as an Outstanding Educational Foundation - Mr. Chih-Yuan Lu, President of Macronix was awarded of Presidential Science Prize
2014	- Deputy Director Wang, Hung-Chih was named an Outstanding Internal Auditor by the Institute of Internal Auditors-Chinese Taiwan - Received the first "Work-Life Balance Award" presented by the Ministry of Labor in recognition of Macronix's performance in care and support for employee families and the health and safety of its employees
2015	- The Taiwan Stock Exchange listed Macronix as one of the companies in the top 5% with outstanding performance in the first corporate governance evaluation. - Recognized as an Excellent Healthy Workplace by the Health Promotion Administration, Ministry of Health and Welfare
2016	- Recognized as one of the Top 100 Sustainable Enterprises in Asia by Channel NewsAsia - Recognized as an Outstanding Energy-saving Manufacturer by the Ministry of economic Affairs - Awarded the Top Honor for an Accredited Healthy Workplace - Awarded a badge for establishing and managing certified breastfeeding rooms - Awarded for Excellence in Landscaping and Environmental Protection - Recognized as an Outstanding Water-saving Manufacturer by the Water Resources Agency, Ministry of Economic Affairs - Recognized as an Outstanding Energy-saving Manufacturer by the Hsinchu Science Park in 2016
2017	- Fab 1 received the Excellence in Safety and Health Award from Hsinchu Science Park - Received the Excellence in Occupational Safety and Health Promotion Award by the Hsinchu Science Park - Fab 2 received the Outstanding Energy-Saving Manufacturer Award from the Ministry of Economic Affairs

Time	Milestones
	- Received the Excellence in Workplace Equality Promotion Award by the Hsinchu Science Park - Received the Excellence in Green Procurement Award for Private Enterprises and Organizations in Hsinchu City
2018	- Fab 2, Fab 5, and the Test Building passed the Responsible Business Alliance Validated Assessment Program (RBA VAP) audit and obtained the Platinum Certification - Fab 2 received the Outstanding Energy-Saving Manufacturer Award from the Ministry of Economic Affairs - Chairman Miin Wu was awarded Ernst & Young Entrepreneur of the Year and Business Paradigm Entrepreneur of the Year - Awarded the Excellence in Green Procurement Award for Private Enterprises and Organizations in Hsinchu City - The Head Office and Fab 1 won the Badge of Accredited Healthy Workplace - Received the Creativity Gold Award for Healthy Workplace – Award of Excellence
2019	- Received the Annual Sustainable Elite Award in the first SGS CSR Award - Received the National Excellent Healthy Workplace – Paradigm in Health Award from the Health Promotion Administration, Ministry of Health and Welfare
2020	- Received the Breastfeeding Room Certification - Award of Distinction from the Public Health Bureau, Hsinchu City in 2020 - Fab 2, Fab 5, and the Test Building passed the Responsible Business Alliance Validated Assessment Program (RBA VAP) audit and obtained Platinum certification - Received the Annual Sustainable Elite Award in the second SGS CSR Awards - Awarded Excellence in Landscaping and Environmental Protection in 2020 - Received the Excellence in Workplace Equality Promotion Award from the Hsinchu Science Park in 2020
2021	- Secure flash memory ArmorFlash™ won the 2021 Hsinchu Science Park Innovative Product Awards - Won the 2021 National Occupational Safety and Health Enterprise Benchmarking Award from the Occupational Safety and Health Administration of the Ministry of Labor - Awarded 2021 EE Awards Asia - "Best Memory IC of the Year" - Recognized by the 2022 Taiwan Excellence Gold Award - The Macronix Education Foundation was recognized with the Social Education Contribution Award by the Ministry of Education - Awarded the Excellence in Green Procurement Award for Private Enterprises and Organizations in Hsinchu City in 2021
2022	- Chairman Miin Wu won the 5th "Presidential Innovation Award" - Fab 2, Fab 5, and the Test Building passed the Responsible Business Alliance Validated Assessment Program (RBA VAP) audit and obtained 200-point Platinum certification "Award of Excellence" among the outstanding enterprises in waste reduction and circular economy in Hsinchu Science Park - Awarded the "Outstanding Business Entities for Using Electronic Uniform Invoices" by the Hsinchu Branch, National Taxation Bureau of the Northern Area, Ministry of Finance - Awarded "First Class Award" among the excellent water saving units in the "Selection of Excellent Water Saving Units and Water Conservation Experts" organized by the Water Resources Agency, MOEA - Chairman Miin Wu was awarded with the 2022 EE Awards Asia "Executive of the Year" - Presented with the 2022 EE Awards Asia "Featured Vehicle Electronics Solution Supplier"

Time	Milestones
	- Ultra-Low-Power 1.2V Serial NOR Flash Memory was recognized as the 2022 EE Awards Asia "Best Memory of the Year" - Awarded the Excellence in Green Procurement Award for Private Enterprises and Organizations in Hsinchu City in 2022 - Recognized as an Excellent Healthy Workplace – Paradigm in Health Award by the Health Promotion Administration, Ministry of Health and Welfare - Won the "Award of Excellence" in the 2022 Clean Air Zone Adoption presented by the Environmental Protection Administration, Executive Yuan.
2023	- Recognized with "Innovation Momentum 2023: The Global Top 100" by LexisNexis - Awarded first place among outstanding R&D alternative service employers (private industry group) in 2023 - Macronix's high-performance OctaFlash™ passed the highest vehicle safety standard ISO 26262 ASIL D certification - The American Physical Society (APS) announced President Chih-Yuan Lu as the winner of the George E. Pake Prize in 2024, a major award in applied physics - Won the SGS ISO Plus 2023 Occupational Safety and Health Performance Management Award - Macronix Education Foundation was recognized with the 16th Arts and Business Awards from the Ministry of Culture - Fab 5 won the Badge of Accredited Healthy Workplace in 2023 - Received the 19th National Sustainable Development Award from the Executive Yuan - Macronix "OctaFlash LM/UM Series NOR Flash Memory" was awarded the 2023 EE Awards Asia: Best Memory IC of the Year
2024	- Mr. Chih-Yuan Lu, President of Macronix was awarded the George E. Pake Prize by the American Physical Society (APS). - Awarded the "1.5°C Label Certificate" by CommonWealth Magazine; based on the AGTP climate model and parameter matrix calculations, Macronix achieved an outstanding temperature rating on the Corporate Carbon Reduction Thermometers (TRIPs). - Recognized with the Outstanding Award for the Breastfeeding Room certification by the Hsinchu City Government. - Received the 2024 Occupational Safety and Health Management System Performance Recognition "Outstanding Award" from the Occupational Safety and Health Administration of the Ministry of Labor. - Macronix's "ArmorBoot MX76 Secure Boot Serial NOR Flash" was awarded the 2024 EE Awards Asia: Best Memory Solution of the Year. - Received the Gold Tower Award in the ESG Sustainability Category at the 2024 Taiwan Continuous Improvement Competition (TCIA).
2025	- Chairman Miin Wu was awarded the 19th Pan Wen Yuan Prize. - Chairman Miin Wu was awarded the 2025 Taiwan Corporate Sustainability Awards - Outstanding Sustainability Professional. - President Chih-Yuan Lu was awarded the 2025 Future Science Prize - Mathematics and Computer Science Prize. - Awarded first place among outstanding R&D alternative service employers (private industry group) in 2025. - Macronix's Fab 2 was awarded the "Excellent Unit in Occupational Safety and Health Autonomous Management" by the Occupational Safety and Health Administration, MOL for occupational safety and health management system performance in 2025.

Time	Milestones
	· Awarded outstanding enterprise in the Ministry of Labor's "Active Evaluation of Corporate Sustainability Report Disclosure of Occupational Health and Safety" in 2025. · Awarded the 2025 SGS ISO 45001 Plus Benchmark Award: Risk Management Model Award. · Continued to lead the global NVM market with Macronix's strong capabilities in high-performance NOR, NAND, ROM, and eMMC technologies, receiving the 5th Anniversary Honorary Achievement Award at EE Awards Asia 2025. · Awarded first place in Hsinchu City at the 2025 National Environmental Education Award by the Bureau of Environmental Protection of Hsinchu City.

2.4 External Participation

Macronix upholds its business philosophy of "honesty" and actively participates in external associations, providing recommendations to companies, peers, and the industry through good interactions. Macronix promotes exchanges and development of the business community, government offices, and academia. Macronix's important actions and contributions to different organizations are listed below:

Name	Title	Action/Contribution
Taiwan Electrical and Electronic Manufacturers' Association	Member	Macronix offers suggestions, promotes the collective interests of fellow members, functions as a bridge between the industry and the government, and promotes industrial development.
Allied Association for the Science Park Industries	1. Standing Director 2. Convener of the Health and Safety Committee 3. Alternate Vice Convener of the Environmental Protection Committee 4. Convener of the Joint Security Committee	1. Macronix contributes to the discussion, decision, and execution of the association's operations. 2. Macronix leads the discussion, decision, and execution of work related to occupational safety and health, fire safety, health promotion and risk management in the science park. 3. Macronix communicates, coordinates, researches, participates, and provides services related to environmental protection. 4. Macronix communicates, coordinates, participates in and advises on joint security, police and traffic safety in the science park. 5. Supervision of the contract execution for the employee clinic at the Hsinchu Industrial Park.
Chinese National Association of Industry and Commerce	Director	Macronix offers suggestions, promotes collective interests of fellow members, functions as a bridge between the industry and the government, and promotes industry and commerce development.
Friends of the Second Special Police Corps, National Police Agency	Committee Member	Macronix cooperates with the police to enhance and promote crime control and prevention.
North consortium, Taiwan Occupational Safety & Health Management System (TOSHMS), Ministry of Labor	President of North Consortium	1. Macronix shares its experience of winning the National Occupational Safety & Health Award – Enterprise Benchmarking Award and Outstanding Award - Headquarter for Occupational Safety and Health Management System Performance. 2. Macronix promotes cross-industry education and awareness of labor safety issues and inspires creative solutions for promoting workplace safety.

Macronix's External Participation

Corporate Governance	Economy	Society
○ Computer Audit Association ○ The Institute of Internal Auditors	○ Chinese National Association of Industry and Commerce ○ Taiwan Stock Affairs Association ○ Chinese International Economic Cooperation Association ○ Taiwan Investor Relations Institute	○ Friends of the Second Special Police Corps ○ Taiwan Association of Occupational Health Nurses ○ High-Tech Industry Salary Association ○ Taiwan Union of Nurses Association
Technology and Industry		
GSA	The Allied Association for Science Park Industries	
JEDEC Fee	Monte Jade Science & Technology Association of Taiwan	
SEMI TAIWAN	Taiwan Electrical and Electronic Manufacturers' Association	
WSTS	Taiwan Society for Precision Engineering	
Chinese Institute of Engineers	Chinese Society for Management of Technology	
The Electronics Devices and Materials Association	Ucle Membership	
Taiwan Institute of Chemical Engineers	PCI-SIG annual membership	
NVM Express		

3. Sustainable Development Strategy



The key electronic components produced by Macronix have enriched human lives. As a member of the global market, we insist on sustainable management and are committed to fulfilling the responsibilities of a global corporate citizen. We strive to create a better future by leveraging our advanced technological capabilities to assist our clients in creating excellent products.

In 2025, Macronix established the "Sustainability Development Committee" under the Board of Directors and renamed the existing Sustainability Development Committee previously established under the office of the President to the "Sustainable Development Implementation Committee". In accordance with the policies and directives approved by the Board of Directors, the Sustainable Development Implementation Committee is responsible for promoting relevant sustainability initiatives and ensuring their effective implementation and management. Macronix is committed to fulfilling its responsibilities as a corporate citizen, caring for the environment, and conserving and making responsible use of natural resources in pursuit of sustainable development. Macronix also values the expectations of its stakeholders and adheres to the requirements of the Responsible Business Alliance Code of Conduct (RBA CoC). In 2024, Macronix successfully completed RBA VAP (Validated Assessment Program) audit with excellent results. With respect to corporate governance, Macronix strictly adheres to the Corporate Social Responsibility Best Practice Principles of the Financial Supervisory Commission, as well as applicable laws and regulations established by government authorities

and relevant organizations. In fulfilling its corporate social responsibility, Macronix not only remains deeply committed to scientific research and education, but also actively promotes cultural development as a means of giving back to society. These efforts collectively demonstrate Macronix's strong commitment corporate social responsibility and its strategy and dedication to sustainable development.

To fulfill our commitment to sustainability, Macronix strives to:

- ◆ Go beyond compliance with regulatory requirements and enhance our environmental, safety and health performance, as well as risk management.
- ◆ Nurture a working environment with a well-planned and well-run human resources management system and related practices.
- ◆ Meticulously commit to sustainable supply chain management that is fully compliant with international standards, laws, and customer requirements.
- ◆ Increase our social care and respond to global trends. Macronix adheres to and requires its suppliers to refrain from using or purchasing conflict minerals. Additionally, we track the source of gold (Au), tantalum (Ta), tin (Sn), tungsten (W), cobalt (Co) and other various minerals to ensure such minerals come from qualified refineries.
- ◆ Promote science education in order to cultivate innovation among the younger generation and expand our contribution to society.

Macronix also conducts continuously review and adjusts its sustainable development policy in response to changes in the external environment, with 2050 net-zero emissions strategy and geopolitical risks taken into consideration, and reports quarterly to its Board of Directors.

Highlights of RBA VAP Full Score

Since 2008, Macronix has implemented a social responsibility system to ensure reasonable labor conditions and protect basic workers' rights. In 2008, Macronix introduced the SA8000 social responsibility standard and became the first semiconductor company in the Hsinchu Science Park to pass verification. In response to changes in the electronics industry's customer trends, Macronix transitioned to comply with the RBA Code of Conduct (CoC) starting from 2018. From 2018 to 2024, Macronix has successfully passed the RBA VAP audits with outstanding scores of 200 points every two years (including the Fab 2, Fab 5 and test building).

Macronix has always placed great importance on the sustainability of social responsibility. By adhering to the RBA CoC guidelines and undergoing audits, we ensure that our operations comply with the standards, identify areas for improvement, and continue to make proactive improvements. Macronix will continue to uphold the core principles of the RBA, safeguarding workers' rights and adhering to ethical standards, positioning itself as a responsible corporate citizen committed to corporate social responsibility.



3.1 Sustainable Development Policy and Organization

Macronix's "Corporate ESG Policy" incorporates the existing environmental safety and health policy, social responsibility policy, and ethical corporate management policy, and is formulated with reference to the "Taiwan Sustainable Development Goals" proposed by the National Council for Sustainable Development of the Executive Yuan, and approved by the Board of Directors in 2022. To ensure the implementation of the policy, all Macronix employees must receive training on sustainable development.

Sustainable Development Policy

Macronix has been devoted to the philosophy of building an honest and solid business. We establish and implement corporate governance and risk control mechanisms through the values of innovations, quality control, operation efficiency, customer service, and teamwork to create a sustainable business environment. Macronix respects employees' rights and interests, and is committed to providing a safe and healthy workplace for employees. We are also dedicated to building environmentally friendly business, properly using natural resources, implementing green energy, and carbon reduction. We are delighted to give back to society through promotion of science and innovations, and encouragement of research and development.

We are committed to protecting the shareholders' interests in the goal of growing a sustainable business.

1. To comply with the national regulations related to the sustainable field, customer requirements and Macronix rules and policy.
2. To conduct the due diligence on suppliers and contractors to facilitate the ESG performance in the supply chain.
3. To reduce environmental load, mitigate climate change and maintain ecological balance.
4. To consider the United Nations Sustainable Development Goals (SDGs) as well as the Corporate Governance 3.0-Sustainable Development Road Map of the Financial Supervisory Commission (FSC) to be our vision, perform the continuous improvement through the management system to achieve international standards.

Sustainability Development Committee

In December 2025, Macronix established the "Sustainability Development Committee" as the highest governing body for Macronix's sustainability governance. In accordance with the "Sustainability Development Committee Charter of Macronix International Co., Ltd.", the committee shall convene at least once a year. Macronix's Sustainability Development Committee is convened by the Chairman and comprises the Chairman and four other directors (including one director and three independent directors), all of whom possess expertise and capabilities in areas such as sustainable development strategy and sustainable finance. The main responsibilities of the Committee are as follows:

- I. Provide recommendations regarding Macronix's policies, annual plans, and strategies on sustainable development.
- II. Review and monitor the implementation and effectiveness of the annual plan for sustainable development approved by the Board of Directors.

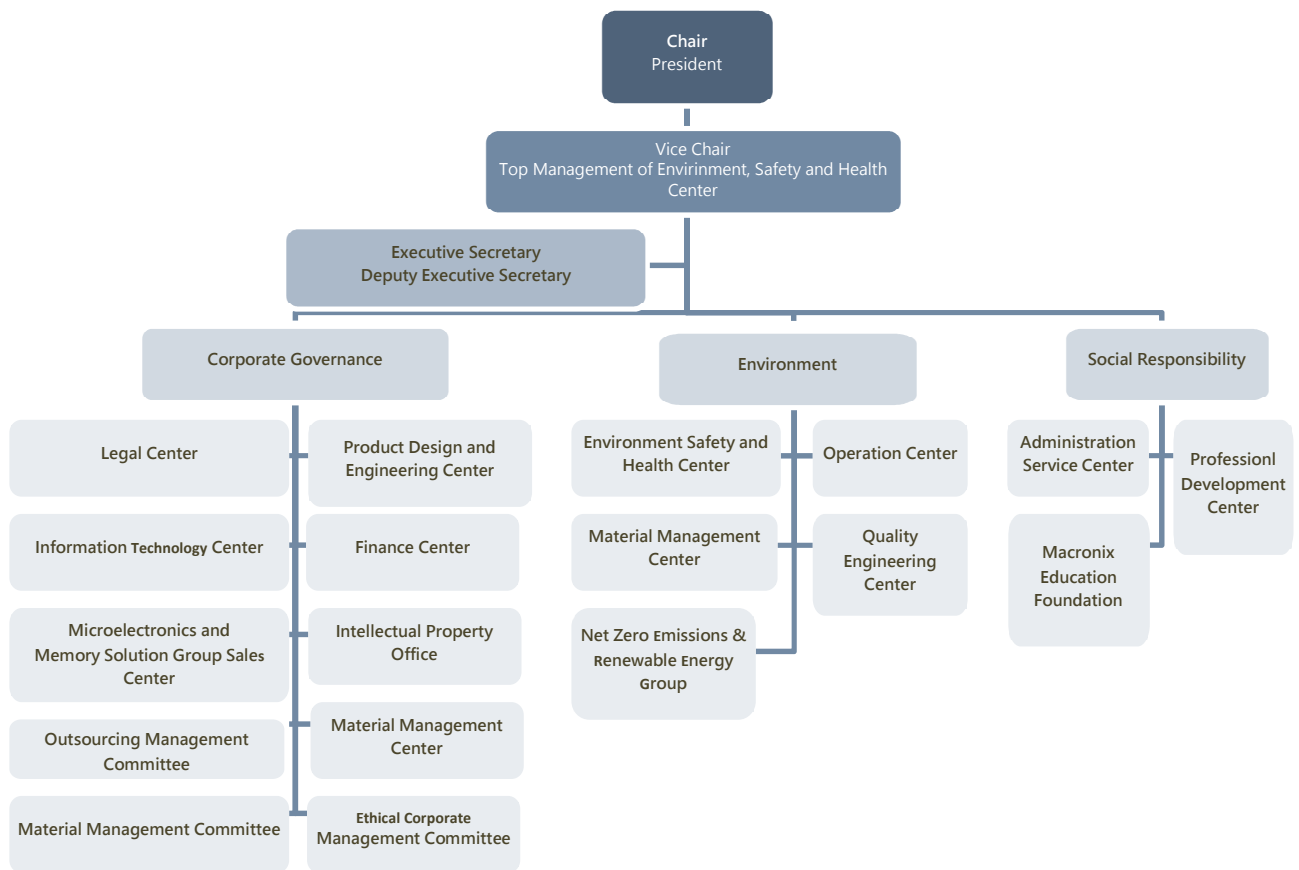
Sustainability Development Committee	
Members	Sustainability Expertise and Capabilities
Convener: Chairman Miin Wu Members: Director Stacey Lee Independent Director Tyzz-Jiun Duh Independent Director Chiang Kao Independent Director Huey-Jen Su	• Trends in Sustainable Development Information and Financial Reporting Disclosure • Amid the Tide – Energy Infrastructure Driving Sustainable Transformation • Strategy Planning and Sustainable Development for the Stainless Steel Business • Carbon Credit Trading Mechanism and Carbon Management Applications • Prospects of the Nickel Industry Development and Sustainable Resilient Supply Chain Management • 2025 Cathay Sustainable Finance and Climate Change Summit

Organization of the Sustainable Development Implementation Committee

In addition to establishing Sustainability Development Committee under the Board of Directors, Macronix has established the Sustainable Development Implementation Committee (the “Implementation Team”) under the Office of the President to implement Macronix’s sustainable development policies and related initiatives. The Implementation Team is responsible for proposing and planning sustainable development policies, management systems, and annual implementation plans, as well as overseeing their execution. The President serves as the Chair of the Implementation Team, while the highest-ranking executive of the Environmental, Safety and Health Center serves as the Vice Chair. Committee members comprise representatives from various cross-functional centers and business units within Macronix. Guided by its mission continuously advance corporate sustainability, the Implementation Team integrates cross-functional resources to promote sustainability initiatives and ensure the effective implementation of programs designed to achieve Macronix’s sustainable goals. It also works to enhance employees’ awareness of sustainable development and reports quarterly to the Board of Directors and Executive Directors on sustainability-related requirements and progress. In 2025, the Implementation Team carried out seven major initiatives (namely: guiding enterprises toward net-zero: phased carbon reduction targets; guiding enterprises toward net-zero: greenhouse gas inventory and assurance; enhancing sustainability information disclosure - environmental protection; enhancing sustainability information disclosure - occupational safety; deepening corporate sustainability governance culture – training; deepening corporate sustainability governance culture – labor rights; enhancing sustainability information disclosure – IFRS). The committee is making steady progress toward the 2050 net-zero emissions target, including measures such as increasing the use of renewable energy. Under the supervision of the President, all seven initiatives have been completed as planned.

To implement the core values of sustainable governance, Macronix has designated the Vice Chair of the Sustainable Development Implementation Committee to oversee sustainability initiatives and report on the progress to the Board of Directors at least once a year. Concurrently, through the oversight mechanisms of the Sustainability Development Committee, we continuously enhance operational efficiency, promote cross-departmental collaboration and stakeholder communication, and ensure transparency in the decision-making process. Furthermore, Macronix continuously monitors and improves its sustainability initiatives to drive sustainable growth and long-term value creation across environmental, social, and corporate governance (ESG) aspects.

▼ Organizational Chart of the Sustainable Development Implementation Committee



3.2 Stakeholder Engagement

3.2.1 Stakeholder Definition, Differentiation and Interaction

Macronix recognizes that conversations with society is necessary to improve mutual understanding, and thus make proper decisions and reduce social conflicts. Macronix understands and responds to society's reasonable expectations, needs, and topics of concern through a number of communication channels. Related communications are reported to the Board of Directors annually. We welcome to access Macronix's company website "Contact us" (<http://www.macronix.com>) to express any comments or opinions.

Macronix continues to build a robust ESG value chain system, work with employees and corporate partners to understand and respond to society's expectations toward Macronix's fulfillment of ESG, and get an insight into new trends, risks and development opportunities. Through the mutual interaction, we turn commitments into concrete actions to implement positive contributions to society, environment and governance. Although this is a long-term plan, Macronix will continue making efforts to realistically accomplish various goals that were set.

So called "stakeholder" in this report is based on the stock exchange regulations, the AA1000 Stakeholder Engagement Standard, and depends on the consideration of the industry opinions.

Interactions and Responses to Macronix's Stakeholders in 2025

Stakeholders	Communication Channels	Topics of Concern	Highlights and Results of Communication in 2025	Subject to Impact(V) or Concern (*)	
Investors	Corporate Social Responsibility Website and Sustainability Report (annually) Corporate website, financial statements (annually) Shareholders' meeting (annually) Self-organized investor seminars (quarterly) Participate in forums/visits by investors/visits to investors (irregularly) Investor service mailbox/phone calls (irregularly)	Shareholder equity Corporate Governance Overview of Investments Innovative R&D Industry development Intellectual Property Rights Dividends distribution Corporate operations Product price Product use	* Participated in investors-related ESG activities to understand the awareness and expectations of investors and shareholders on ESG * Provided investors with open and transparent operational information and assisted investors to understand Macronix's long-term strategic goals and prospects (held 1 shareholders' meeting, 4 self-organized investor seminars, and participated in more than 35 external meetings) * Continued to invest in the R&D of various semiconductor processes. In 2025, a total of 391 domestic and foreign patents were obtained, and the cumulative total number of patents granted to Macronix is 9,911. * Disclosure of financial and operational reports on investor relations on Macronix's website: https://www.mxic.com.tw/zh-tw/about/investor-relations/Pages/annual-reports.asp * Disclosure of corporate social responsibility and risk management information on Macronix's Website: https://www.mxic.com.tw/zh-tw/about/ESG/Pages/default.aspx	Governance	V *
				Environment	*
				Society	*
Customers	Customer satisfaction survey (annual) Suppliers' conference (at the request of customers) Customer communication platform (available 24-7) Visits in person (irregularly) Supplier audits (at the request of customers)	Product lead time/price/technology/quality Future direction of products Customer application services Green Products Corporate Social Responsibility Business Continuity Management Net zero greenhouse gas emissions	* Customer satisfaction survey response rate > 88% * Continued to maintain the ISO 9001 certification * Periodically provided customer purchase order and delivery information, and provided the quantity for supply and lead time within price validity period during quotation * Periodically updated Macronix's product road map * Abnormal event reporting and risk management procedures were completed according to plans and effectively carried out in compliance with customer requirements * Respond to customer questionnaires to communicate Macronix's environmental, health, and safety management performance and enhance customer satisfaction	Economy	V *
				Governance	V *

Stakeholders	Communication Channels	Topics of Concern	Highlights and Results of Communication in 2025	Subject to Impact(V) or Concern (*)	
			* Respond to various survey forms as requested by customers * Continue to implement carbon reduction projects	Environment	V *
Employees	Various open-discussion meetings (held periodically and ad hoc) No Topic is Off Limits suggestion box (available 24-7) Reporting hotline (available 24-7) Printed copies and electronic bulletin boards (to communicate information as necessary) Employee Relationship Management Portal (available 24-7) Learning map platform (available 24-7) Performance evaluation procedure (annual) Health consultation/promotion (held periodically and ad hoc) Employees seek advice in person or by phone (irregularly)	Employee Communication Labor/Management Relations Compensation & Benefits Human rights policy Training System Performance evaluation results Occupational safety and health Key points of the amendment to the Labor Standards Act Pension Calculation/qualifications of retirement pension	* Number of open-discussion meetings held: Orientation training for 269 new employees. Department discussions (held by each department as necessary). The head office and each fab convened 4 labor-management meetings.4 Welfare Committee meetings * Received 156 cases from the "No Topic is Off Limits" suggestion box and reporting hotline with a 100% closing rate * Periodically organizes on-the-job occupational safety training; the ESH department offers consultation for employees at any time * Planned the health promotion plan for the following year based on employees' health condition, opinions regarding the annual health exam, and current events * Physicians provide consultation services for the entire Company 10 times a month * A total of 53 health promotion activities and seminars were attended by a total of 3,521 employees * Conduct emergency response and evacuation drills for potential emergency situations in the plants to reduce the risk of occupational accidents * Regularly hold inter-plant and in-plant safety and health meetings to review safety and health-related issues and simultaneously implement preventive and improvement measures, providing employees with a safer working environment.	Governance	V
				Environment	
				Society	V *
Suppliers	Suppliers' conference (annual) Supplier audits (performed annually based on risk levels)	Occupational safety and health Supplier evaluation Green product requirements Corporate Social Responsibility	* Contractor education and training, as well as coordination organization meetings are completed before operations in accordance with regulations	Economy	V *

Stakeholders	Communication Channels	Topics of Concern	Highlights and Results of Communication in 2025	Subject to Impact(V) or Concern (*)	
	Supplier evaluation (quarterly and annually) Quality improvement meeting (irregularly) Material supply/demand tracking (periodically and ad hoc) Contractor training courses (as necessary) Contractor coordination organization meetings (as necessary)	Compliance with Business Ethics Quality improvement procedure Supply and demand of important materials Supply chain's information security	* Completed 43 supplier audits and 2 supplier information security audits in 2025 * Held 1 suppliers' conference * Have maintained the AEO certification for 16 years * 100% of suppliers received a score of 80 points or above in the supplier rating * Approximately 44% of raw materials are procured in Taiwan	Environment	V *
				Governance	V *
Government	Official document delivery (as necessary) Participation in presentations/promotions/seminars/forums (irregularly) Competent authority audits (as necessary) Phone call or e-mail (as necessary) Communication through the Allied Association for Science Park Industries and Chinese National Federation of Industries (as necessary) Visited competent authorities (as necessary) PUBCSR communication mailbox Charity organizations	Compliance with regulations Corporate Governance Labor/Management Relations Occupational safety and health Net zero greenhouse gas emissions reduction Water resource management Waste Management IFRS (Sustainability Disclosure Standards Implementation Plan) Employee benefits and average salary Key points of the amendment to the Labor Standards Act Impact of the U.S.-China Trade War Employee overload management	* Increased disclosures on Macronix website to increase information transparency * Compliance with laws and regulations of competent authorities at each level, and cooperation with supervision and audits * Participation in presentations, promotions, seminars, forums, or lectures organized by the competent authority; provision of assistance to the Hsinchu Science Park Bureau in counseling SMEs in the science park to enhance their occupational safety and fire management capabilities. * Periodic compliance inspections and report compliance-related matters on a regular basis * Complied with government regulations, proposed response measures, and revised related systems and specifications	Governance	V *

Stakeholders	Communication Channels	Topics of Concern	Highlights and Results of Communication in 2025	Subject to Impact(V) or Concern (*)	
		Odor Noise Corporate sponsorship/funding Charity event participation	* Participated in the Safety and Health Committee/Environment Committee and visit the competent authorities to communicate and discuss the operational appropriateness and difficulties of the law and the requirements of the competent authorities. * The goal for 2025 was a 20% reduction compared to estimated carbon emissions under business-as-usual (BAU) scenario; actual emissions were reduced by more than 30%, achieving the goal. * Regularly track and manage water resource usage. The ESH management indicators — process water recycling rate and water consumption per wafer — met the 2025 targets. * Fab 2 and Fab 5 obtained the water recycling rate certification statement in 2025. * Visited a total of 45 waste management contractors, and strengthen auditing and management of waste disposal contractors' vehicles. The resource utilization rate of waste and the recycling rate of hazardous waste meet the targets for 2025. * Monthly routine odor reporting records. No odor notifications were received from factory employees and peer factories in 2025. * The competent authority conducted 36 occupational safety and environmental protection audits; no major penalties were imposed. * Annual disease prevention plan based on abnormal workload, regular tracking and evaluation management. * Implemented response measures in accordance with the Ministry of Health and Welfare's epidemic regulations. * Donated over NT\$3.835 million to charitable organizations. * Obtained ISO/IEC 27001 international information security management system recertification (2022) in December 2025.	Environment	V *
				Society	V *
Public	Public information	Operational performance Innovative R&D Industry development Overall Company updates Compensation and Benefits	* Published 16 press releases on revenue and investor conferences, 23 press releases on products, material information of Macronix or supplemental data. * There were a total of 1311 related original news articles in 2025	Economy	*
				Environment	*

Stakeholders	Communication Channels	Topics of Concern	Highlights and Results of Communication in 2025	Subject to Impact(V) or Concern (*)	
		General information about the executives		Governance	*
Schools	Registration website Campus promotion Facebook Fan Page Macronix Science Awards Association	Macronix Golden Silicon Awards Macronix Science Awards Macronix science competition organization process and achievements Recruitment and appointment	* The 25th Macronix Golden Silicon Awards: A total of 271 teams registered, with 973 participants in the competition. With additional outreach through campus promotions and social media interactions, and awards influenced 37,742 people * The 24th Macronix Science Awards: A total of 764 works were submitted, with 2,294 participants. Including outreach through campus promotions and social media interactions, and awards influenced 333,392 people * A total of 80 members participated in the welcome party of the Macronix Science Awards Association	Economy	
				Environment	
				Society	*

3.2.2 Determining Material Topics

Material topics are evaluated in this report in accordance with the following determination steps, and the management policies are disclosed in each chapter of the report. The disclosure of management policies is not mandatory for non-material topics.

Process for determining material issues

Process	I. Understand the organizational context		II. Identify actual and potential impacts			III. Determining material topics
	1. Stakeholder identification	2. Sustainability issues	3. Investigating the level of stakeholder concern	4. Internal impact assessment	5. Evaluation of issues	6. Determining material topics
Method	- According to the requirements specified by the TWSE regarding stakeholders for listed companies. - Invite the Sustainability Report Execution Task Force to follow the AA1000SES stakeholder engagement principles (dependence, responsibility, impact, diverse perspectives, and tension identification) through a workshop format. - Referencing our peers.	The working group enumerates sustainability issues with reference to GRI Standard, SASB, SDGs, TCFD and Macronix value.	Through the "Macronix 2025 ESG Issues Survey," surveyed the level of interest of stakeholders in Macronix's sustainability issues.	Through workshops, investigated the impact of the issues each team is responsible for during the organization's operational processes.	Based on the result of step 4, calculated the degree of interaction between actual and potential impacts, and identified significance by averaging the results.	Through an internal expert meeting, it was confirmed that all six aforementioned potential issues were included as material topics

Result	Identify 7 major stakeholders: Investors, customers, employees, suppliers, government, schools, and the public domain.	Listed out 20 sustainability issues.	Received 12 valid questionnaires.	Collected a total of 5 valid questionnaires (sets)	6 sustainability issues were selected.	It was confirmed that these six material topics all have significant impacts. A report was submitted to the Board of Directors.
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Understand the organizational context

The initial 20 sustainability issues were proposed based on stakeholder requests, a combination of international and domestic standards and Macronix's previous ESG data.

Internal impact assessment by the Sustainability Report Execution Task Force

In 2025, The Sustainability Report Execution Task Force conducted an internal impact assessment through a workshop, evaluating 20 sustainability issues. The team calculated the degree of interaction between actual and potential impacts, and identified significance by averaging the results. As a result, 6 potential topics were initially selected.

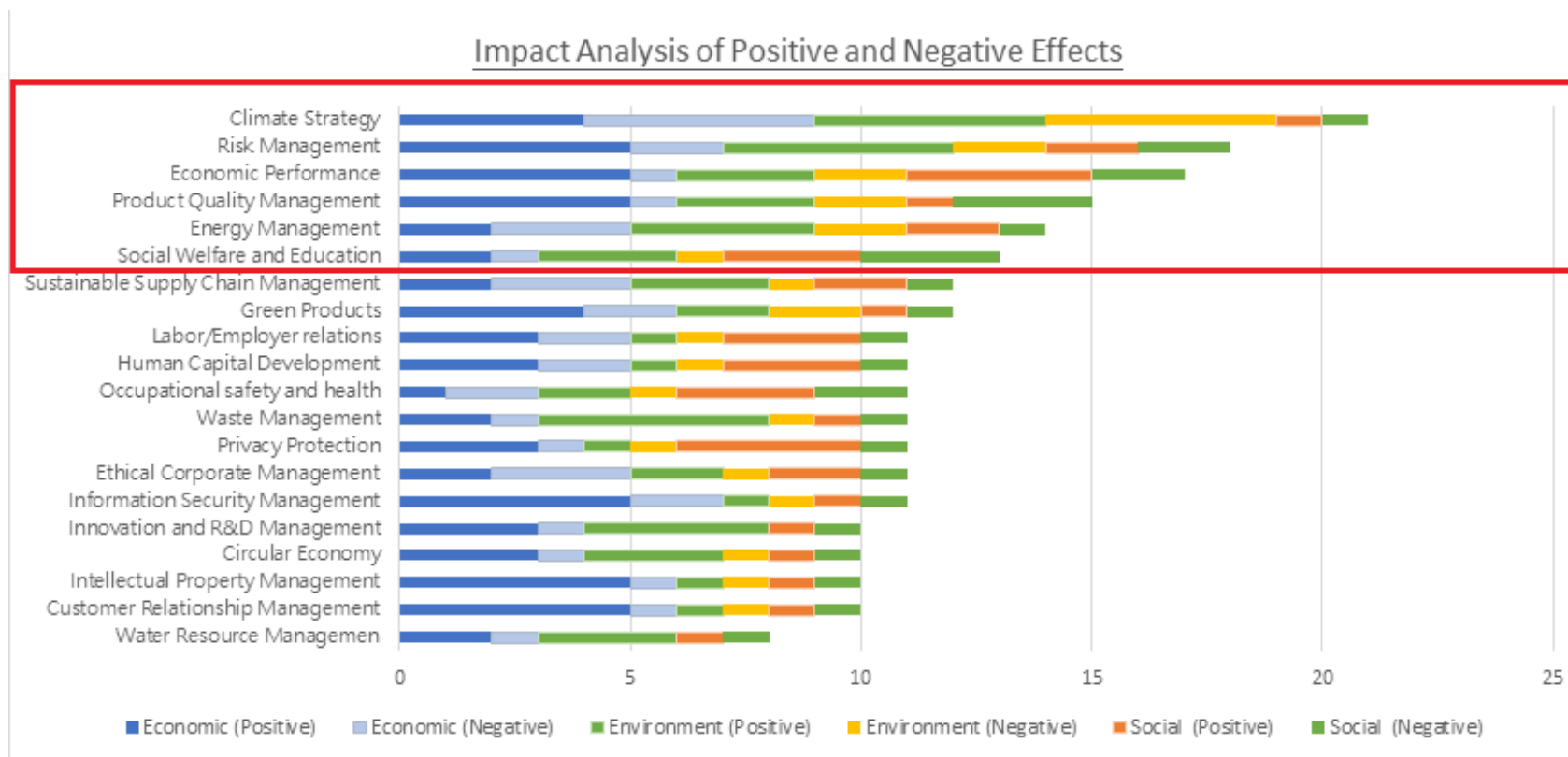
"Stakeholder" Opinions Compiled for the 2025 Sustainability Report

Stakeholders	Relevant Issues-Compilation Method	Scoring method
Investors	Questionnaire survey, statement recording, negotiation	(1) Directly converted to scores for relevant issues (2) Questionnaire filled out by representatives of the Stock Affairs Office
Customers	Negotiation, questionnaire survey	(1) Questionnaire filled out by representatives of the district business offices (2) Customers' questionnaire responses
Employees	Questionnaire survey and Response	Filled out by labor representatives of the labor/management conferences and Welfare Committee
Suppliers	Questionnaire survey and Response	Distributed to and completed by suppliers on Suppliers' conference held on August 29, 2025
Public Relationship	Negotiation Questionnaire survey and Response	Filled out and responded by Macronix' Corporate Communication Office based on the facts
Government/Associations	Communications, Investigations and Report	Communicate with authorities or related person, and proceed the required investigations, and then responded to the Government or related person the investigation results.
Schools	Negotiation, Questionnaire survey and Response	Filled out and responded by Human Resources or Macronix Foundation

Determining material topics

The actual and potential positive and negative impacts of the six potential topics were assessed and confirmed being included as material topics for 2025. The related issues are addressed in this report.

The results of the economic, environmental, and social (people) impacts of the material topics are shown in the following graph:



Material Topics, Significance Ranking, and Impact Boundaries

Issue	Impact Boundaries (V – Direct; O – Indirect)			Corresponding Chapters
	Internal	Customers	Suppliers	
Climate Strategy	V	O	O	6.2.3. Climate Strategy
Risk Management	V	O	O	4.2. Risk Management
Economic Performance	V	O	O	5. Economic Dimension
Product Quality Management	V	V	O	4.5. Product Quality Management
Energy Management	V	O	O	6.2.2 Energy Management
Social Welfare and Education	V			7.4. Social Welfare

Note: Due to the re-screening of sustainability topics in 2025, which differs from the previous year's approach based on GRI-specific topics, a comparison with the material topics from the previous year cannot be made.

Note: Through workshop discussions, customers and suppliers were selected from the 7 stakeholder categories, with "internal" operations additionally within the impact boundary for assessment.

4. Corporate Governance

4.1 Corporate Governance



Macronix's Philosophy

Honesty

Macronix's Corporate Values

Innovation, Quality, Efficiency, Service, Team Work

Macronix upholds high corporate governance standards, complies with corporate governance principles, and continues to establish a solid corporate governance system in accordance with the "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and "Macronix's Corporate Governance Guidelines". In addition, ethical corporate management is Macronix's corporate culture. Macronix strictly complies with the law and attaches great importance to the protection of trade secrets and information security risk management. Macronix established the "Ethical Corporate Management Best Practice Principles" and "Code of Business Conduct and Ethics", in hopes of creating a business environment for sustainable development.

Besides complying with the law, Articles of Incorporation, and the guidelines and resolutions of shareholder meetings and board meetings, Macronix's corporate governance is in accordance with the following corporate governance principles:

- ◆ Protect shareholders' rights and interests
- ◆ Strengthen the roles and powers of the Board of Directors
- ◆ Utilize the Audit Committee's functions
- ◆ Respect stakeholders' rights and interests
- ◆ Increase information transparency

Since 2003, Macronix sequentially established independent director and functional committees such as the Audit, Compensation, Nomination, and Sustainable Development Committees, to strengthen the operations of the Board of Directors. In 2006, Macronix modified the directors and supervisors election with candidate nominations. In the first Corporate Governance Evaluation for Listed and OTC Companies in 2014, we ranked among the top 5% excellent companies. In the eighth evaluation in 2021, Macronix was ranked among the top 10% in the electronic companies with a market value of more than NT\$10 billion, demonstrating Macronix's outstanding results in promoting and its spirit of actively improving corporate governance.

4.1.1 Governing Unit

Board of Directors

Macronix's Board of Directors makes corporate governance decisions. Board meetings are convened by the chairman/CEO. The directors were fully re-elected on May 23, 2025, with the term of office from May 23, 2025 to May 22, 2028. The Board is comprised of 14 members, including industry professionals, experts and scholars with practical and theoretical backgrounds in business, law, finance, accounting, electrical engineering, physics, and material engineering, etc. There are 5 independent directors who oversee the execution of Macronix's operation plans based on their expertise and objectivity to ensure the quality of the Board's decisions. In addition, among the members of the Board of Directors, 9 do not hold managerial positions in Macronix or its subsidiaries. 11 (79%) are male and 3 (21%) are female. All members are over the age of 50. The members of the Board of Directors, their concurrent positions and convening status are disclosed in the annual report, on Macronix's official website in 2025 (<http://www.macronix.com>) and in the "Market Observation Post System" of Taiwan Stock Exchange.

In addition, since 1997, Macronix has been managing its own stock affairs and has established relevant dedicated units to handle shareholder affairs, address shareholder concerns, and enhance relationships with corporate entities. In addition, the "Investor Relations Office" has been set up to promote the relationships with institutional investors. Besides arranging visits to global institutional investors every year, we hold an investor's conference each quarter to maintain transparent communications.

Board Composition and Diversity

The Board of Directors is the highest governance unit of Macronix. The composition of the Board of Directors is diverse and independent. Regarding director candidates, Macronix adopts a "candidate nomination system". All director candidates are reviewed by the Nomination Committee and approved by the Board of Directors, and submitted to the shareholders' meeting for election. The Chairman of Macronix is elected by the directors in accordance with the law and serves as the external representative of Macronix.

The 13th Board of Directors consists of 14 members. Macronix recruited industry experts and scholars with professional backgrounds in industrial technology, law, financial accounting, education, marketing and public relations. More than 90% of the directors have industrial technology background. The overall capabilities of the Board of Directors are in line with Macronix's future development needs and the Board diversity policy. The directors supervise the implementation of Macronix's business plans in terms of their professionalism and objectivity. The implementation of the Board diversity policy is disclosed in the annual report and on Macronix's official website in 2025 (<http://www.macronix.com>).

Conflict of Interest Regulation and Management

Regarding the governance, operation, and management of the Board of Directors, as well as the Audit, Compensation, Nomination, and Sustainability Development Committees, regulations are followed based on laws, articles of incorporation, and relevant organizational regulations. Our measures include: Those who have an interest in any agenda item of the Board meeting shall specify the important aspects of their interest. If such interest is potentially detrimental to the interests of Macronix, they shall not participate in the discussion and voting, and shall recuse themselves during discussion and voting, and shall not exercise their voting rights on behalf of other members.

Please refer to Macronix's annual report and website for the concurrent positions of our directors and the list of top ten shareholders. For related party transactions and securities holdings, please refer

to the financial statements.

Independence of the Board of Directors

When a director or a juristic person the director represents has an interest in any agenda item of the Board meeting, the director shall follow Article 17 of Macronix's "Procedure Rules of the Board of Directors Meetings" and specify the important aspects of their interest at the respective meeting. When it is detrimental to the interests of Macronix, the director shall not participate in discussion or voting, and shall recuse themselves during discussion and voting, and shall not exercise their voting rights on behalf of other members. If the spouse of a director, a relative within the second degree of consanguinity, or a company with which the director has a controlling relationship of subordination, has an interest in an agenda item of the Board meeting as mentioned above, such director is deemed to have an interest in that agenda item.

In addition, in order to continuously implement corporate governance and strengthen the eligibility of independent directors, the Corporate Governance Officer regularly reviews the qualifications and independence of independent directors during their terms of office and reports to the Board of Directors.

Continuing Education of Directors

In accordance with the "Directions for the Implementation of Continuing Education for Directors of TWSE Listed and TPEX Listed Companies", the members of the Board of Directors continue the education every year to enhance the professionalism required for the business execution by the directors and to effectively perform the functions of the Board of Directors. Beside the respective on-the-job training of each member of the Board of Directors in 2025, the Board of Directors also arranged 6 hours of courses on "2025 Global Economic Outlook" and "Developments in AI Governance and Global Trends" to provide directors with more profound understanding of economic development and digital governance trends. The directors of Macronix constantly actively participate in internal and external training courses, covering related topics such as sustainable development, corporate governance, green energy and carbon credits, economic development, financial accounting, AI and digital trends, compliance audits, etc. The average training hours of each director in 2025 was 11.

Board of Directors Performance Evaluation

In order to implement corporate governance and continuously improve the effectiveness of the Board of Directors, the "Rules for Board of Directors Performance Assessment" has been published, which stipulates that the Board of Directors should perform an "internal performance evaluation" once a year. In 2025, the internal performance evaluation of the entire Board of Directors, individual directors and functional committees (including the Audit Committee, the Compensation Committee and the Nomination Committee) has been implemented. The performance evaluation results have been reported to the Nomination Committee and the Board of Directors meeting on March 5, 2026, and disclosed in Macronix's annual report.

In addition, in order to strengthen the independence and effectiveness of the performance evaluation of the Board of Directors, beside the internal performance evaluation, qualified external organizations or experts are commissioned to perform the external performance evaluation at least once every three years. In 2023, EY Business Advisory Services Inc., an external professional institution was engaged to perform "External Performance Evaluation", an independent evaluation to be proceeded at least once every three years with results reported to the Nomination Committee as well as the Board of Directors on February 27, 2024, which has also been disclosed at Macronix's annual report.

Macronix will continue to improve the operational efficiency of the Board of Directors and functional committees based on the results and recommendations of the performance evaluation.

Macronix Corporate Governance Highlights

Scope	Highlights
Board of Directors	◆ Led Taiwan's industry in purchasing director liability insurance (1999~) ◆ Established independent director seats (2003~) ◆ Adopted the candidate nomination system for electing directors (2006~) ◆ Replaced the supervisor system with the Audit Committee (2009~) ◆ Established the Nomination Committee to plan and review director and senior executive candidates (2019~)
Management level	◆ Established the Compensation Committee to evaluate and approve the remuneration for senior executives (2006~) ◆ Prohibits the employment of people who are related to the senior executives within the four degrees of consanguinity ◆ Sets operation goals and implements PDP performance evaluation
Internal control	◆ Systematized internal controls and self-evaluate operation procedures (2009~)

Audit Committee

Macronix's 13th Audit Committee is comprised of all the independent directors, two of whom are certified public accountants of the R.O.C. The term of office is from May 23, 2025 to May 22, 2028. The director of Tyzz-Jiun Duh serves as the convener. Besides executing items specified in the law, the Audit Committee is responsible for the proper representation of Macronix's financial statements, appointment (or dismissal), independence, and performance of certified public accountants, effective implementation of Macronix's internal control, Macronix's regulatory compliance, and the control of existing or potential Company risks. The Audit Committee of the Company met 7 times in 2025. The members of the Audit Committee, their concurrent positions and convening status are disclosed in the annual report, on Macronix's official website in 2025 (<http://www.macronix.com>), and the "Market Observation Post System" of Taiwan Stock Exchange.

Name	Education	Previous Experience
Tyzz-Jiun Duh	National Taiwan University Ph.D., Forestry	Director-General, Department of Commerce, MOEA Director-General, Department of Industrial Technology, MOEA Director-General, Industrial Development Bureau, MOEA Minister, Ministry of Economic Affairs Minister, National Development Council Vice Premier, Executive Yuan

Name	Education	Previous Experience
Chiang Kao	Oregon State University Ph.D., Forest Management	Professor, Department of Computer Science, Southwest Texas State University President, National Cheng Kung University
Chien-Kuo Yang	Tamkang University B.S., International Trade	Certified Public Accountant, Ernst & Young Independent Director, Spirox Corporation Independent Director, M31 Technology Corporation Supervisor, YoungTek Electronics Corp.
Huey-Jen Su	Sc.D. in Environmental Health Sciences School of Public Health, Harvard University	President, National Cheng Kung University Chair, Presidents' Forum of Southeast and South Asia and Taiwan Universities Chair, Foundation for International Cooperation in Higher Education of Taiwan Chair, Academia-Industry Consortium for Southern Taiwan Science Park Director, National Institutes of Applied Research
Hsuan-Lien Chu	Ph.D. in Accounting, National Taiwan University	Managing Director, Land Bank of Taiwan Co., Ltd. Visiting Scholar of Paul Merage School of Business, University of California, Irvine Department Vice President, Finance and Sustainable Development, National Taipei University Chair and Director, National Taipei University

Furthermore, according to the "Code of Business Conduct and Ethics" of Macronix, the president, vice president, and financial managers shall immediately report any conflict of interest or any concern of a potential conflict of interest to the Audit Committee. As for other employees, if they become aware of any conflicts of interest, they may also report them in writing to their supervisors or members of the management team at any time.

Nomination Committee

Macronix established the Nomination Committee on January 22, 2019. The current (13th) Nomination Committee consists of the Chairman and two independent directors, with Director Chiang Kao serving as the convener. The committee met 5 times in total in 2025. The composition, functions and operations of the relevant Nomination Committee are disclosed in page 42-43 of the Annual Report (English Version) as well as the Taiwan Stock Exchange's "Market Observation Post System". Regarding the nomination procedures, please refer to the "Nomination Committee Charter of Macronix International Co., Ltd." available on the Macronix official website (<http://www.macronix.com>), as well as the Taiwan Stock Exchange's "Market Observation Post System".

Compensation Committee

The Compensation Committee was first established on August 8, 2005 and was renamed to comply with the law on August 23, 2011. The Compensation Committee is comprised of three independent directors. The current (13th) term of office is from May 23, 2025 to May 22, 2028, and Director Chiang Kao serves as the convener. The committee met 4 times in total in 2025. The composition, functions, and operations of the Compensation Committee are disclosed on pages 40-41 of the Annual Report (English Version), on the Macronix official website (<http://www.macronix.com>), and on the "Market Observation Post System" of Taiwan Stock Exchange.

The Compensation Committee is responsible for formulating and reviewing the policies, systems, standards, and structure for the performance evaluation and compensation of directors and managers. The compensation of directors and managers is determined in accordance with the Articles of Incorporation, taking into consideration performance evaluation results (including sustainability indicators), industry practices both domestic and international, tenure of relevant members, actual participation, and level of contribution. The final distribution is resolved in accordance with applicable laws and regulations. For details of Macronix's compensation policies, please refer to page 24 of the Annual Report (English Version).

Macronix's highest individual annual compensation in 2025 was 10.9 times the median compensation of employee (Note). The highest individual annual compensation change rate was 2.8 times the median compensation change rate of employee (Note).

Note: Calculated based on employee compensation in service for a full year

4.1.2 Internal Audit

In order to strengthen internal audit mechanisms, Macronix established a dedicated internal audit unit, which is an independent department with a total of 5 full-time auditors directly reporting to the Board. The auditors are responsible for reporting audit operations to the Audit Committee and also attend board meetings for reporting.

Generally, internal audit operations are carried out according to the audit plan approved by the Board, and the unit periodically reviews the self-assessment operations as part of the internal control systems conducted by various divisions, including the quality of the internal control operations, and lastly report the compiled self-assessment results to the Board.

4.1.3 Ethical Corporate Management Rules

Macronix has always complied with laws and regulations and has also devised risk management mechanisms. In 2025, Macronix did not violate any antitrust laws or engage in unfair competition practices and was not involved in any related litigation.

We have always upheld our business philosophy of "honesty" and thus have formulated and published the "Ethical Corporate Management Best Practice Principles", "Code of Business Conduct and Ethics", and "Macronix Corporate Social Accountability Policy", all of which serve as behavioral regulations for our directors, various levels of management personnel, and employees. We also expect the directors, managers, and employees of our affiliates to jointly adhere to the principle of honesty in running their businesses.

Besides establishing multifunctional committees under the Board of Directors, Macronix has also established the Committee for the Ethical Corporate Management Promotion under management executives, in which the president serves as the chairman and level-1 supervisors of all departments are committee members. The committee aims to establish an ethical corporate management policy that will be submitted for discussion during Board meetings. The policy will be implemented in accordance with the law and its implementation status reported to the Board at least once a year.

Macronix upholds the philosophy of "honesty". Macronix has established and implemented corporate governance and risk management mechanisms based on the values of innovation, quality, efficiency, service, and teamwork, thereby creating a business environment for sustainable development. Concrete measures are as follows:

1. Comply with laws and regulations.
2. Pragmatically implement Company policies and the code of ethics.
3. Establish risk management mechanisms.
4. Establish a violation reporting system and protect reporters in accordance with the law.
5. Enhance on-the-job and ethics training.

Code of Business Conduct and Ethics

The Board of Directors approved the Code of Business Conduct and Ethics (the "Code") for directors, managers at all levels, and all employees. The purpose of the Code is to prevent the misconduct and to promote:

- (1) honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships;
- (2) full, fair, accurate, timely and understandable disclosure in reports and documents filed with, or submitted to, the Securities and Exchange Commission and in other public communications made by Macronix;
- (3) compliance with applicable governmental laws, rules, and regulations;
- (4) the prompt internal reporting to an appropriate person or persons identified below of violations of this Code; and
- (5) adherence to this Code.

To ensure that all Macronix employees understand the "Ethical Corporate Management Best Practice Principles" and this Code, all new employees must receive training and will be required to pass the test during their orientation. Furthermore, Macronix employees receive annual training of the "Ethical Corporate Management Best Practice Principles and the Code", so that the principles and the Code are consistently implemented. Violation of the Ethical Corporate Management Best Practice

Principles and the Code is included as an evaluation item in annual employee performance evaluations.

Macronix's anti-corruption policies state that "Company personnel should not abuse the opportunities that are discovered through the use of Company property, information or position for private gain, and not use Company property, information or position, or compete with Macronix, for personal benefit. Company personnel owe a duty to Macronix to advance its legitimate interests when the opportunity to do so arises." We have also developed ethical risk assessments for each department, which are carried out on a regular basis and cover all departments of Macronix. In 2025, no incidents of corruption were detected.

To implement ethical corporate management and ethical behavior, Macronix annually arranges courses for directors and online courses for employees and Macronix regularly organizes educational courses on trade secrets, domestic and international data privacy regulations, information security management, and prevention of insider trading for the purpose of raising awareness on corporate ethics and compliance. In 2025, Macronix achieved 100% completion rate of the educational and training courses related to the Ethical Corporate Management Best Practice Principles, with approximately 17,125 participants and 9,421 training hours in total. Suppliers are also invited to the courses annually to ensure that they understand the regulations of Macronix's ethical corporate management. In 2025, a total of 255 supplier participated and the number of training hours amounted to approximately 148 hours.

In order to strengthen internal and external communication channels, Macronix has set up a special telephone line to directly report to the Audit Office: 03-5786688 ext. 78119, and has established the notification and handling of violations of the Ethical Corporate Management. All cases are numbered, documented, investigated and handled one by one, and kept in accordance with the law. After the reported case is accepted, a project team will be formed depending on the nature and type of the case, or transferred to the relevant unit for investigation, and reported to the Board of Directors. In order to effectively carry out the investigation of reported cases, a real-name reporting system is implemented. Whistleblowers are required to provide their name, contact information, as well as the name of the person being reported and specific evidence of the alleged illegal activities. This information is essential for conducting proper verification and investigation.

4.1.4 Information and Communication Security Management

(I) Information security strategy, framework and effectiveness:

Macronix's information security strategy includes the establishment of information security policies, the formation of a dedicated information security organization, and the implementation of security management in accordance with a structured governance framework. The results of these initiatives are summarized as follows:

1. Information Security Policy

Information and communication security is an important issue for Macronix's operations. In order to protect Macronix's information assets from internal or external, intentional or accidental threats and damage, and reduce the probability of information security accidents and manage the risk caused by incidents to an acceptable level, Macronix has formulated information security policies and established relevant management systems, which are announced on Macronix's website. Macronix requires all employees and business partners to follow such policies and systems.

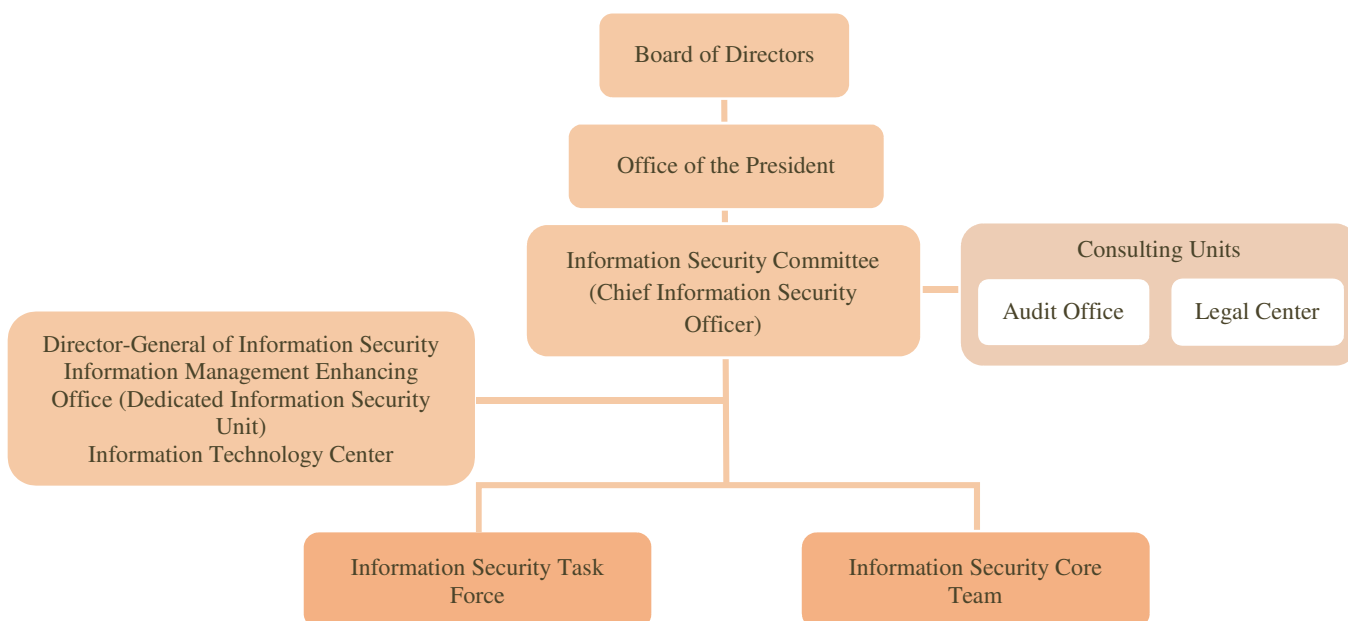
Through active actions to protect the confidentiality, integrity and availability of Macronix's information, we ensure the normal operation of Macronix's business and comply with the requirements of the competent authorities and relevant laws.

2. Information security organization and responsibilities

In order to implement the information security policy, Macronix has established the Chief Information Security Officer in accordance with the provisions of the "Regulations Governing Establishment of Internal Control Systems of Public Companies" to comprehensively strengthen information security governance and information protection, and set up the "Information Security Committee", with the Chief Information Security Officer as the chairman, and the top executives of each center and business unit as representatives. In addition, the "Information Security Core Team" and the "Information Security Task Force" perform related matters to ensure that the purpose of information security management can be achieved.

The Information Security Committee convenes a meeting on a regular basis every year. The topics scope is extensive and covers the review of information security policies, management and review improvement, annual budget, work plans and results report. The President reports the key outcomes to the Board of Directors every quarter.

▼Organizational Chart of Information and Communication Security Management



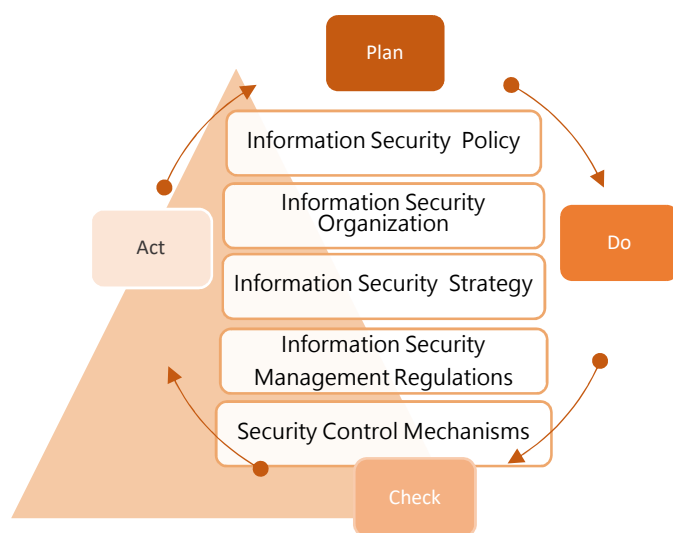
▼Information Security Organizations and Responsibilities

Organization	Responsibilities
Information Security Committee	1. Draft Macronix's information security policy 2. Review and implement various information security management systems 3. Formulate or review major work plans for information security
Information Security Core Team	1. Formulate the goals and implementation scope of information security management systems 2. Formulate information security management system and related regulations 3. Approve information security audit plan and track improvement status 4. Review related operations of the information security management 5. Oversee the management of ongoing operations 6. Review and implement the management methods of information security of each unit 7. Review the information security educational training implementation status 8. Execute various resolutions of the Information Security Committee 9. Promote and implement information security maintenance and management measures 10. Coordinate the information security operations performance of the information security task force
Information Security Task Force	1. Implement tasks related to information security maintenance and management 2. Act as the information security contact of all units, and assist in the promotion of security maintenance and management measures 3. Promotion and transmission of the related matters of information security 4. Carry out resolutions of the Information Security Task Force 5. Make suggestions about the improvement of the management measures and the information security implementation

3. Information Security Management Framework

Macronix's information security management framework includes information security policy, information security organization, information security strategy, information management regulations, and security control mechanisms. To achieve its information security objectives and ensure the confidentiality, integrity, and availability of information assets, Macronix has established information security management regulations and implemented control mechanisms such as a cybersecurity defense network and data protection framework. An intelligent security alert system is deployed to monitor and handle abnormal events. The Plan-Do-Check-Act (PDCA) cycle is adopted to regularly review and improve the framework's completeness, reduce the risk of cybersecurity incidents, and minimize their impact on business operations—safeguarding the information security of Macronix, its shareholders, employees, customers, and suppliers.

▼ Information Security Management Framework



4. Specific management practices for information security

To enhance employees' awareness of information security, Macronix conducts awareness programs to remind employees to comply with its information security management standards. Activities include social engineering drills, the publication of bilingual (Chinese and English) information security newsletters, and the organization of Information Security Task Force meetings. These meetings cover a range of topics, including intellectual property, trade secrets, confidential information, personal data protection requirements, as well as real-world examples of antivirus, anti-hacking, and anti-fraud measures—strengthening employees' understanding and practices of information security protection.

To ensure that business partners are also aware of Macronix's information security regulations, all suppliers and contractors must acknowledge and agree to comply with the relevant information security clauses outlined in the Code of Conducts before initiating cooperation. In addition, personnel are required to complete and pass an information security training course before entering Macronix.

To protect against the different types of information security threats and protect Macronix's information assets, Macronix continues to strengthen its information security defense and data protection networks. Access control mechanisms are implemented for the use of computers, IT equipment, and network resources. Macronix also uses the data loss prevention (DLP) system, data encryption, storage media control, peripheral device control, file management and other tools, as well as restrictions on remote access to protect sensitive data from leakage.

Also in order to prevent and reduce the damage caused by hacker attacks, Macronix has established relevant protection mechanisms and systems, including firewalls and intrusion prevention systems. It is mandatory for the factory equipment to be scanned for virus to prevent malware from entering Macronix's network to block malware from infiltrating Macronix's systems. Network partition control is implemented to prevent the spread of computer viruses across regions. Furthermore, the endpoint devices are protected through anti-virus and anti-hacking measures. Real-time monitoring and anomaly response are carried out via the integrated network security operations center (SOC) and an intelligent information security alert system. Macronix also invites the business units to participate in the security incident response and disaster recovery drill to ensure organizational resilience.

To strengthen the information security protection level of the supply chain and reduce related risks, thereby preventing potential operational impacts from information security incidents involving suppliers, Macronix conducts annual supplier information security audits through its core information security team and follows up on corrective actions for identified deficiencies.

To supervise the strength of the information security system, Macronix adopts a third-party information security assessment tool, Security Scorecard and the information security risk rating service provided by SEMI (Semiconductor Equipment and Materials International), to monitor weaknesses. Regular vulnerability scans are conducted on critical information systems, and ethical hackers (white-hat hackers) are commissioned to perform red team exercises and penetration tests. External experts are engaged on a regular basis to perform information security assessments. To ensure the effective operation of information security management measures, Macronix uses an intelligent information security alert system to monitor and address reported incidents on a daily basis. The Information Security Core Team conducts monthly reviews of the implementation results of relevant operations.

5. Achievements of information security measures promotion and implementation

In 2025, Macronix implemented a range of information security enhancement measures. In addition to obtaining ISO 27001:2022 certification for its information security management system, according to the scoring results of the third-party security assessment tool, Security Scorecard and Panorays, Macronix's annual performance scores over 96 points, which is higher than the global manufacturing average. An information security insurance consultant evaluated Macronix's information security maturity based on 106 standards across the six core functions of the National Institute of Standards and Technology Cyber Security Framework (NIST CSF). In the Govern (GV), Identify (ID), Protect (PR), Detect (DE), and Recover (RC) functions, Macronix has shown significant improvement compared with last year.

In 2025, no incidents about employees, customers, or suppliers' privacy information leakage were reported

▼ Achievements of information security measures promotion and implementation of 2025

Management Structure	Specific Management Practices	Results
Information Security Management Regulations	Compliance with Information security regulations	■ ISO/IEC 27001:2022 recertification passed (with zero nonconformities) in December 2025
	Implementation of information security management system	■ Achieved 100% participation of global employees in phishing email social engineering drills for 32,494 participants. ■ Issued information security e-newsletters in Chinese and English, to promote the latest information security knowledge and Company regulations (A total of 24 issues released) ■ 100% of global employees have completed the information security awareness and regulations training course, with a total of 10,162 participants
Security Control Mechanisms	Strengthen the information security defense network	■ Host security configuration monitoring integrated into the digital security framework, with an intelligent information security reporting system covering 20 monitoring items. ■ Integrated NAC network management system and intelligent information security reporting system to immediately report and block any unregistered connecting devices upon detection (more than 13,000 devices monitored).Established an automated SIEM blocking and report mechanism (a total of 320 cases proactively blocked and blacklisted). ■ Automated recovery systems implemented for critical business operations to ensure efficient recovery and fulfill requirements for operation resilience (more than 900 systems).
	Strengthening data protection network	■ Strengthened the monitoring of information and communication records with a system that automatically notifies responsible supervisors for audits based on the severity of the user's violation (mild, moderate, or severe) (more than 2,500 cases audited). ■ Regularly audited sensitive application systems, IT services, and high-privilege accounts (more than 36,000 accounts). ■ Dedicated a special zone for generative AI usage, restricting employees to only access generative AI in that zone. File transfers require employees to apply in advance. The system greenlights the transfer once the applicants gain their supervisors' permission, thereby protecting Macronix's confidential information. ■ File content scanning included for supplier data transmission in addition to account authorization and data encryption for strengthening data protection.

	Strengthening of supply chain information security management	■ Required key suppliers in the supply chain to establish information security systems and implement sensitive data protection; any information security incidents must be reported within 24 hours (100 suppliers). ■ Conducted information security questionnaires to score major suppliers' information security capabilities (70 suppliers surveyed) and ranked them according to their scores as a procurement reference for internal personnel. ■ Conducted on-site audits on suppliers with low information security scores and tracked their corrective actions for deficiencies (2 suppliers audited).
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6. Resources invested in information security management

In order to meet the needs of information security management, Macronix has invested relevant resources in the establishment and maintenance of defensive measures and hedging mechanisms, including more than 100 information security-related personnel, the amount of information security accounts for over 10% of the information-related budget and. Information asset monitoring coverage 100% (Both IT/OT assets are included in Macronix's cybersecurity defense-in-depth protection and monitoring scope).

(II) Major information security incidents:

In order to strengthen information security risk management, Macronix has established information security incident notification and handling procedures to ensure immediate reporting and handling of information security incidents when they occur. In the last three years and up to the date of publication of this report, there have been no major information security incidents.

4.1.5 Compliance with Regulatory Requirements

Macronix has always complied with laws and regulations. In 2025, Macronix was not involved in any litigation related to employee health or violation of safety regulations. We also did not receive any severe fines or punishment for violations pertaining to environmental laws and/or regulations, nor did we receive any severe fines or punishment for violations pertaining to social and economic laws and/or regulations. "Severe" means "cumulative fines for a single incident reaching NT\$1 million or above" according to Article 4, Paragraph 1, Subparagraph 26 of the Taiwan Stock Exchange Corporation Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities.

Macronix has also set up a regulatory compliance unit that offers consultation services, supervises and implements regulatory compliance, and integrates the philosophy of honesty in its business management by obeying rules and applying knowledge into practice. Again and again, we emphasize the importance of self-discipline and top-down compliance with laws and regulations (including the Securities and Exchange Act, Company Act, Labor Standards Act, Anti-Corruption Act, Fair Trade Act, Money Laundering Control Act, Act of Gender Equality in Employment, Personal Information Protection Act, regulations for import/export management, and environmental protection, etc.) We also frequently promotes relevant regulations and policies.

4.1.6 Personal Data Protection

Macronix recognizes the importance of personal data protection. To demonstrate its commitment and compliance with relevant regulations, Macronix has established a Personal Data Protection Policy and the "Macronix Personal Data Protection Management Guidelines" as the highest guiding principles for protecting personal data. A dedicated "Personal Data Protection Task Force" has been formed to implement and manage personal data protection efforts. The Macronix Personal Data Protection Policy is outlined as follows:

1. For the purposes of executing operational and management-related activities, personal data is collected, processed, and used in a reasonable manner, based on the principle of necessity and within the scope required for business operations.
2. Respond to data subjects' requests regarding their personal data in accordance with applicable laws and regulations.
3. Take appropriate security measures to prevent personal data from being stolen, lost, leaked, or tampered with.
4. Establish and publish management regulations for personal data protection to ensure effective implementation and operation.
5. Set up a personal data security audit system to inspect and improve protection practices.
6. All employees of Macronix are required to comply with this policy.

To ensure the protection of personal data collected, processed, used, and retained by Macronix, all employees, customers, suppliers and their members are required to comply with the "Personal Data Protection Act" and Macronix's internal "Personal Data Protection Management Regulations". Macronix has also established relevant security control mechanisms to prevent data leakage or theft. In 2025, no privacy infringement complaints has been received so far.

To enhance employees' awareness of personal data protection, Macronix regularly holds training courses. In 2025, a total of 3,386 participants completed the "Personal Data Protection Awareness Training," accumulating 875.28 hours of learning, with both the course completion rate and test pass rate reaching 100%.

4.2 Risk Management



Management Approach	Impact	- Actual impact: Compliance with corporate governance evaluation indicators is required to supervise the implementation and operation of risk management, protect company assets, ensure the health and safety of employees, and balance the rights and interests of stakeholders, with the aim of achieving sustainable corporate operations and development. - Potential impact: Identifying potential future challenges and responding appropriately to ensure sound and stable business operations.
	Short-term development direction	In accordance with the risk management policies and procedures approved by the Board of Directors, risk identification is conducted based on short-term objectives and matters related to each unit's business responsibilities.
	Mid- to long-term development direction	In accordance with the risk management policies and procedures approved by the Board of Directors, risk identification is conducted based on mid- to long-term objectives and matters related to each unit's business responsibilities.
	Management methods (including measures)	- Risk management policies and procedures - Risk governance and management organizational structure - Summary of risk management operations and implementation reported to the Board of Directors and the date of submission
	Process for tracking the effectiveness of actions	External: Constantly monitor the development of domestic and international corporate risk management mechanisms and use this information to review and improve Macronix's established risk management policies or procedures. Internal: Annually report the execution of risk management to the Audit Committee and the Board of Directors to ensure proper oversight and continuous improvement.
	2025 Implementation results	Since the Board of Directors legally approved Macronix's "Risk Management Principles", Macronix has annually reported the execution of risk management to the Audit Committee and the Board of Directors, with reports submitted on December 19, 2023, October 29, 2024, and October 29, 2025, respectively.
	2026 goals	Continuously monitor risks and report the risks and corresponding countermeasures to the Audit Committee and the Board of Directors
	Future goals (Short-, Mid-, and Long-Term)	Short-term: Continuously monitor risks Mid to long-term: Continuously improve risk management and related operational processes

I. Risk Management Organization and Structure

- The Board of Directors has approved Macronix's risk management policies, organizational structure, risk governance activities, and related disclosures. The Audit Committee supervises the execution of Macronix's risk management and presents necessary disclosures and improvement recommendations to the Board of Directors.
- Each department of Macronix should incorporate risk management into their business and daily operations to implement the risk management policies and practices approved by the Board of Directors. The management team is required to regularly report at least once a year to the Audit Committee and the Board of Directors on the execution results and

performance.

II. Risk Management Policy

1. In order to ensure sound operations and sustainable development, the Board of Directors of Macronix approved the "Risk Management Principles" on October 24, 2023, as the highest guiding principle for Macronix's risk management.
2. To effectively control risks, Macronix should identify, analyze, assess, monitor, record, and manage risks in the following areas: "Strategic Risks," "Operational Risks," "Financial Risks," "Compliance Risks," "Cybersecurity Risks," "Climate Risks," and "Geopolitical Risks," and disclose them in accordance with legal requirements.

III. Risk Management Procedures

1. Risk identification

Each center of Macronix should conduct risk identification on matters related to the short-, medium-, and long-term objectives and business execution, and consider internal and external risk factors, stakeholders' concerns, etc. in accordance with the risk management policies and procedures approved by the Board of Directors. Each center should also adopt "bottom-up" and "top-down" approach of analyses and discussions, integrating strategic and operational risks, to comprehensively identify potential risk incidents that could result in failure to achieve corporate objectives, causing damages of, or negative impacts on Macronix.

2. Risk analysis

Macronix will assess the nature and characteristics of identified risk events, analyzing their probability of occurrence and potential impact. Relevant departments should also refer to existing control measures, related cases, and experiences to analyze the probability and impact of the identified risks.

3. Risk assessment

Macronix will establish appropriate quantitative or qualitative measurement standards based on the characteristics of the risks, which will serve as the basis for risk analysis. This includes: expressing the probability and impact of risk events through descriptive text, as well as using specific numerical indicators (e.g., days, percentages, amounts, number of people, etc.) to quantify the probability and impact of risk events.

4. Risk monitoring

Macronix's Office of the President is responsible for continuously monitoring risks and reporting the risks and corresponding mitigation measures to the Audit Committee and the Board of Directors.

5. Risk recording

Macronix's Office of the President is responsible for recording and properly archiving the process and results of risk management execution for future reference.

6. Risk disclosure

Macronix's website shall disclose relevant matters in accordance with legal regulations and Macronix's Risk Management Principles.

IV. Risk Management Operations and Reporting

Since the Board of Directors approved Macronix's "Risk Management Principles," we have annually reported the implementation of risk management to the Audit Committee and the Board of Directors on December 19, 2023, October 29, 2024, and October 29, 2025, respectively. A summary of the relevant content is as follows.

To implement the risk management mechanism, each department, within its area of responsibility, carries out risk identification, risk analysis, risk assessment, risk monitoring, and risk recording, in accordance with the risk management policies and procedures approved by the Board of Directors. Each department also ensure legal compliance and disclosure of these processes. In addition, Macronix has organized courses such as "Business Secrets Overview," "Information Security Awareness," "Information Security Regulations," "Sustainable Development and Corporate Social Responsibility/Green Products," with a total of 6,305 hours of training in 2025, attended by 13,706 participants.

Macronix's Office of the President continuously monitors risks and conducts quarterly reviews of risk management, operations, and execution. Additionally, an annual report detailing the results of the risk assessment is submitted to the Audit Committee and the Board of Directors. This report encompasses the various risks encountered throughout the year; for instance, the risks reported to the Board of Directors for the 2025 include "strategic risk," "operational risk," "financial risk," "compliance risk," "information security risk," "climate risk," and "geopolitical risk." The report also outlines the implementation status and preventive measures for each identified risk.

Please refer to the "Risk Management Section" on Macronix's website (<http://www.macronix.com>) for Macronix's risk management policies and management information.

Macronix is the world's leading manufacturer of NVM. We manage risks through proactive, preventive management procedures that were established with regard to information security, intellectual property, standards of behavior, ethics, operations management, damage prevention, supplier management, environmental protection, safety and health, employee benefits, and health maintenance, etc. Macronix's risk management operations team comprises cross functional department's risks into Macronix's business and daily management. The President leads the Risk Management Implementation Committee, which oversees the implementation of Macronix's risk management and reports the results of annual risk assessments to the Audit Committee and the Board of Directors. In order to protect Macronix's assets, employees, and care for the rights and interests of stakeholders, we hope to achieve sustainable development. Furthermore, in response to internal and external environmental change, Macronix has also conducted relevant simulation exercises and undergone risk analysis. The summary of risk items, management policies, or strategies related to material environmental, social, and corporate governance issues arising from emerging risks (including the use of critical materials and U.S. tariff measures) is as follows:

Material Issues	Risk Assessment Item	Risk Management Policy, or Strategy
Environment	Environmental protection	Introduced and passed the ISO 14001 Environmental Management System Certification. We ensure that our environmental management systems fully comply with the Plan-Do-Check-Act (PDCA) operations of the ISO system to maintain a healthy and safe environment, and continuously make improvements to reach our goal.
Environment	Climate change management	1. Macronix is dedicated to reducing energy use and consumption every year. We follow the instructions provided by the Bureau of Energy, Ministry of Economic Affairs each year to report our energy conservation audit system for energy users. 2. In response to the trend of greenhouse gas control and reduction in the supply chain due to global warming, we planned for greenhouse gas checks, control, and reduction, and described the process of compiling ISO14064-1 GHG inventory in the report.
Society	Epidemic disease	1. Convened the epidemic prevention meetings to formulate anti-epidemic policies and various management measures, and to establish a standard operating procedure, a reporting mechanism, and countermeasures. 2. Assigned dedicated staff to track and pay attention to the epidemic prevention and management measures. Daily pop-ups on computers remind employees about health and safety anti-epidemic measures, and rolling reviews are conducted for the results inspection.
Society	Occupational health and safety	In accordance with the Occupational Safety and Health Act and the operational requirements of the ISO 45001 for occupational health and safety management systems, trained and qualified personnel conduct risk assessments to identify hazards and risks associated with both routine and non-routine work activities involving employees, visitors, and contractors. A risk grading management is implemented, along with the establishment of improvement processes and the adoption of preventive control measures.
Governance	Centralized procurement	1. Establish emergency procurement procedures 2. Prepare a safety stock 3. Audit suppliers' capability to plan regarding business continuity 4. Continue to develop alternative suppliers 5. Sign supply contracts with major suppliers
Governance	Information system services	1. Block malicious attacks with a firewall 2. Use a mail and website filtering system to intercept malware 3. Regularly update computer software and deploy endpoint protection software 4. Regularly back up important data 5. Cyber-attack simulation drills 6. Install uninterruptible power supply (UPS) 7. Remote backup 8. Simulate information system disruptions

Governance	Geopolitics	1. Offsite backup shipping 2. Provide overseas warehouse services
Governance	Water and Power supply interruption	1. Establish a water tanker transport plan 2. Develop an operational maintenance plan for water supply interruptions 3. Simulate water source disruptions caused by drought conditions 4. Dual-circuit power supply design with Taiwan Power Company 5. Install emergency power generators and uninterruptible power systems (UPS) 6. Simulate emergency power outages
Governance	Earthquake	1. Seismic resistant design of buildings and machines 2. Human resource service orders with major suppliers 3. Earthquake emergency response drill
Governance	Fire or chemical spill	Continue to observe, review and respond from time to time.
Governance	Green materials management	1. Comply with EU RoHS regulations on banned/restricted substances (2011/65/EU) 2. Adhere to the European Chemicals Agency REACH requirements for Substances of Very High Concern 3. Comply with international standards (IEC 61249-2-21, JPCA-ES01 2003, IPC 4101) for halogen-free products 4. Prohibit the use and procurement of conflict minerals and trace the sources of gold (Au), tantalum (Ta), tin (Sn), tungsten (W), and other minerals extracted through inhumane practices in products to ensure they come from certified smelters and non-conflict regions. In addition, continuously require suppliers to meet this standard to comply with customer requirements.
Governance	Quality management	Based on the ISO 9001 system and strict quality standards, with certification obtained for ISO/TS 16949. Most of the partnering packaging and testing outsourcing factories are certified under the ISO 9001 system.
Governance	Information security	1. Establish a dedicated information management unit and related management procedures to protect the safety of computer systems, prevent the risk of data leakage, and provide the basis for compliance by employees and responsible units. 2. Interface with the security requirements of international customers and subcontractors in order to maintain information security.
Governance	Laws and Code of Ethics, etc.	1. Compliance checking 2. Incident notification mechanism 3. Procurement and Subcontracting Process Audit 4. Subcontractor audit 5. Professional issues on-the-job training and assessment
Corporate Governance	Ethical corporate Management (prevention of improper benefits)	1. Comply with laws and regulations 2. Macronix established the "Ethical Corporate Management Best Practice Principles", "Code of Business Conduct and Ethics", and "Macronix Corporate Social Accountability Policy". Pragmatically implement Company policies and

	and protection of whistleblower's identity, etc.	the code of ethics 3. Effectively implement relevant regulations through internal and external mechanisms. 4. Establish risk management mechanisms 5. Establish a violation reporting system and protect reporters in accordance with the law. 6. Enhance on-the-job and ethics training
Governance	Sexual harassment, stalking, personal data protection and legal compliance	Establish relevant grievance mechanisms, investigation procedures, and awareness campaigns to ensure compliance with and implementation of laws and regulations.
Governance	Use of critical materials	Continuous monitoring, with periodic reviews and responsive actions.
Governance	U.S. Tariff measures	Ongoing implementation or immediate improvement as required.

4.3 Research and Development Management



4.3.1 Importance of Innovation

Successful Developed Technologies or Products

In recent years, Macronix has successfully implemented product and technology innovations and maintained its superior product competitiveness.

(1) Technology innovation

- ◆ Adopt big data and artificial intelligence (AI) to establish an exclusive system platform for improving the performance and quality control of semiconductor mass production. Become the world's first semiconductor company to elevate the product defect rate measurement from per million (ppm) to per billion (ppb).
- ◆ Use various AI technologies to establish an exclusive production process R&D platform to improve resource efficiency and shorten development time.
- ◆ Build proprietary design and mass production process technology of 3D NAND flash.
- ◆ Macronix's mature proprietary 0.11 μm embedded non-volatile memory and 0.18 μm BCD (Bipolar-CMOS-DMOS) technologies are integrated to provide foundry services in MCU and analog IC related markets.

(2) Product innovation

- ◆ For automotive electronics and Internet of Things applications, Macronix has proposed an innovatively protected and encrypted ArmorFlash product series, and won the "Best Memory IC of the Year" at the "EE Awards 2021 (Asia Award)."
- ◆ In response to the design and development trend of lower power consumption and energy-saving efficiency, Macronix launched the 1.2V SPI NOR flash product series, which saves more than 50% power than the 1.8V product series, and won the "Best Memory IC of the Year" at the "EE Awards 2022 (Asia Award)".
- ◆ To the demand for high performance, Macronix proposed the OctaFlash product series, which doubled the maximum speed of SPI NOR flash in the industry and won the "Best Memory IC of the Year" at the "EE Awards 2023 (Asia Award)."
- ◆ In response to the need for upgrading encryption protection in existing systems, Macronix introduced the ArmorBoot product series to meet various protection strength requirements. The series was recognized as the "Best Memory Solution of the Year" award at the "EE Awards 2024 (Asia Award)."
- ◆ Continued to lead the global NVM market with Macronix's strong capabilities in high-performance NOR, NAND, ROM, and eMMC technologies, receiving the 5th Anniversary Honorary Achievement Award at EE Awards Asia 2025.
- ◆ Macronix developed and mass-produced proprietary 3D NAND Flash, making us one of the few suppliers of both NOR Flash and 3D NAND Flash in the world.

Plans for New Products Development

- ◆ 3D NAND Flash: The third- and fourth-generation plan.
- ◆ eMMC controller chip plan of 3D NAND Flash.
- ◆ NOR Flash: 42nm product series plan.
- ◆ NOR Flash: High-speed enhancement plan for protection and encrypted storage chips.
- ◆ 3D NOR Flash: The industry's highest NOR Flash storage capacity single-chip plan.

4.3.2 Intellectual Property Management

(1)Philosophy

Guided by a spirit of innovation and independent R&D, Macronix has long been engaged in technological advancement and industry development. Macronix takes intellectual property (“IP”) as one of its core business engines with an aim to enhance international competitiveness, and to resist encroachment by global competitors to maintain and further consolidate its leadership in memory industry, and foster a sustainable technology ecosystem founded on the "Innovation Protection, Value Realization, and Knowledge Circulation".

(2)Strategy

As global competition has evolved into an era characterized by strategic competition centered on intellectual property rights and legal enforcement, Macronix being a leading provider of comprehensive global solutions, has long transcended the traditional notion that intellectual property is merely a legal specialty. Instead, Macronix has proactively planned, deployed, generated, and accumulated high-quality and high-value IP assets, while establishing a comprehensive legal strategy networks for global enforcement mechanisms. These efforts serve as both a shield to protect innovation and a spear to expand market frontiers, thereby safeguarding the Macronix’s assets, products, and services, while supporting sustainable corporate growth and long-term operations. In short, Macronix's approach to IP management has evolved beyond mere “layout”, "ownership", and "protection", advancing further toward active "utilization", "defense", and "value activation" transforming intangible assets into tangible returns.

(3)Incentives

To encourage employees actively engaging in innovation, invention and technological development, Macronix has established IP management and incentive programs to integrate, manage, and implement the creation, maintenance and utilization of IP.

(4)Protection

Macronix has adopted a comprehensive and multi-layered protection framework for its core technologies, including but not limited to patents, trademarks, trade secrets, and copyrights. Patent and trademark application and approval data for Macronix as of the end of 2025 is as follows:

Patents: Macronix obtained 3,627 patents in the U.S., 3,535 patents in the R.O.C., 2,345 patents in China, and 404 patents elsewhere, with more over than 1,100 patent applications currently pending worldwide.

Trademarks: Macronix has accumulated 356 approved trademarks worldwide, including 34 in the U.S., 77 in the R.O.C., 70 in China, and 175 in other countries. We will continue driving the Portfolio strategy of product trademarks around the globe in accordance with our policies and goals in order to protect the brand, the rights, and the interests of Macronix, thereby ensuring our market competitiveness and long-term growth.

(5)Enforcement and Defense

Macronix has collaborated with leading domestic and international law firms and professional experts, and successfully countered threats from global corporations and non-practicing entities, whether through negotiations, consultations, litigation, and/or arbitration. Macronix has also proactively taken offensive actions, achieving decisive victories against major U.S. as well as Japanese corporations in litigation across boarder, and has won substantial remedies (refer to Macronix's announcement of the respective year at MPOS).

(6)Reporting

Matters relating to IP management are regularly reported to the Macronix's Board of Directors ("BOD"). Taking fiscal year 2025 as an example, IP management was reported on a quarterly basis at BOD meetings on February 13, April 29, July 30, and October 29.

4.4 Supply Chain Management



As a leading semiconductor provider in the world, Macronix works with a variety of supply chain partners in the industry, including about 1,188 manufacturers, agents, and contractors from 7 aspects: raw materials, parts, photomasks, equipment, plant facilities, information and automated products, and semiconductor assembly and testing. To generate mutually beneficial outcomes, we select suppliers by placing equal importance on local suppliers and global supply chain partners to ensure our service quality, strengthen supplier cooperation, shorten the process of product development, enhance supply chain flexibility, and reduce unnecessary costs and carbon emissions during transportation. As of 2025, we have around 729 suppliers of raw materials and components, in which the amount of procurement in Taiwan accounted for 44% of our overall procurement amount (2024: 37%; 2023: 38%).

To manage the quality of raw material suppliers, Macronix aims to provide control and guidance in the following three aspects:

- (1) Supplier management system certifications: We require our suppliers to obtain international certifications such as ISO 9001, ISO 14001, and ISO 45001 with respect to their quality, environmental, safety, and health management systems to ensure that they protect the environment and improve their safety and health practices.
- (2) Supplier audit and counseling: We formulate annual audit plans every year to conduct on-site audits. When deficiencies are discovered, we immediately request that our suppliers submit improvement plans, wherein goals and deadlines are explicitly specified to meet our expectations.
- (3) Supplier performance evaluation: We conduct supplier performance evaluation on three dimensions: product quality, capability to comply with customers' requests and risk management, and product delivery date. For suppliers with good performance, order quantity will be increased, and the suppliers will be rewarded at the supplier meeting. For suppliers which do not meet the standards, the Raw Material Management Committee will carry out project improvements, counseling, auditing, as well as other measures. In 2025, all Macronix suppliers have undergone strict evaluation. In the annual final results, all suppliers have reached the standards of qualification, and there was as much as 94.5% raw material A-grade suppliers.

In implementing sustainability, we also take into account the participation of the overall supply chain, hoping to help our suppliers establish and raise their awareness and capabilities in Social and Environmental Responsibility (SER) by enhancing SER controls and training for our supply chain partners as well as performing audits.

Besides, Macronix remains insist on the principles of creating value with its partners and adhering to high standards of business ethics to protect its employees and partners' rights and dignity. Macronix also has strict and vigorous health and safety standards to minimize any negative influences on the environment, safety, health, and our partners. In order to fulfill these promises, Macronix work closely with its employees, suppliers, and suppliers' employees to ensure that all ESG values are put into practice throughout the entire organization, thereby making ESG a part of Macronix's corporate value.

Macronix is determined to become the leading supplier in the semiconductor industry, and provide the customer innovative application-oriented solutions and non-volatile memory products

with the superior technology, highest quality and reliable service. Being the world-leading supplier of non-volatile memory, Macronix provides such products as NOR, NAND Flash, eMMC and ROM for a wide range of applications including computing, communications, consumer electronics, automotive and industrial applications. Over the past year, NOR Flash sales have accounted for more than a half of the revenue, with communications, computing and consumer applications being the main sources, and the proportion of automotive and industrial applications has also rapidly grown.

After thirty years of hard work, Macronix has successfully established mutually beneficial long-term strategic partner relationships with the world major manufacturers in the U.S., Japan, Europe, Asia and other places. Such long-term and successful relationships with strong partners have strengthened Macronix's world leading position in the field of NOR Flash and ROM.

4.4.1 Growing Together with Suppliers

Macronix uses corporate sustainability as an indicator for evaluating and selecting suppliers. We have further intensified corporate sustainability throughout the supply chain to confirm that supply chain partners are in compliance with applicable laws and ethical standards through signing Code of Conducts. In addition, Macronix also attaches great importance to labor occupational safety and health. We look forward to implementing ESG-related work and growing together.

Macronix was one of the first companies in the Hsinchu Science Park to complete greenhouse gas emissions verification, and among the first semiconductor providers to receive AEO certification from the Directorate General of Customs Administration under the Ministry of Finance. We also actively pushed upstream and downstream supply chain partners to comply with the "Responsible Business Alliance® Code of Conduct" and instituted "Supplier Green Product and SER Audit" mechanisms. By conducting annual audits on our supply chain partners, we take action to implement supplier environmental and social assessments and expand our ESG to the level of the supply chain safety.



▲ 2025 Supplier Conference promotes Macronix's sustainable development policy, corporate social responsibility policy, and matters that suppliers should cooperate with.

4.5 Product Quality Management

Management Approach	Impacts	1. Actual impact: Macronix's products are widely applied in automotive, medical, and consumer electronics. The quality of Macronix's products affects automotive safety and the quality of customers' end products, which in turn impacts business relations between customers and Macronix 2. Potential impact: Product quality is a critical factor for competitiveness and success as a leading manufacturer of non-volatile memory. It directly influences customers' trust in Macronix
	Short-term development direction	Further optimize existing defect detection technologies through learning from past experiences, aiming to achieve continuous improvement in product quality.
	Medium and long-term development direction	Continuous improvement in the quality management system to provide the best products that meet the needs of customers in various applications.
	Management methods (Including measures)	1. The quality improvement team executes defect improvement projects to reduce the risk of quality anomalies and enhance customer satisfaction. 2. Macronix promotes the CIP (Continual Improvement Program); and participates in national competitions to achieve the purpose of cross-industry learning. 3. Macronix engineers need to participate in quality and CIP education and training to enhance problem-solving skills. 4. Conduct annual customer satisfaction surveys to ensure that Macronix meets customer demands
	Tracking the effectiveness of actions	External: Senior management review customer satisfaction survey results and improvements to areas of customer dissatisfaction to ensure Macronix meets customer needs Internal: 1. Quality management improvement meetings are held to track the status of quality improvements 2. The CIP platform records the activities of each team, and engineers are required to undergo problem-solving and improvement training to ensure they possess the necessary skills and apply them in CIP activities
	2025 Implementation Results	1. 100% CIP participation rate for necessary personnel 2. 100% completion rate of the educational and training courses
	Targets in 2026	1. 100% CIP participation rate for necessary personnel 2. 100% completion rate of the educational and training courses
	Future Targets (Short, Medium, and Long-Term)	Short-term: No incidents where product quality causes significant impact on customers (such as safety events or production shutdowns)

We strongly believe that the premium quality is Macronix's essential principle and responsibility, and has always perused the quality promotion and improvement. Macronix also keeps promoting CIP (Continual Improvement Program) projects to require the suppliers to support QCC (Quality Control Circle) improvement and actively participate in national competitions to achieve the purpose of cross-industry learning. In addition, Macronix internally formed various improvement teams, and as of the end of 2025 there have been 115 such teams.

Moreover, Macronix attaches great importance to the demands and opinions of customers. In order to understand customers' perceptions of Macronix, Macronix conducts customer satisfaction surveys every year. The scope of the survey includes but is not limited to the aspects such as "product quality", "technical capabilities", "product delivery", "application and sales services" and "green environmental protection". Through recycling analysis, in 2025 the survey result showed that the satisfaction rate of customers around the world reached more than 97%.

Regarding the quality certifications, Macronix has been certified with ISO 9001 and IATF 16949. And in terms of the environmental management, including noise, pollution and chemical handling, Macronix has been certified with ISO 14001. In addition, it requires packaging and testing suppliers to obtain the aforementioned certificates.

To address potential memory failures that could affect the performance of end products and, in turn, indirectly pose safety risks to end consumers, Macronix is committed to improving product quality and reliability. In recent years, Macronix has manufactured products that comply with automotive functional safety standards for customers in need. Macronix logo, a production lot number and date are embedded in the Non-volatile memory products manufactured by us. This production lot number can be traced back to the specific production equipment used in the plant as well as the raw material lot numbers. In 2025, there were no incidents where product quality caused significant impact on customers (such as safety events or production shutdowns).

4.6 Sharing Beneficial Outcomes with Customers

Macronix is a Global Leader in Non-Volatile Memory, Creating Value and Sharing Success with Customers

As a leading supplier of non-volatile memory in the world, Macronix is committed to providing high-quality NOR, NAND Flash memory, eMMC and ROM products for a wide range of applications, including computing, communication, consumer electronics, automotive and industrial sectors uses. We firmly believe that quality and service are the core elements in supporting our customers and creating win-win outcomes together with customers.

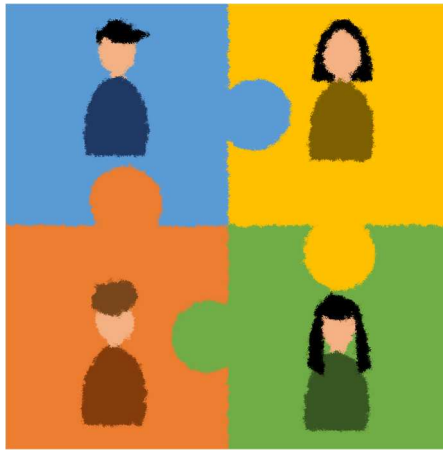
Quality is the Lifeline

At Macronix, we have always regarded our products as the lifeline of Macronix. From material selection to the production process control, every detail is strictly monitored and tested to ensure product stability and reliability. Our goal is to provide every customer with peace of mind when using Macronix products and to earn their trust in our commitment to quality.

Service is Key

Excellent service is a vital cornerstone to establish long-term cooperative relationships between Macronix and its customers. Macronix solves customer problems and meets customer needs through open communication channels and quick response mechanism. While helping customers enhance

their market competitiveness, Macronix continue to strengthen mutually beneficial partnerships to achieve win-win outcomes.



Information Security and Trust

In the digital age, the security and confidentiality of customer information are the foundation of trust. Macronix is committed to strictly protecting customers' documents, data, and business-related information. Our internal systems adopt high-standard control measures to ensure that every customer can work with us with complete peace of mind. To us, safeguarding customer information is not only a legal and ethical obligation—it is a promise and responsibility we uphold with utmost dedication.

Global Strategic Partnerships

As the result of more than three decades of dedication, Macronix has established long-term, mutually beneficial strategic partnerships with world-class companies in the U.S., Japan, Europe, and Asia, becoming the world class leading manufacturer in the fields of NOR flash memory and ROM products.

Looking ahead, Macronix will continue to build its intellectual assets, embrace innovation, and deliver even more outstanding products and services. Together with our customers, we strive to create value and realize a shared vision of mutual success.

Honesty is Macronix's business philosophy. Customer satisfaction surveys are conducted to determine if Macronix's values of "innovation, quality, efficiency, and service" are implemented, and to achieve the win-win scenarios for Macronix and customers. Annual customer satisfaction surveys are conducted by Macronix's headquarters in Taiwan. Questionnaire survey results are summarized and analyzed for the management team to truly understand the degree of customer satisfaction. To further understand customers' needs and their degree of satisfaction, we have instituted satisfaction evaluation mechanisms for the 7 areas of greater concern: sales services, order shipments, product quality, product technology, customer application services, green product regulation, and overall performance. Surveys are conducted through questionnaires or telephone interviews; the results serve as an important basis for Macronix to review our service quality and improve our operation flow, which will subsequently allow us to optimize our services and thus enhance our relationships with customers. The 2025 customer satisfaction survey has a response rate of 88%. According to the results, customers gave positive and satisfied ratings on all of our 7 indicators (the maximum score is 5; 4 or above means "Satisfied").

5. Economic Dimension

5.1 Financial Performance

Management Approach	Impacts	- Actual impact: Market demand has leveled off, prompting capacity adjustments in response - Potential impact: Continued monitoring of U.S.-China trade tensions and the effects of climate change
	Short-term development direction	Evaluate the market situation and immediately make adjustments
	Medium and long-term development direction	Increase operating profits, create Company value, and ensure sustainable management.
	Management method (Including measures)	Set clear goals, review production, management, sales, and R&D expenses, periodically convene meetings for review, and continuously make improvements.
	Tracking the effectiveness of the actions	External: Regularly hold investor conferences to present Macronix's operational results, and periodically disclose monthly revenue, financial reports, and annual reports on Macronix's website for public reference Internal: Conduct regular meetings to evaluate financial performance, formulate action plans to address identified shortcomings through discussion of findings and data in reports, and ensure effective tracking and timely adjustment of financial performance
	2025 Implementation Results	Please see our business performance.
	Targets in 2026	Evaluate the market situation and immediately make adjustments.
	Future goals (Short-, Mid-, and Long-Term)	Short-term: Enhance operational performance and make adjustments in response to market conditions Mid-to-long term: Continuously innovate and conduct R&D to ensure sustainable operations

Macronix established its headquarters in the Hsinchu Science Park on December 9, 1989, and commenced operations in December of that year. The main business activities of Macronix include the design, manufacturing, and marketing of integrated circuits and memory wafers, the commissioned design of related products, development, and consultation, as well as engagement in business-related import/export trading. Macronix has been listed on the Taiwan Stock Exchange from March 15, 1995. As of December 31, 2025, our paid-in capital is approximately NT\$19.3 billion.

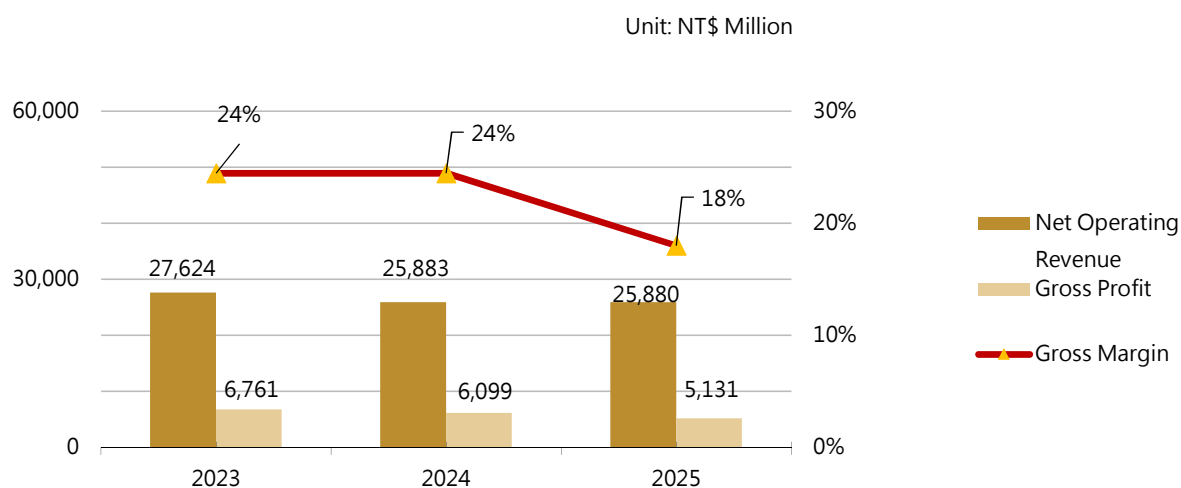
For details on our subsidiaries, shareholding ratio, and business items, please refer to Appendix 5 and 6 or subsidiaries that were included in the 2025 Q4 consolidated financial report. As of December 31, 2025, Macronix has direct and indirect majority ownership in the following subsidiaries: Run Hong Investment Ltd. (Run Hong), Hui Ying Investment Ltd. (Hui Ying), Mxtran Inc. (Mxtran), Macronix America, Inc. (MXA), Macronix (BVI) Co., Ltd. (MXBVI), New Trend Technology Inc. (NTTI), Macronix (Asia) Limited (MX Asia), Macronix Pte Ltd. (MPL), Macronix Europe N.V. (MXE), Macronix (Hong Kong) Co., Limited (MXHK) and Macronix Microelectronics (Suzhou) Co., Ltd. (MXm). Except for being disclosed with the financial information, the aforementioned subsidiaries are not included within the scope of this report.

2023-2025 Business Performance (Consolidated financial statement figures)

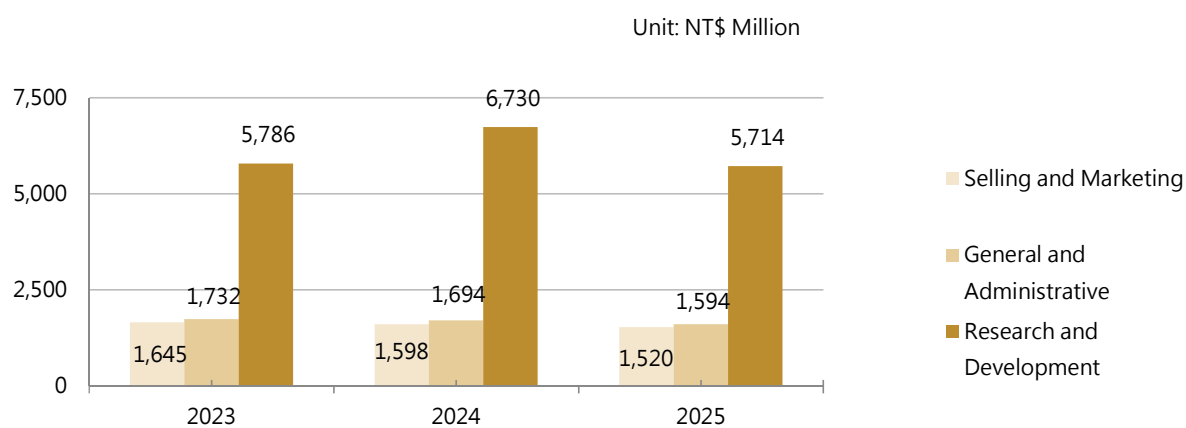
Unit: NT\$ Million

Item	2023	2024	2025	Notes
Net operating revenue	27,624	25,883	28,880	Direct economic value
Operating costs	20,863	19,784	23,749	Economic value distributed
Gross profit	6,761	6,099	5,131	
Operating expenses	9,168	10,023	8,829	Economic value distributed
Income (loss) from operations	(2,407)	(3,924)	(3,698)	
Total non-operating income and expenses	523	378	64	Economic value distributed
Income (loss) before income tax from continuing operations	(1,884)	(3,546)	(3,633)	
Income tax expense (benefit)	(185)	(334)	(328)	Economic value distributed
Net income (loss) for the year	(1,699)	(3,212)	(3,305)	Economic value retained

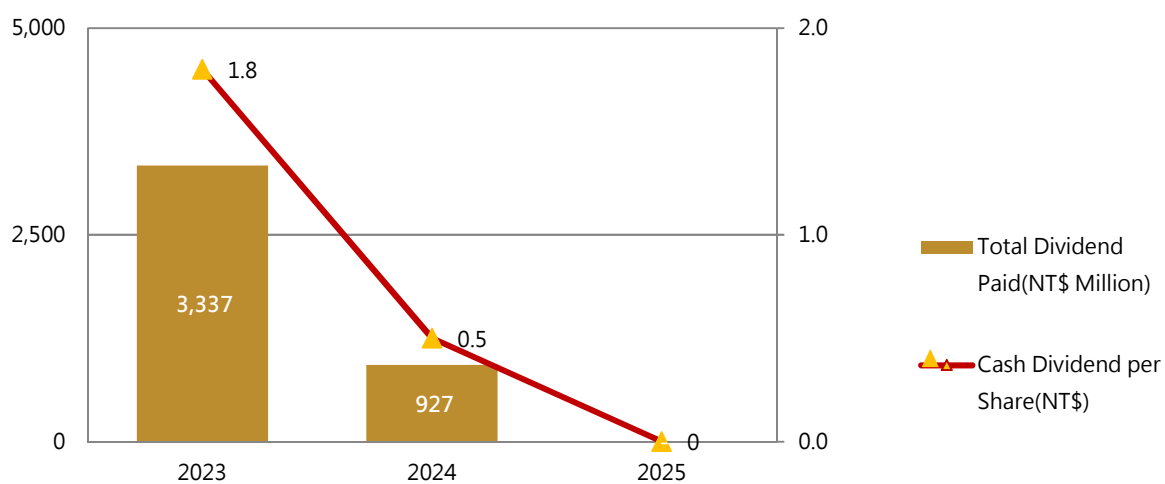
▼ Net Operating Revenue & Gross Profit



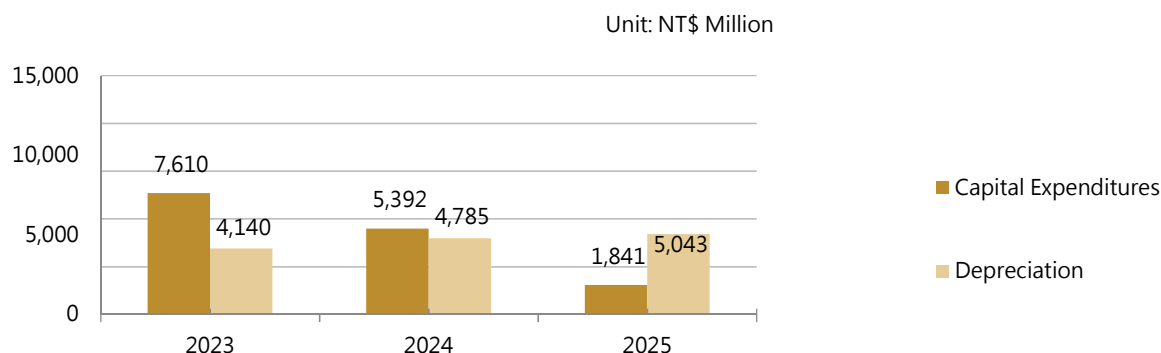
▼ Operating Expenses



▼ Cash Dividend Policy



▼ Capital Expenditures and Depreciation



▼ R&D Investments

Unit: NT\$ Million

Item	2023	2024	2025
Fixed R&D investments	5,786	6,730	5,714
Total revenue	27,624	25,883	28,880
Percentage	21%	26%	20%

Employee compensation expenses in 2025 include salaries, labor and health insurance premiums, director's remuneration, pensions, and other employee benefit information. Please refer to page 88 of the 2025 Q4 IFRSs Parent financial statements (statement of labor, depreciation, and amortization by function).

Financial Aid Received from the Government Grants

As of 2025, Macronix obtained a government preferential interest rate loan of NT\$19,498,000 thousand from the "Action Plan for Welcoming Overseas Taiwanese Businesses to Return to Invest in Taiwan". The loan will be repaid on an average monthly basis after the date of expiry. At the time of the borrowing, the fair value of the borrowing was estimated based on the market interest rate. The difference between the amount obtained and the fair value of the loan is NT\$206,470 thousand, which is regarded as a government low interest loan and recognized as deferred income. In 2025, Macronix recognized other income of NT\$14,332 thousand and the interest expense of the loan was NT\$43,464 thousand respectively.

5.2 Tax Policy

Macronix seeks to improve tax risks management, and is committed to ensuring information transparency and regulatory compliance. We also support government tax policies to drive economic development and sustainability.

Macronix's six guidelines for tax management

1. All operations are conducted in compliance with relevant tax laws and regulations in Taiwan.
2. Transactions between affiliated enterprises comply with the internationally recognized pricing principles announced by the OECD, and BEPS related regulations, so that the pricing policy of related parties complies with the arm's length principle.
3. In response to the global trend of anti-tax evasion, avoid involving countries with low tax rates in tax planning with the purpose of tax evasion.
4. Transparent reporting about tax information, submitting the Country-by-Country Report, Master File, and Local File to the tax authority, so that tax disclosure complies with laws, regulations, and guidelines.
5. Macronix's tax planning and decisions all take the effect of tax risks into consideration.
6. Establish a good interaction with the tax authority based on the principles of mutual trust and information transparency.

6. Sustainable Environmental Dimension

Macronix's ESH Policy

- ◆ **Rights and Obligations:** Commits and guarantees all employees can work in a comfortable, safe and healthy environment, and provides employees and their representatives ample ESH consultation and participation, to use the best efforts fulfilling their duties and obligations regarding ESH.
- ◆ **Regulation Compliance:** Abide by the ESH regulations and thoroughly do real ESH practice.
- ◆ **Hazard Prevention:** Prevent pollution and potential damages by hazard identification, risk assessment, environmental impact analysis and hazardous sources control. Also, implement energy conservation, carbon reduction, greenhouse gas reduction, water conservation and waste reduction, etc.
- ◆ **Education and Training:** Provide employees with competitive and comprehensive ESH training programs for assuring them being able to implement the ESH works appropriately.
- ◆ **Sustainable Development:** Meet international Green Product requirements and implement environmental related substances management system. Ensure the sustainable development of Macronix's business operation and ESH works by effectively utilizing corporate resources to establish and continuously enhance ESH management system to meet interested parties.

6.1. Environmental Protection Management and Pollution Prevention



Macronix has always embraced the principle of sustainable development. We see a sustainable environment as the foundation of our corporate culture, and we seek to protect the planet through concrete actions. Each year, we continue to reduce our energy consumption and carbon emissions, purchase "Green Mark" products, increase resource efficiency, and design green products. We actively promote energy and water conservation, waste reduction, process improvement, pollution control, green offices, resource recycling and reuse, ecological conservation, and educational training. We have adopted a proactive attitude toward complying with regulations and international standards to set up pollution prevention facilities such as wastewater treatment facilities, scrubbers, waste storage areas, toxic gas detectors, and soundproof walls, to prevent various types of pollution, including wastewater, air pollution, industrial waste, toxic chemical substances, and noise. Nevertheless, we go to great lengths each year to minimize the impact of our operations on the environment and enhance our corporate competitiveness by raising our quality control criteria. Macronix did not receive any penalties in 2025 under our strict environmental quality monitoring.

The important environmental awards received by Macronix in 2025 are as follows:

- Certificate of Appreciation for the "Air Quality Purification Zone Adoption, Cleaning, Maintenance, and Replanting Plan"/ Hsinchu City Government
- Service Model Award for "Outstanding Adoption Units of Air Quality Purification Zones in 2025"/ Ministry of Environment
- Certificate of Adoption of "Environmental Bikeway in the Air Quality Purification Zone/Hsinchu City Government

- First Place in the 10th Hsinchu City National Environmental Education Award [Private Enterprise Category]/ Hsinchu City Government
- "2025 Award of Excellence Among the Outstanding Enterprises in Industrial Waste Reduction and the Circular Economy in Hsinchu Science Park" Excellence Award (Fab 5)/ Hsinchu City Government

Macronix introduced and passed the ISO 14001 Environmental Management System Certification in 1997. We ensure that our environmental management systems fully comply with the Plan-Do-Check-Act (PDCA) operations of the ISO system to maintain a healthy and safe environment and continuously make improvements to reach our goal. Currently, the Macronix Headquarters, Fab 2, Fab 5 and the Test building have all passed the Environmental Management System (ISO 14001:2015) Certification, with the certification valid through September 16, 2028.



To ensure that a smooth communication channel is provided for environmental or other issues to both Macronix's stakeholders and internal employees, we have contact persons to handle and respond to the valuable feedback that is provided externally or internally from the government, public, customers, investors, employees, and suppliers. In 2025, Macronix did not receive any environment-related complaints according to case statistics related to environmental complaints.



6.1.1. Water Resource Management

Management Approach	Impact	Reduce environmental load and impact via water quality control and reuse
	Medium and long-term development direction	Actively develop wastewater recycling technology to increase the efficiency of water resource use
	Management method (including measures)	External: Hsinchu Science Park Bureau water use plan review, wastewater (sewage) testing report Internal: ISO14001 Manual/Procedure/Specifications/Records
	Tracking the effectiveness of actions	1. Water volume statistics are compiled and the water balance chart is reported on a monthly basis 2. Periodically monitor effluent water quality and outsource semi-annual effluent testing
	2025 Implementation Results	Process water recycling rate of 89.14% for 8-inch wafer fab ^{Note} (target $\geq 82\%$) Process water recycling rate of 88.15% for 12-inch wafer fab (target $\geq 85\%$) Average process water recycling rate of 88.47% for all fabs of Macronix; water consumption per wafer of 0.242 ($\text{m}^3/12\text{-inch equivalent wafer photomask layer}$) (target ≤ 0.266)
	Targets in 2026	Process water recycling rate of $\geq 82\%$ for 8-inch wafer fab Process water recycling rate of $\geq 85\%$ for 12-inch wafer fab Water consumption per wafer of ≤ 0.226 ($\text{m}^3/12\text{-inch equivalent wafer photomask layer}$)
	Future goals (Short-, Mid-, and Long-Term)	Higher process water recycling rate than the standard of water recycling rate of the Hsinchu Science Park Bureau

*Note: Process water recycling rate is calculated using the formula specified by Hsinchu Science Park Bureau.

*Note: The scope covers the parent company, with 100% coverage; the parent company serves as the primary production and operational site.

The main source of water for all Macronix's facilities is supplied by a third party, Taiwan Water Corporation, with water sourced from Baoshan Reservoir, Baoshan Second Reservoir, Touqian River (Lungen Weir), Yongheshan Mountain Reservoir and Shihmen Reservoir. Classified as a medium to low risk based on the AQUEDUCT Water Risk Atlas. Hence, water intake does not have any material effect on the water source. All of our plants have water storage facilities in coordination with the regulations of the Water Resources Agency, Ministry of Economic Affairs, which are for public and firefighting urgency use. The water storage facilities that were planned have all reached safe storage capacity. Since manufacturing semiconductors requires a large amount of ultrapure water, Macronix sets up an annual target for water consumption and reviews the water pressure condition to avoid wasting water resources. Moreover, water consumption is reviewed every quarter to ensure that risks remain under control. Macronix's total running water usage in 2025 amounted to 2,685 million liters, with 759 million liters in total water consumption and 1,926 million liters in total water discharge. Recycling discharged water has always been an issue of concern for Macronix. In addition to submitting water consumption data and water balance charts to the Hsinchu Science Park Bureau on a monthly basis, our internal units also monitor the process water recycling rate on a daily basis

through wastewater recycling technology and the SCADA system in order to meet our water-saving target and improve the usage efficiency of water resources. In 2025, the total volume of process water recycled was 3,834 million liters and the recycling rate of the 8-inch wafer fab (i.e. Fab 2) reached 89.14%, while that of the 12-inch wafer fab (i.e. Fab 5) reached 88.15%. Both Fabs were certified to meet the industry benchmarks (50~85% for the manufacture of integrated circuits industry) for the water recycling rate in 2024 and 2025, and obtained the water recycling rate certification statement.

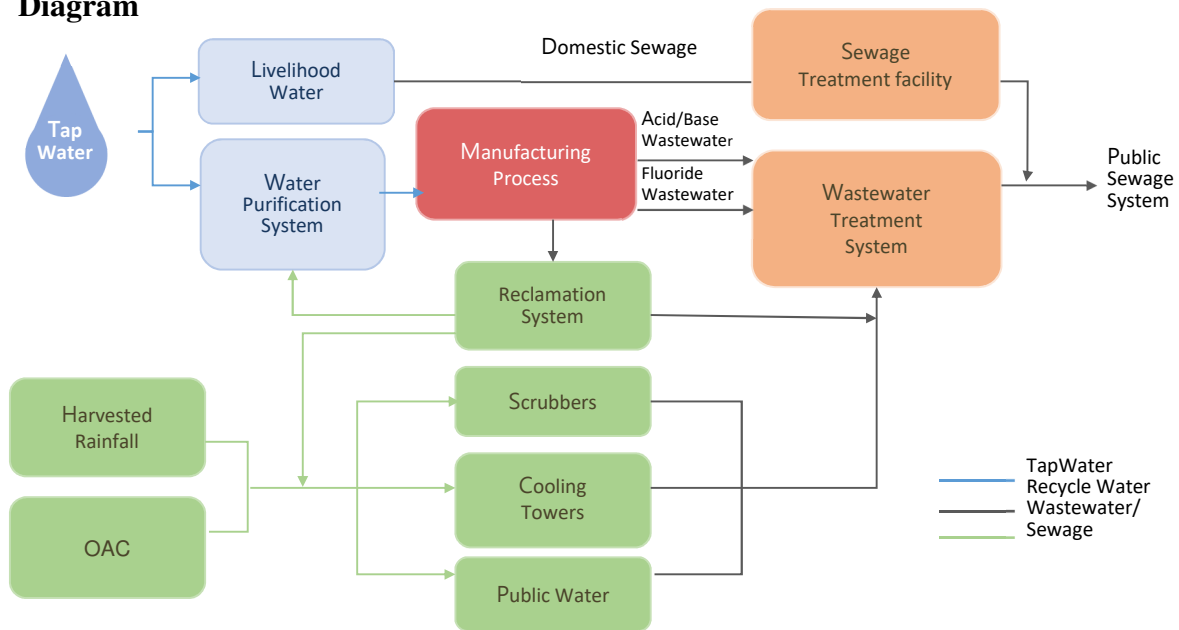
Macronix Annual Water Consumption Statistical Table

Item	2023	2024	2025
Total Water Withdrawal(Unit: million liters)	2,684	2,769	2,685
Total Water Consumption (Unit: million liters)	723	770	759
Total Water Discharge (Unit: million liters)	1,961	1,999	1,926
Recycled Process Water (Unit: million liters)	3,821	3,862	3,834
Process water recycling rate for the 8-inch wafer fab (Unit: %)	85.19	84.06	89.14
Process water recycling rate for the 12-inch wafer fab (Unit: %)	88.10	88.10	88.15
Process water recycling Rate (Unit: %)	87.03	86.70	88.47
Total Revenue (Unit: million NT\$)	27,624	25,883	28,880
Water Usage Intensity (Unit: million liters/million NT\$)	0.097	0.107	0.093

Note:

1. Total freshwater withdrawal = Total water withdrawal; Total freshwater discharge = Total water discharge
2. Unit: million liters = thousand cubic meters

Macronix Water Recycling Diagram

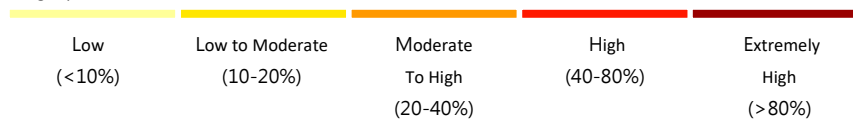


Hydraulic pressure index

- Hydraulic pressure index: Low to moderate (10-20%)
- Water Sources: Baoshan Reservoir, Baoshan Second Reservoir, Touqian River (Lungen Weir), Yongheshan Reservoir, and Shihmen Reservoir
- Receiving Water: Keya Creek
- Wastewater Treatment Unit: Wastewater Treatment Plant of the Hsinchu Science Park

Note: 1.Source: Water Resources Agency, Ministry of Economic Affairs.

2.Water pressure calculation is calculated using Aqeduct Tools.



Wastewater generated from the manufacturing of semiconductors can be roughly divided into acid and alkaline wastewater and fluoride-containing wastewater, based on its characteristics. Our wastewater is properly treated in a wastewater treatment facility, and pH, BOD, COD, SS, and NH₃-N are regularly tested based on *the water quality standards of Hsinchu Science Park* to bring it into the allowable limit before being discharged into the third-party sewage system. The sewage system is connected to the park's wastewater treatment facility, where the wastewater is treated to higher water quality standards than the national effluent standard, and then discharged into Keya River through a special pipe. Therefore, there is no significant impact on the ecological environment. Other water resource management measures include:

- ◆ Regularly tracking and managing the usage data of water resources
- ◆ Conducting risk assessment and management
- ◆ Determining if our manufacturing facility is located in an area with water shortages
- ◆ Promoting water resource utilization programs
- ◆ Entrusting certified organizations with sampling and analyzing the quality of discharged water twice a year
- ◆ Carrying out real-time monitoring of pH/fluoride concentrations of effluents and the pH of rainwater
- ◆ Confirming water quality by testing and sampling water in cooperation with Hsinchu Science Park Bureau
- ◆ Having environmental inspectors routinely examine the conditions of wastewater treatment and report the results in a timely manner to confirm that discharged wastewater meets regulatory standards
- ◆ Setting up a rainwater harvesting tank at headquarters to harvest rainwater, storing in the water tower and using it to water plants and flush toilets

In response to the ammonia reduction plan set up by the Hsinchu Science Park Bureau, Macronix has taken proactive measures to reduce the concentration of ammonia in effluents. For example, in 2015, our Fab 2 and Fab 5 plants began implementing measures, including reduction of materials, wastewater diversion, and improvements in the treatment system, such as setting up A/O-MBR.

Quality of Macronix's discharged water in 2025

Plant	pH	BOD (mg/L)	COD (mg/L)	SS (mg/L)	NH ₃ -N (mg/L)
Fab 2	6.2	NA	40.5	79.4	13.2
Fab 5	7.0	29.4	42.2	19.7	8.2
BE	8.2	24.2	42.4	36.5	34.5
Allowable limit	5-9	300	500	300	50

Note: Water quality data obtained from the data reported in the "Application Form for Channeling Business Wastewater (Sewage) into Dedicated Sewage Systems"



6.1.2. Air Pollution Prevention

Management Approach	Impact	Air pollutant emissions are reduced through treatment equipment, air pollutants are tested in accordance with the law, and improvement measures are implemented to reduce the pollution generated by production activities.
	Medium and long-term development direction	Reinforce the backup system to ensure preventive facilities are operating normally and improving handling efficiency
	Management method (including measures)	External: Submit volatile organic compounds and inorganic acid pollution prevention records, and report costs incurred in preventing fixed sources of air pollution Internal: ISO14001 Manual/Procedure/Specifications/Records
	Tracking the effectiveness of actions	1. Compile statistics of air pollutant emissions on a quarterly basis 2. Evaluate the feasibility of reduction measures on an annual basis
	2025 Implementation Results Note	The reduction rate of Macronix's VOCs prevention equipment amounted to an average of 96.84% Acid/alkaline emissions and VOCs emission concentration from VOCs exhaust ducts were all less than 7 ppm
	Targets in 2026	The reduction rate of the VOCs prevention equipment reach 90%; acid/alkaline emissions and VOCs emission concentration from VOCs exhaust ducts are all less than 14 ppm
	Future goals (Short-, Mid-, and Long-Term)	No violations of the Air Pollution Control Act

*Note: The scope covers the parent company, with 100% coverage; the parent company serves as the primary production and operational site.

Macronix does not use or discharge any ozone-depleting substances. All waste gases generated from manufacturing process are collected and classified via the gas collector and subsequently treated before being discharged. This process conforms to the government's regulations for environmental protection. The central gas emission treatment system at Macronix consists of three main systems: for general emissions, acid/alkaline gas emissions, and volatile organic compounds (VOCs). Waste gases are treated in professionally designed facilities, and emissions are released in accordance with statutory regulations. The plant is equipped with a continuous monitoring device for VOCs. We entrust certified organizations to test our air pollution every year. In 2025, the reduction rate of VOCs prevention equipment was 96.84% on average. Acid/alkaline emissions and VOCs emission concentration from VOCs exhaust ducts were less than 7 ppm. It is confirmed that they all meet the air pollution control and emission standards of the semiconductor manufacturing industry, with an

emission reduction rate of 90% and an emission concentration less than 14 ppm.

Macronix's air pollutant emissions in 2025

Unit: kg/year

Item/Plant	Fab 2	Fab 5	BE
PM	90.81	170.06	0
HAP	0.04	0.06	0
POPs	0	0	0
SO _x	133.17	235.05	0
NO _x	1697.54	3845.49	0
VOCs	4539.86	3615.54	209.86

Note:

1. Emission data obtained from reports concerning the costs of preventing fixed sources of air pollution.
2. Calculation method for air pollutant emissions from stationary sources in public and private premises was being used.

Macronix manages the emission of waste gases generated from various types of transportation, such as shuttle buses for employees, public vehicles, and wafer transport vehicles:

- ◆ Employee shuttle bus to/from work: Vehicle providers include car rentals, which execute the management by requesting the party to sign a self-management agreement form (including maintenance plans, type of gasoline used, emission tests, etc.), and keep all signed documents.
- ◆ Corporate vehicle/wafer transport vehicle: The car rental companies are responsible for the related to rental car's maintenance and regular exhaust inspections.

Our factories are located within the Hsinchu Science Park. We are willing to fully cooperate in all matters required by the Science Park. Macronix's headquarters and Fab 5 are surrounded by factories, and nearby neighborhoods are concerned about unpleasant odors. The exhaust gas of each Fab of Macronix is properly treated before being discharged, so there should be no unpleasant smell.

6.1.3. Green Material Management

Management Approach	Impact	1. Actual impact: Material usage is carefully managed, taking into account not only price, quality, and economic efficiency, but also compliance with regulatory requirements as well as environmental, safety, and health standards. 2. Potential impact: In response to sustainable development trends, changes in customer material requirements may change, potentially driving the need for technological transformation.
	Short-term development direction	Provide stable quality for plant production.
	Medium and long-term development direction	Reduce the risks of raw material supply.
	Management method (Including measures)	Conduct material requirement planning based on production plan, demand forecast confirmed by demand unit, project application, historical usage, inventory status and requisition status on a monthly basis
	Tracking the effectiveness of actions	Monthly monitoring of raw material usage
	2025 Implementation Results ^{Note}	The proportion of renewable material usage was 0.24% (Note 1*)
	Targets in 2026	The proportion of renewable materials usage maintains over 0.2%
	Future goals (Short-, Mid-, and Long-Term)	Continuously seek potential alternative recycled raw materials.

*Note: The scope covers the parent company, with 100% coverage; the parent company serves as the primary production and operational site.

In terms of the use of raw materials, Macronix monitors the use of raw materials every month based on the permission issued by government to ensure that the use of raw materials is within the maximum approved amount of environmental protection permits. In addition, our engineering department often checks whether there are ways to reduce the use of materials based on process requirements, such as increasing the capacity of inner boxes to reduce the use of cartons; designing and reusing the leftover packaging materials to improve the protective and drop-resistance abilities of cartons; according to the quantity of shipments, reducing the use of filler materials in order to achieve the optimal amount of packaging.

As a semiconductor manufacturer, Macronix uses wafers the most. Due to the high purity of silicon wafers used in the semiconductor industry, there is currently no proper way to recycle and reuse wafers. Therefore, we do not use recycled materials. The consumption of silicon wafers, chemicals, gases, dosage amounts and packaging materials are as follows:

Materials	2023	2024	2025
Renewable Materials: Packaging Materials (Ton)	149.4	166.98	201.72
Non-renewable Materials (Ton)	72507.87	74142.02	69621.00
Total Amount of Materials Consumed (Ton)	72657.27	74309.00	69822.72
Percentage of Renewable Materials Consumed (%)	0.21	0.22	0.29

Note 1*: Initially, raw material statistics only included the usage of silicon wafers and finished product packaging materials.



6.1.4. Waste Management

Management Approach	Impact	Reduce the environmental load of production by promoting waste reduction and strengthening waste recycling/reuse
	Medium and long-term development direction	Waste reduction by classifying the source of waste and developing recycling and reuse technologies
	Management method (Including measures)	External: Business waste reporting and management information system Internal: ISO14001 Manual/Procedure/Specifications/Records
	Tracking the effectiveness of actions	1. Compile statistics of waste storage, generation, and clearance on a monthly basis 2. Perform internal inspections and audits on a quarterly basis 3. Audit waste disposal companies on an annual basis
	2025 Implementation Results	Company-wide waste recycling rate of 98.22% (target $\geq 95.5\%$) Company-wide hazardous waste recycling and reuse rate of 99.75% (target $\geq 98\%$) Landfill rate of back-end operations of 1.39%
	Targets in 2026	Company-wide waste recycling rate of $\geq 95.5\%$ ^{Note} Company-wide hazardous waste recycling and reuse rate of $\geq 98\%$
	Future goals (Short-, Mid-, and Long-Term)	Zero landfill of back-end operations

Note: Recycling/reuse and composting waste are recycling technologies with environmental protection and economic benefits. Hence, these two indicators are used to evaluate and present the complete picture of our recycling/reuse results.

Macronix has completed the adoption of alternative materials and the improvement of the manufacturing processes regarding hazardous substances used in electronics that are of concern to the international community and specified in the EU RoHS (Restriction of Hazardous Substances) Directive. We received the IECQ QC 080000 Hazardous Substances Process Management System Certification in November 2007, which confirmed that our products comply with RoHS and customer requirements. Thanks to our thorough hazardous substance management system, we have been awarded green product certifications from many internationally renowned customers.

Product Category	Scrapped products (metric tons)	Recycling rate (%)
IC	8.61	100
Wafer	14.15	100

Note: IC and Wafer are all recycled.

Our main consideration regarding waste management strategies is to recycle and reuse. Our waste production is categorized into general waste and hazardous waste, both of which are entrusted to qualified waste-treatment companies for subsequent waste treatment. Before entrusting the waste for the treatment, it is necessary to confirm whether the treatment method adopted by the entrusted company is appropriate, and the company must pass the relevant review procedures before being entrusted with the waste treatment. In view of the increasing emphasis of current government agencies on waste disposal, Macronix will continue to supervise and manage waste-treatment companies, and conduct their on-site audits. In 2025, Macronix initiated a total of 43 audits at selected new waste-treatment companies and already available ones. During the audits, not only the licenses of the companies were confirmed, but also their product and sales flow were recorded as the basis for evaluation. Furthermore, no incidents of severe leakage, related to the waste disposal, were reported in 2025.

The total waste disposal output in 2025 was approximately 11,073 tons, of which the majority of 60.82% was hazardous waste. Recycling/reuse rates reached 95.86% (general waste) and 99.75% (hazardous waste), and the total recycling/reuse rate reached 98.22%. Landfill treatment, which has a heavy burden on the environment, was 14.77 metric tons of waste, and the landfill rate was only 0.13%, which shows that Macronix takes environmentally friendly methods of waste disposal as a priority. In the disposal process there was no waste was exported overseas.

Item	2023	2024	2025
Recycled/Reused Amount (metric tons)	9,875	11,185	10,877
Non-Recyclable Amount (metric tons)	231	256	196
Total Amount of Waste (metric tons)	10,106	11,441	11,073
Recycling/Reuse Rate (%)	97.7	97.8	98.22
Total Revenue (NT\$ Million)	27,624	25,883	28,880
Waste output intensity (Ton/NT\$ Million)	0.366	0.442	0.383

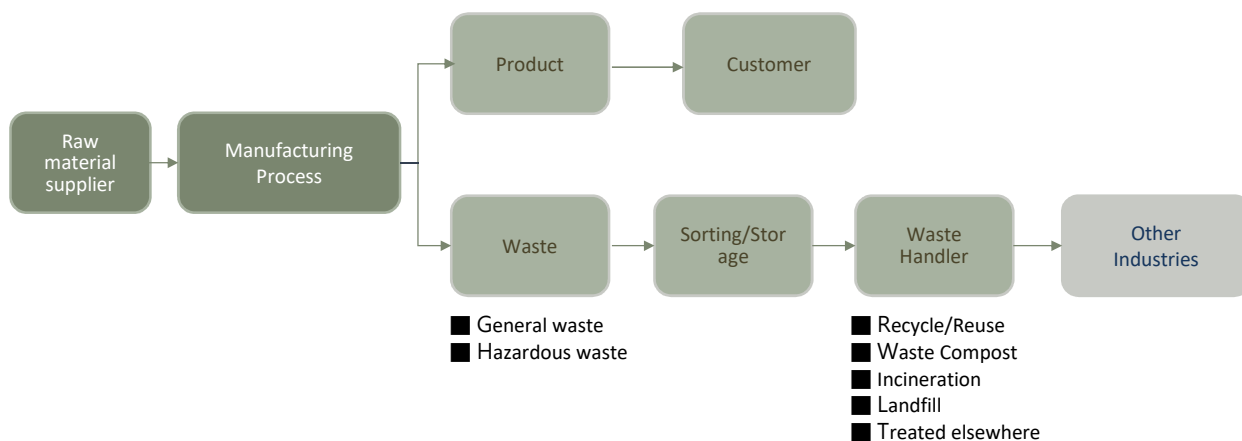
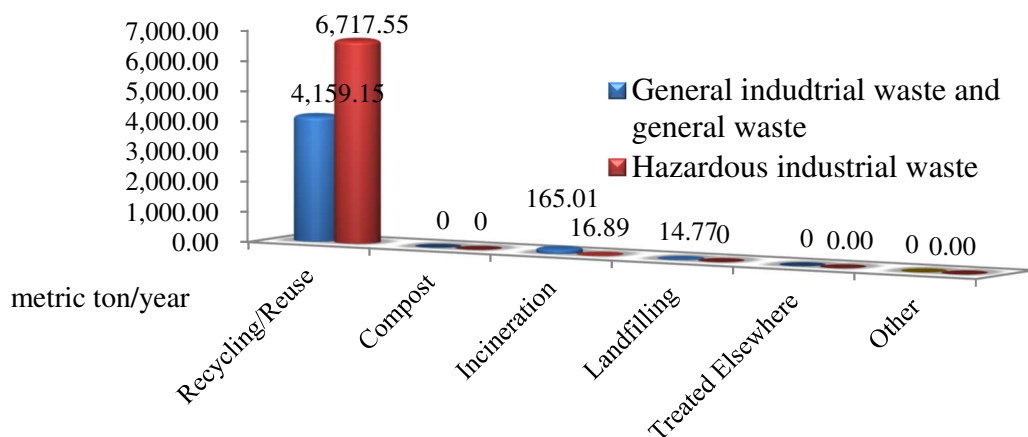
To effectively control waste generated by Macronix and the recycling rate, Macronix has set up annual targets and reviews them every quarter to ensure that the operations comply with the given targets. Macronix reduces waste by cutting down the consumption of materials through the joint efforts of engineering departments based on a feasible reduction plan.

▼ Waste Produced by Macronix in 2025

Item	General industrial waste and general waste	Hazardous industrial waste
Recycling/Reuse (metric tons)	4,159.15	6,717.55
Compost (metric tons)	-	-
Incineration (including energy recycling) (metric tons)	165.01	16.89
Landfilling (metric tons)	14.77	-
Treated elsewhere (metric tons)	-	0
Other (metric tons)	-	0
Total (metric tons)	4,338.93	6,734.43
Percentage (%)	39.18	60.82
Recycling rate (%)	95.86	99.75

Note: 1. The type, quantity and weight of waste generated in the plant are the same as when it left the plant.

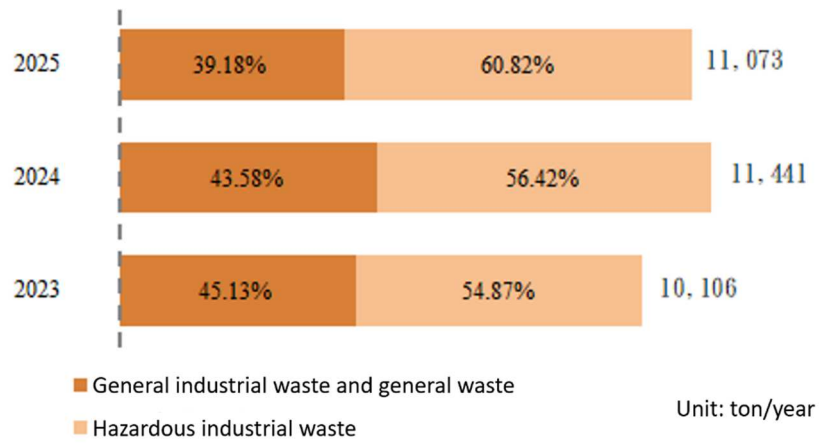
2. The weight of waste is calculated based on the statistics from the IWR&MS.



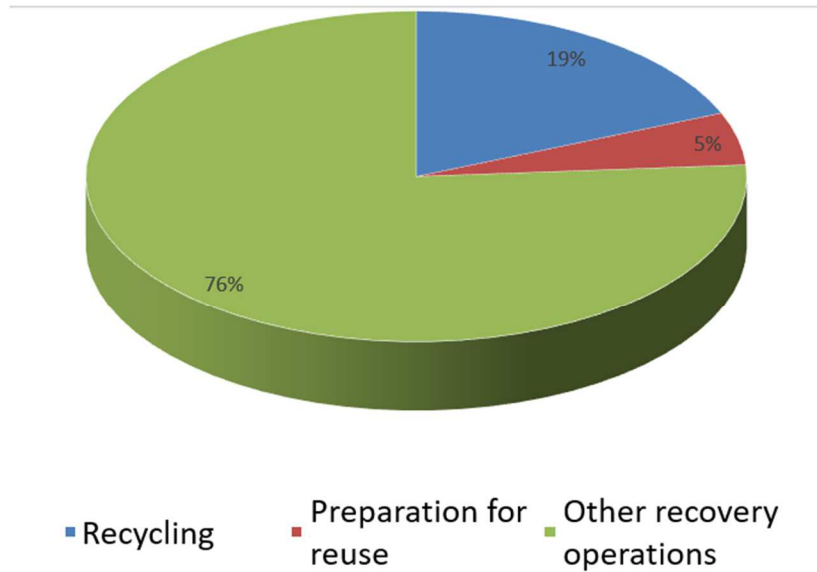
▼ Percentage of Industrial Waste Recycled/Buried



▼ Total Waste Generated



▼ Recycling Waste Classification



▼ Waste Intensity



▼ 2025 Macronix Recycling Waste Classification

Item	General industrial waste and general waste	Hazardous industrial waste
Recycling	1892.99	145.78
Preparation for reuse	1.58	556.47
Other recovery operations	2264.58	6015.29
Total	4159.15	6717.55

Note: The type, quantity and weight of waste generated in the plant are the same as when it left the plant.

6.2 Energy and Climate Change Management



6.2.1 Climate Change Risks and Opportunities

Due to the increase in global temperatures caused by climate change, climate abnormalities have occurred, resulting in many environmental problems, which in turn affect normal operations and production activities of enterprises. From the perspective of an enterprise, Macronix thinks about improvements and decisions that Macronix can make regarding the climate change. At the same time, it considers the challenges in the sustainability brought by climate change both to Macronix and the supply chain. In 2021, with reference to the Task Force on Climate-related Financial Disclosures (TCFD) guidelines, Macronix assessed the impact to itself and introduced TCFD. Professional members from each center are assembled to form a TCFD task force. The task force uses the TCFD framework to identify climate risks and opportunities, devises management methods for impact items, and uses scenario analysis to quantify the financial impact of material risk opportunities, to take relevant countermeasures to reduce the impact on Macronix's operations.

I. TCFD and International Financial Reporting Standards S2 (IFRS S2) Core Disclosure Items

Starting in 2025, Macronix has used the framework of International Financial Reporting Standards S2 (IFRS S2) as a reference to prepare for the adoption of a dedicated section on sustainability disclosures. The scope of the following core disclosure items is consistent with that of the individual and consolidated financial statements.

Four Cores	TCFD Disclosure Recommendations	Core Content of IFRS S2	Response
Governance	a. Describe the board's oversight of climate-related risks and opportunities.	a. Role of governance units in governing climate-related risks and opportunities	a. Board of Directors embodies ultimate supervisory responsibility and approves risk management policies, organizational structures, and related disclosures in accordance with regulations, while overseeing the implementation of risk management through the Audit Committee. Macronix's "Sustainable Development Committee" is a functional committee established under the Board of Directors, which is responsible for Macronix's sustainability development policies, annual strategic plans and recommendations, reviewing and tracing relevant plans execution and results approved by the Board of Directors. At the management level, departmental management is responsible for promote risk management mechanisms within their respective departments. Related day-to-day management operations must be identified, analyzed, and improved according to the implementation strategy approved by the Board of Directors. In Q1 of each year, the

Four Cores	TCFD Disclosure Recommendations	Core Content of IFRS S2	Response
			Environment Safety and Health Center will collate Macronix's performance, achievement status, and implementation results from the past year over all aspects of sustainability, including carbon inventory management, and report to the Board of Directors and the Sustainable Development Committee. Our measures include: material issues such as performance in sustainability, results of communication with stakeholders, management of energy and climate change.
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	b. Role of management in governing climate-related risks and opportunities	b. The "Sustainable Development Implementation Committee" has been established under the Sustainable Development Committee, with the President serving as the Chair, is responsible for risk evaluation and strategic recommendation of the sustainability development and the execution of sustainability development roadmap approved by the Board of Directors. When promoting risk management processes and related policies, the committee has incorporated climate-related risks and opportunities into overall decision-making considerations. During the relevant decision-making process, a task force adopts a holistic balancing approach to comprehensively assess the impact of climate-related risks and opportunities on Macronix's short-, medium-, and long-term operational resilience, financial implications, and strategic development, while balancing financial costs, payback periods, and long-term value creation.
Strategy	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	a. Climate-related risks and opportunities reasonably expected to affect the entity's economic outlook	a. In the climate risk and opportunity analysis period of Macronix, it has defined the short-term as the next 1 year, the medium-term as the next 1–8 years, and the long-term as the next 8 years and after. The main climate risks and opportunities at the company level were collected, identified and analyzed by the TCFD task force based on their job characteristics. Sources include changes in average temperature and the impact of carbon taxes that may occur in the short term, risks of transition to low-carbon technologies that may occur in the medium term, risks of transition to cap & trade that may occur in the long term, and the physical risk of rising sea levels. As for opportunities, the production process belongs to the short-term, low-carbon

Four Cores	TCFD Disclosure Recommendations	Core Content of IFRS S2	Response
			products/services and adaptations/solutions belong to the medium-term, and the change of customer behavior and search for new business opportunities may be long-term development opportunities for Macronix.
	b. Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning.	b. Current and expected impact of climate-related risks and opportunities on the entity's business model and value chain c. Effects of climate-related risks and opportunities on the entity's strategy and decision-making d. Impact of climate-related risks and opportunities on the entity's current and expected financial position, financial performance, and cash flows	b. In response to climate change, Macronix established a carbon reduction pathway in 2022. On one hand, Macronix is implementing carbon reduction targets and measures to meet customer demands; on the other hand, it is encouraging upstream suppliers to participate in carbon inventory, carbon footprint assessment, and carbon reduction efforts, thereby fostering collaborative carbon reduction across the entire value chain. Currently, this has not exerted an impact on individual business models. c. Macronix will face transition risk that will directly impact operating costs. Hence, we continually track international trends and regulatory developments, and ensure that we are 100% in compliance with government laws for climate management. In terms of green energy management, we intend to evaluate installation of solar panels and formulation of a green energy purchasing policy. For technology transformation, we are actively purchasing low-carbon (new process) machinery, hoping to lower the carbon emission of production and operation of products, and producing low-carbon products to enhance our competitiveness for sustainability. As for long-term risks, we have established an AI-powered smart control system that integrates weather forecasts with refrigerating machine operations, and plan to gradually replace machinery with more efficient models. d. To address various transition and operational risks, the current and anticipated financial impacts on the entity are primarily related to increase operating costs. These include the purchase of green electricity, the replacement/acquisition of new equipment, and AI-powered intelligent control systems, all of which are part of daily operations. The necessary funds will be covered by internally generated funds. For the purchase of new equipment and machinery,

Four Cores	TCFD Disclosure Recommendations	Core Content of IFRS S2	Response
			Macronix will coordinate planning and is expected to fund these through internally generated funds or fundraising.
	c. Take into consideration different climate-related scenarios	e. Climate scenario analysis and assessment of climate resilience	e. Forecasting emissions growth based on historical data and future operational growth, Macronix assumes the transition risks under three types of external pressures from rising temperatures: 1.5°C, 2°C, and NDC to estimate the future carbon-cost expenditure, including carbon fees, carbon tax, renewable energy, etc., to remain alert to possible financial impact on Macronix. Scenario descriptions: (1) NDC (Nationally Determined Contribution) is simulated using the SSP2-4.5 intermediate route scenario in the Sixth Scientific Assessment Report of the Intergovernmental Panel on Climate Change (IPCC); (2) WB2DC (Well-Below 2°C) is simulated using the SSP1-2.6 low emission scenario; (3) 1.5DC (Science-Based Target) is simulated using the SSP1-1.9 extremely low emission scenario. Financial impact assessment of external risk factors in 2030 under various scenarios: (1) Carbon fee: NDC scenario SSP2-4.5, estimated at US\$ 2.5~12/tCO₂e from 2020 to 2050, impact <NT\$100 million; WB2DC scenario SSP1-2.6, estimated at US\$ 9~100/tCO₂e from 2020 to 2050, impact approximately NT\$520 million; 1.5DC scenario SSP1-1.9, estimated at US\$ 6.5~650/tCO₂e from 2020 to 2050, impact approximately NT\$2 billion. The tax system varies greatly under different scenarios, therefore this analysis has a high degree of uncertainty. (2) Penalties for exceeding emission limits: The NDC, WB2DC, and 1.5DC scenarios are estimated at NT\$100,750, and 1500/tCO₂e respectively, assuming renewable energy is used to achieve the targets; therefore, no penalties are incurred. (3) Low-carbon technology transition: The NDC, WB2DC, and 1.5DC scenarios represent market share losses due to non-compliance with low-carbon emission targets, with reductions of 1%, 2.5%, and 5% respectively. Assuming no changes to current operations, the financial impact is approximately NT\$300 million to NT\$1.7 billion. Among these, the financial impact resulting from proactive responses to climate change and the policy environment is greatest under the 1.5°C warming scenario.

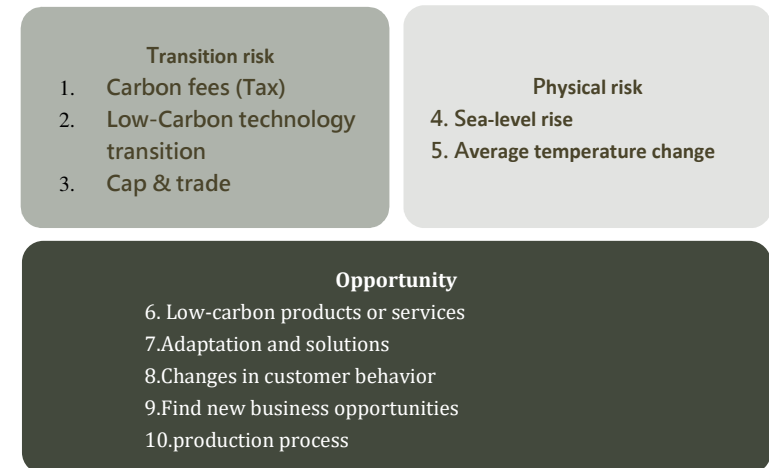
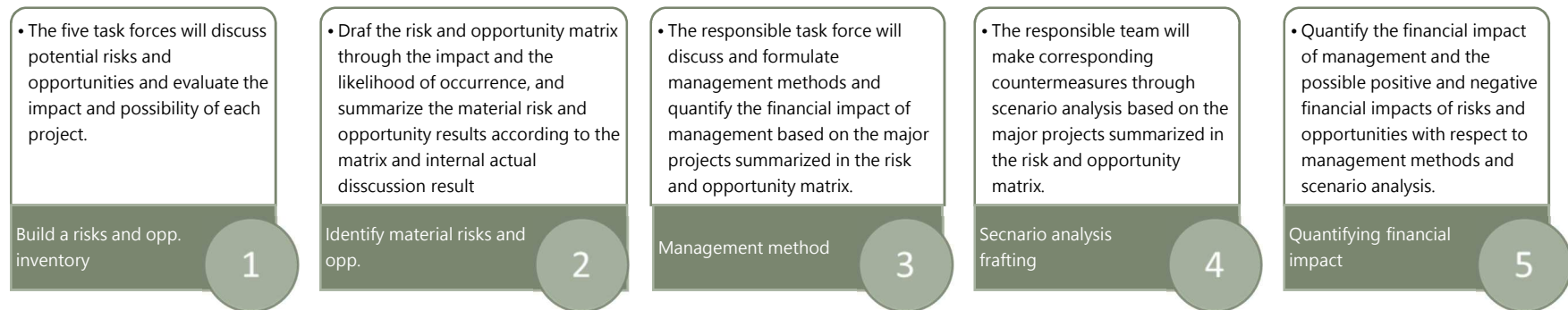
Four Cores	TCFD Disclosure Recommendations	Core Content of IFRS S2	Response
Risk Management	a. Describe the organization's processes for identifying and assessing climate-related risks	a. Procedures for identifying, assessing, prioritizing, and monitoring climate-related risks and opportunities (including whether and how these processes are integrated into and affect the overall risk management process of the entity)	a. Based on the correlation between climate-related risks and the Macronix's various businesses, Macronix divides the TCFD task force into five dedicated task forces: customers, finance, facility, supply chain, and logistics support. The members of each task force include middle and senior management. Each task force, based on executive business and professional judgment, identifies, evaluates, manages and establishes the risks and opportunities that Macronix may face, and formulates a list of such risks and opportunities. (See the figure for detailed process: TCFD evaluation process) After each task force completes identification, the Environment Safety and Health Center will consolidate the results and rank them by comprehensive consideration of the impact strength (5 levels) and likelihood of occurrence (7 levels) and identify material risks by completing a risk matrix diagram. (See the figure for detailed process: TCFD evaluation process). Risk Management Implementation Committee will integrate the inventory results of climate-related risks and opportunities into Macronix's risk management system for reporting to management teams and the Board of Directors, promoting relevant policies and internal management circulation. Associated task forces are accordance to feasibility to organize significant risk management principles, and access financial impact toward Macronix's operations (See Material risk analysis and management table).
	b. Describe the organization's processes for managing climate-related risks.		
	c. Describe how climate-related risks are integrated into the organization's overall risk management.		
Metrics and Targets	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and	a. Information on cross-industry metrics categories (climate-related metrics)	a. Please refer to chapter 6.2.2 Energy Management and 6.2.3 Climate Change Management.

Four Cores	TCFD Disclosure Recommendations	Core Content of IFRS S2	Response
	risk management process		
	b. Disclose Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions	b. Information on industry-based metrics	b. Please refer to 8.2.3 Sustainable Disclosure Indicator — Semiconductor Industry.
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	c. Disclosure of information on climate-related risks or opportunities (climate-related targets)	c. Macronix has set a long-term target of Net Zero Emissions by 2050 and planned the reduction path as a regular performance inspection indicator. Each plant will formulate carbon reduction projects based on the reduction path and execute them according to the budget review, perform an organizational greenhouse gas inventory and verification every year, and track the progress of carbon reduction on an annual basis, with 5-year as a period for the review of carbon reduction performance and 2025 as the first target inspection point. Our target is a 20% reduction compared to BAU, with an actual reduction exceeding 25%. The next target is a 35% reduction compared to BAU by 2030, which will be planned in conjunction with voluntary carbon fee-driven reductions. We aim to achieve the 2030 carbon reduction target gradually through the reduction of fluorinated gases and the increased purchase of green electricity.

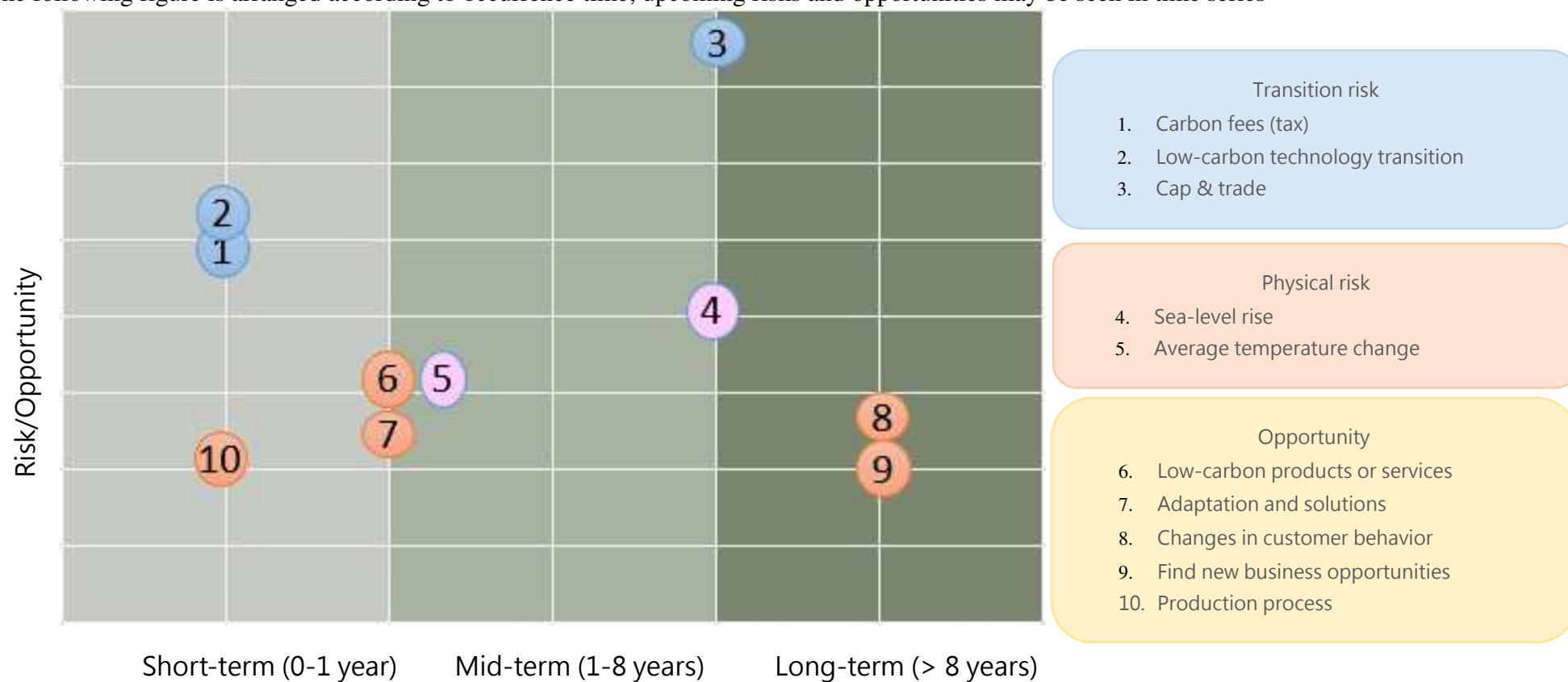
II. Climate risk and opportunity matrices

Climate risks and opportunities are identified based on "likelihood of occurrence" and "impact strength" to determine their risk level. Among major risks with higher impact, preventive measures and response plans will be formulated.

TCFD Evaluation Process



The following figure is arranged according to occurrence time; upcoming risks and opportunities may be seen in time series



III. Material risk and opportunity analysis and management table

Material risk analysis and management table

Aspect	Material risk	Upstream suppliers impact analysis	Macronix impact analysis	Downstream customers impact analysis	Financial impact	Response management measures	Management Costs
Transition risk/regulatory aspect	Cap & trade	- Product shipment performance and cost increase are affected by carbon emission limits. - Increase in management and production costs.	- Macronix currently has two fabs that may be included as control targets for total volume control/emissions trading. - In order to comply with total volume control and regulatory requirements, Macronix needs to control emissions, which may affect production capacity and orders. - The introduction of carbon reduction measures to reduce carbon emissions results in higher production costs.	- Customers may turn to other alternative suppliers due to Macronix's reduced supply. - Customers request Macronix to actively reduce carbon emissions.	The market transaction price or cash generated by excess emissions will increase Macronix's direct operating costs	- Designate dedicated personnel to continuously track relevant regulations and analyze impacts - Greenhouse gas inventory and continuous tracking of carbon emissions - Implement energy saving projects - Implement carbon reduction projects - Organize a Net-Zero Emission and renewable energy task force - Increase the utilization rate of renewable	The implementation of measures and manpower have led to an increase in Macronix's direct operating costs

Aspect	Material risk	Upstream suppliers impact analysis	Macronix impact analysis	Downstream customers impact analysis	Financial impact	Response management measures	Management Costs
						energy 7. Evaluate and secure reduction credits or carbon credits	
	Carbon fees (tax)	- The upstream suppliers pay carbon fees and fines, and transfer the relevant fees to increase the purchase cost. - The production volume of the suppliers may be capped, resulting in the limited supply or the extension of supply period.	- The two current fabs of Macronix are emission sources that should be accounted and registered, and are the first batch of carbon fee collection targets. - In order to reduce the carbon fees impact, the carbon fees and the cost of carbon reduction measures will be weighed to implement the carbon reduction plan. - Controlling emissions, which may affect production capacity and order delivery.	- The increase in product costs has reduced competitiveness. - Control of production capacity and delivery schedule due to emission reduction. Failure to meet customer expectations will affect customer reputation and orders. - Customers request Macronix to actively reduce carbon emissions.	Macronix's direct operating costs increase	As above.	The implementation of measures and manpower have led to an increase in Macronix's direct operating costs
Transition risk/ technical aspect	Low-carbon technology transition	Suppliers develop low-carbon products or technologies	To meet market expectations for energy conservation and carbon reduction in manufacturing may	Customers may request Macronix to provide products that help with lower	Company R&D costs increase	Introduction of new low-carbon or gas-reducing machines and respective process adjustment	The implementation of measures and manpower have led to an increase in

Aspect	Material risk	Upstream suppliers impact analysis	Macronix impact analysis	Downstream customers impact analysis	Financial impact	Response management measures	Management Costs
		to help Macronix reduce indirect emissions. 2. The cost of supplier R&D and materials will increase.	lead to adjustments in process-related technologies. 2. The introduction of new technologies or machines may increase production costs.	carbon emissions. 2. Customers request Macronix to reduce carbon emissions at the organization and product levels.			Macronix's direct operating costs
Physical risk/long term	Average temperature change	1. Affected by the increase in energy consumption, the production cost increases. 2. Increasing investment and production costs.	The rise in average temperature will lead to an increase in air conditioning load, power consumption, and electricity expenses.	1. As a result of cost increase, the selling price has increased, resulting in decrease in product competitiveness. 2. Customers request Macronix to actively reduce carbon emissions.	Macronix's direct operating costs increase	Establishing a weather forecast and refrigerating machine optimization mechanism	The implementation of saving energy has led to a decrease in Macronix's direct operating costs
	Sea-level rise	1. The affected suppliers cannot produce normally or the transportation is interrupted. 2. Suppliers establish	If the supply chain factory is shut down and causes production interruption, Macronix will continue to strengthen its continuous operation mechanism, such as maintaining appropriate inventory and increasing the number of	Material or transportation disruptions may affect product delivery schedules, which may in turn affect customer reputation and orders.	Macronix's direct operating costs increase	Require a more than one source (2nd source) for suppliers that are assessed as being high risk.	The implementation of manpower has led to an increase in Macronix's direct operating costs

Aspect	Material risk	Upstream suppliers impact analysis	Macronix impact analysis	Downstream customers impact analysis	Financial impact	Response management measures	Management Costs
		measures to avoid operational interruptions, such as off-site backup and inventory increase, which will increase operating costs.	suppliers to diversify risks.				

Material opportunity analysis and management table

Aspect	Material opportunity	Upstream suppliers impact analysis	Macronix impact analysis	Downstream customers impact analysis	Financial impact	Response management measures	Management Costs
Products and Services	Low-carbon products or services	1. Require suppliers to provide low-carbon (mining) products and raw materials, thereby reducing Macronix's supply chain carbon emissions. 2. Low-carbon	Under the responsible consumption model guided by climate change, Macronix's existing and future product lines are all low-carbon products. If it continues to develop, it will provide customers with a higher diversity of low-carbon products and create higher sales growth for Macronix.	1. Early access into the customer market with low carbon emission requirements will help increase the sales volume of products. 2. Providing diversified products and assisting existing customers to move into the	Failure to align with the low-carbon transition may result in reduced revenue from low-carbon products	1. Existing and future product lines are already low-carbon products, and they will continue to be developed with the existing management methods. 2. Perform product carbon footprint inventory and	1. Approximately 10% to 15% of Macronix's annual revenue is invested in all research and development activities 2. Low-carbon products contribute to the growth of sales on the customer side

		raw materials can meet the expectations of Macronix and stakeholders.		low-carbon emission market to consolidate customers' demand. 3. Satisfying customers' needs and enhancing partnership.		verification, and continuously improve carbon footprint. 3. Provide customers with reliable international verification information.	
	Changes in customer behavior	Low-carbon raw materials can meet the expectations of Macronix and stakeholders	Macronix has more than 30 years of industry experience and is one of the leading manufacturers of non-volatile memory IC; it is able to take the lead in cooperation in future low-carbon trends.	Meet Macronix's needs and enhance partnership.	Failure to align with the low-carbon transition may result in reduced revenue from low-carbon products	Continue to pay attention to the information and regulations related to low-carbon products, and frequently exchange opinions with customers.	Low-carbon products generate higher gross margins
	Adaptation and solutions	1.Require suppliers to provide low-carbon (mining) products and raw materials, thereby reducing Macronix's supply chain carbon emissions. 2.Strengthen supply chain climate	Macronix's proprietary technology, abundant experience, and its existing engineering development platform are sufficient to quickly respond to adaptation and solutions of low-carbon products.	1. Early access into the customer market with low carbon emission requirements. 2. Strengthen the competitiveness of the customer consumption market.	Failure to align with the low carbon transition may result in reduced revenue from low-carbon products	1. Listen to customer requirements and ideas, respond with suitable products or adjustments 2. Establishing a weather forecast and chillers optimization mechanism in response to climate instability	1. Sales growth generated on the customer side 2. Reduce operating costs

		resilience.					
Market	Find new business opportunities	1. Increase potential new applications. 2. Find new business opportunities from suppliers to reduce the total carbon emissions of Macronix's supply chain.	Macronix is one of the leading manufacturers of non-volatile memory IC, especially in terms of quality and mastery of proprietary technology, which are conducive to the pursuit of emerging energy-saving and environmental protection applications and opportunities: Internet of Things (IoT), Bluetooth electronic applications, portable consumer electronics, assistive health care electronics, etc.	1. Increasing potential new customers. 2. The customer's brand image is improved, and supply chain is in line with the goal of energy conservation and carbon reduction, which in turn enhances Macronix's competitiveness.	Failure to align with the low carbon transition may result in reduced revenue from low-carbon products	Continue to communicate with international customers and attempt to cooperate in new solutions.	Revenue growth generated from new business models
Resource efficiency	Production process	1. In line with the low-carbon trend of supply chain. 2. Provide recyclable raw materials or develop new technologies	In order to reduce the negative impact of the value chain on climate, Macronix actively adopts processes with higher efficiency in resource input, reduces waste generation, improves product yield, saves costs and shortens delivery time.	1. Reduce supply chain carbon emissions for customers. 2. Meet customers' expectations for high-efficiency, high-quality, and low-carbon products.	Failure to align with the low-carbon transition may result in reduced revenue from low-carbon products	1. PFC process optimization 2. Reduction of exhaust from factories 3. Adoption of PFC reduction equipment 4. Reduce chemical use at source 5. Process recipe engineering changes to speed up turnaround time (TAT) of production	Improving resource efficiency can reduce operating costs

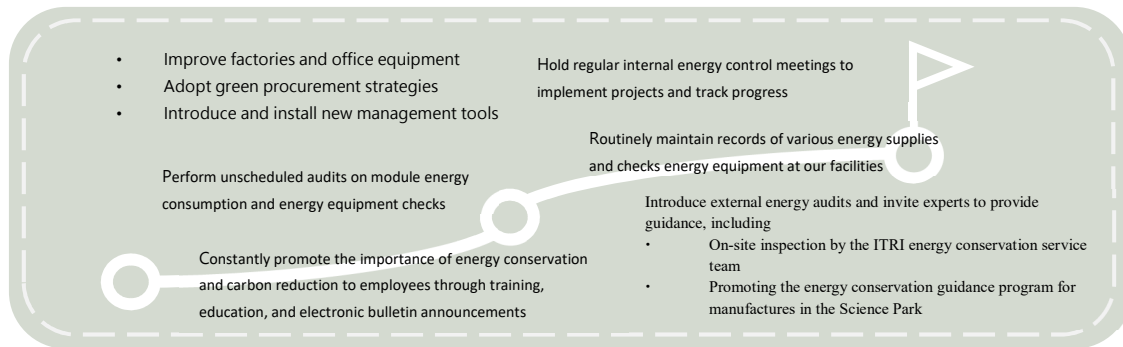
6.2.2 Energy Management



Management Approach	Impact	1. Actual impact: Carefully use energy to reduce operating costs, increase the use ratio of renewable energy source to reduce the impact of traditional grey power to the environment, and comply with regulatory requirements 2. Potential impact: Manage energy use to reduce the risk of production interruption, and increase the use ratio of renewable energy source to comply with the international green supply chain trend
	Short-term development direction	Maintain an average annual energy conservation rate of higher than 1.5%
	Medium and long-term development direction	Continue to optimize energy efficiency and management, increase the proportion of renewable energy, and achieve net-zero emissions by 2050
	Management method (Including measures)	1. Compile power consumption statistics on a quarterly basis 2. Evaluate the feasibility of energy conservation measures on an annual basis 3. Track the progress of the annual plan based on ESH's goals and targets 4. Establish roof solar power generation equipment for self-use
	Tracking the effectiveness of actions	External: Energy audits reports are submitted to the Energy Administration, Ministry of Economic Affairs Internal: ISO 14001 Manual/Procedure/Specifications/Records and energy-saving projects, regular tracking of energy consumption and energy saving performance by the Energy Service Group, regular tracking of carbon reduction performance by the net-zero carbon emission and renewable energy task force
	2025 Implementation Results	Company-wide average annual energy conservation rate of > 1.5%
	Targets in 2026	Company-wide average annual energy conservation rate of $\geq 1.5\%$
	Future goals (Short-, Mid-, and Long-Term)	Short-term: Company-wide average annual energy conservation rate of $\geq 1.5\%$ Mid-term: Adopt ISO 50001 and pass third-party verification Long-term: Increase the proportion of renewable energy used and achieve net zero emissions by 2050 in line with the Company's GHG reduction targets

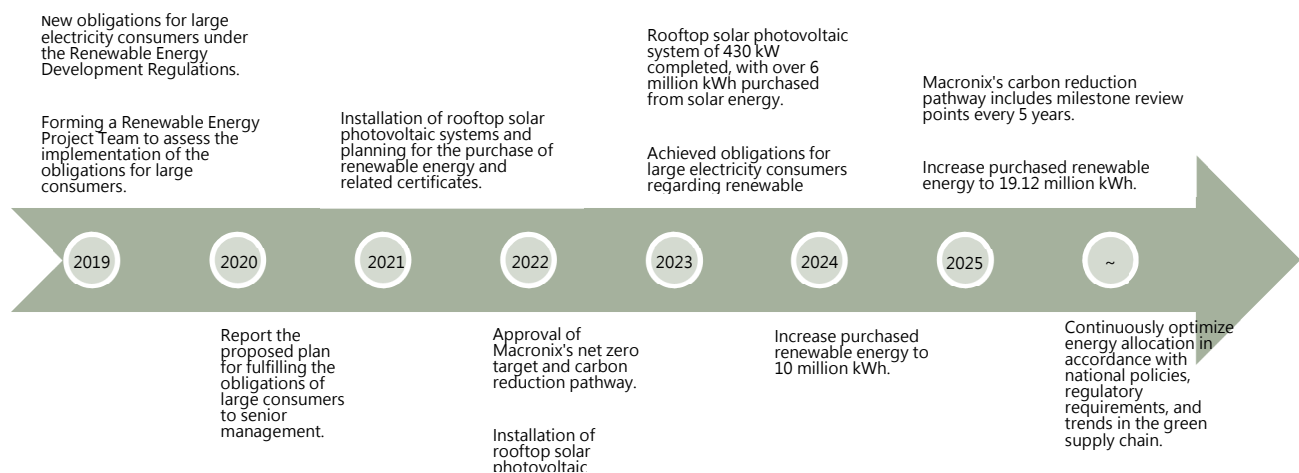
Note: The scope covers the parent company, with 100% coverage; the parent company serves as the primary production and operational site.

Macronix is dedicated to reducing energy use and consumption every year. We follow the instructions provided by the Energy Administration, Ministry of Economic Affairs each year to report our energy conservation audit system for energy users, as well as our energy use status from the previous year. Furthermore, we officially formed the Macronix "Energy Saving Service Group" in 2008 to carry out various energy conservation activities, implementing energy management in various aspects. Over the years, work activities in this domain have been as follows:



Key Tasks of Macronix Energy Saving Service Group

The Development Journey of Renewable Energy at Macronix



In 2025, the total energy consumption reached 1,937,749 GJ, in which the power consumption from the grid hit 1,784,841 GJ, accounting for 92.11% of the total power consumption. Purchased renewable energy and self-generated photovoltaics for self-use amounted to 87,226 GJ, accounting for 4.5% of total power consumption.

Macronix has implemented various energy-saving projects over the past few years, including projects focusing on the chiller system, power system, and illumination equipment, all of which achieved significant results. The energy-saving strategy in 2025 mainly focuses on energy saving of air conditioners, chiller systems, and energy conservation through equipment operation optimization. A total of 49 energy-saving plans were implemented. The total energy savings recognized in 2025 reached 12,269,279 kWh (44,169 GJ), which is equivalent to a reduction of 5,717 metric tons of carbon dioxide equivalent emissions.

Energy Consumption within Macronix

Item		2023		2024		2025	
		Consumption (GJ)	Percentage (%)	Consumption (GJ)	Percentage (%)	Consumption (GJ)	Percentage (%)
1	Natural gas	86,354	4.40	87,047	4.27	65,106	3.36
2	Diesel fuel	843	0.04	1,193	0.06	100	0.01
3	Liquid Petroleum Gas (LPG)	246	0.01	260	0.01	245	0.01
4	Amount of gasoline used	262	0.01	273	0.01	232	0.01
5=1+2+3+4	Non-renewable fuel consumption	87,705	4.46	88,773	4.35	65,683	3.39
6	Renewable fuel consumption	23,416	1.19	38,782	1.91	87,226	4.50
7	Purchased electricity consumption	1,850,902	94.34	1,909,576	93.74	1,784,841	92.11
8=1+2+3+4+6+7	Total energy consumption (GJ)	1,962,022	100	2,037,130	100	1,937,749	100
9	Total Revenue (NT\$ Million)	27,624		25,883		28,880	
8÷9	Energy intensity (GJ/NT\$ Million)	71		79		67	

Note:

- (1) Energy consumption unit: GJ;
- (2) Data obtained from GHG inventory data, including the power consumption of subsidiaries' offices in Macronix headquarters;
- (3) The heating values used for calculations are based on the GHG inventory data and the 2024 Energy Statistics Handbook of the Ministry of Economic Affairs;
- (4) Renewable fuel comes from purchased solar energy and self-generated solar energy for internal use;
- (5) The purchased electricity consumption is sourced from Taiwan Power Company;
- (6) The scope of the energy data covers the parent company, with 100% coverage; the parent company serves as the primary production and operational site.

Macronix's Energy Conservation Measures in 2025

Energy Conservation Items	Energy conservation amount (kWh/year)	Carbon reduction (tonCO ₂ e)	Energy conservation contribution ratio (%)
Chiller energy conservation (9 items)	5,175,327	2,412	42.18
Air conditioner energy conservation (21 items)	4,205,033	1,960	34.27
Cooling tower energy conservation (5 items)	1,355,935	632	11.05
Equipment operation adjustments (6 items)	990,184	461	8.07
Lighting energy conservation (4 items)	295,152	138	2.41
Motor energy conservation (3 items)	193,720	90	1.58
Other (1 item)	53,927	25	0.44
Total	12,269,279	5,717	100

Note:

1. Data is obtained from the energy audit reports; the type of energy conserved in each item is electricity.
2. The amount of energy conserved is compared against the amount of energy consumed before improvements were made
3. Energy conservation contribution ratio = Number of kWh conserved for each item / Total number of kWh conserved
4. The carbon reduction effect of energy conservation is calculated using the latest electricity emission factor of 0.466 kgCO₂e/kWh in 2025 available at the time of preparing this report.

6.2.3 Climate Strategy

Management Approach	Impact	- Actual impact: Green supply chain requires companies to plan and implement greenhouse gas reduction targets and measures, and the related response costs have begun to increase - Potential impact: Climate Change Response Act came into effect, the country's 2050 net zero emissions target will be incorporated, and mechanisms such as carbon fee collection and voluntary reduction plans will be added, the future response costs may also rise	
	Short-term development direction	- Conduct inventory of the amount of Scope 3 emissions and evaluate the amount of value chain emissions - Continue to encourage energy conservation and carbon reduction, and seek possible solutions - Maintain the proper operation of roof solar power generation equipment for self-use and purchase renewable energy to increase the use ratio of renewable energy	
	Medium and long-term development direction	- Continue to implement the process fluorinated gas reduction plan - Minimize energy loss within Macronix and reduce GHG emissions - Install or purchase renewable energy and certificates to increase the proportion of renewable energy use	
	Management method (Including measures)	- Designate dedicated personnel to continuously track the changes in regulations and analyze possible impacts - Greenhouse gas inventory and continuous tracking on an annual basis - Implement energy saving projects on an annual basis - Implement carbon reduction projects on an annual basis	- Organize a Net-Zero Emission and renewable energy task force and track progress and performance on a regular basis - Increase the utilization rate of renewable energy - Evaluate and secure reduction credits or carbon credits
	Tracking the effectiveness of actions	External: Perform inventory registration and inspection in accordance with the requirements of the Climate Change Response Act, and implement a voluntary reduction plan to mitigate the impact of carbon fees. Internal: Organize the Net-Zero Emission and renewable energy task force to implement project management, comply with internal greenhouse gas related management standards, comply with ISO 14064-1, GHG Protocol, ISO 14064-2 and ISO 14001 management systems	
	2025 Implementation Results	Annual target results: Greenhouse gas emissions in 2025 decreased by 20.9% compared with 2024. Short-term target results: The goal for 2025 was a 20% reduction compared to estimated carbon emissions under business-as-usual (BAU) scenario; actual emissions were	

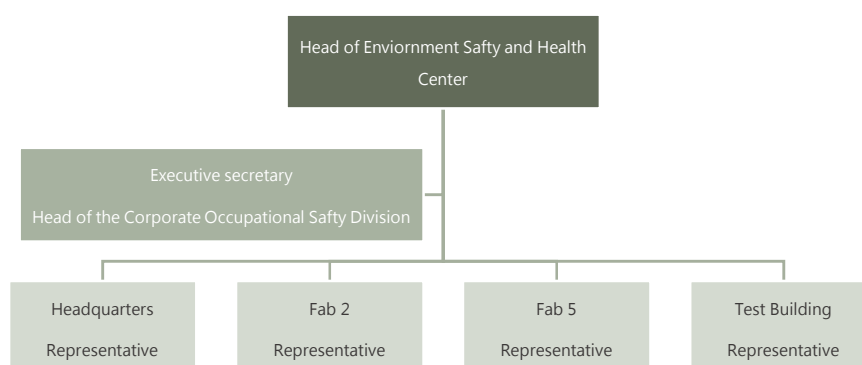
	Targets in 2026	reduced by more than 30%, achieving the goal. Plan carbon reduction measures to achieve a 22% reduction compared to estimated carbon emissions under business-as-usual (BAU) scenario by 2026, using 2030 as the 5-year target for emissions inspection
	Future goals (Short-, Mid-, and Long-Term)	Short-term: A 22% reduction compared to BAU in 2026 Mid-term: Achieve a 35% reduction compared to BAU by 2030, the 5-year target for emissions inspection Long-term: Achieve Net Zero Emission in Taiwan by 2050

Note: The scope covers the parent company, with 100% coverage; the parent company serves as the primary production and operational site.

In response to the trend of GHG reductions control and reduction in the supply chain due to global warming, Macronix began planning for GHG emissions inventory, control, and reduction in 2000 and obtained the 2005 ISO 14064-1 GHG emissions verification statement in 2007.

Macronix has established the management organization to manage GHG according to the inventory standards set forth in ISO 14064-1, GHG Protocol, and the Greenhouse Gas Inventory Operations Guidelines issued by the Ministry of Environment of Taiwan, as illustrated below. Through the complete management system, we performed a thorough inventory of emissions from the parent company, which handles core operations and manufacturing, as well as its subsidiaries, which are responsible for sales and services. Upon completion, we have established inventory records and internal procedures for GHG inventories, which serve as the basis for process improvements, energy conservation, the selection of alternative gases, and the setting of energy-saving and carbon reduction targets. Certain ozone-depleting substances (ODS) controlled by the Montreal Protocol are identified during the GHG inventory, but are not included in emissions according to regulations of the Ministry of Environment.

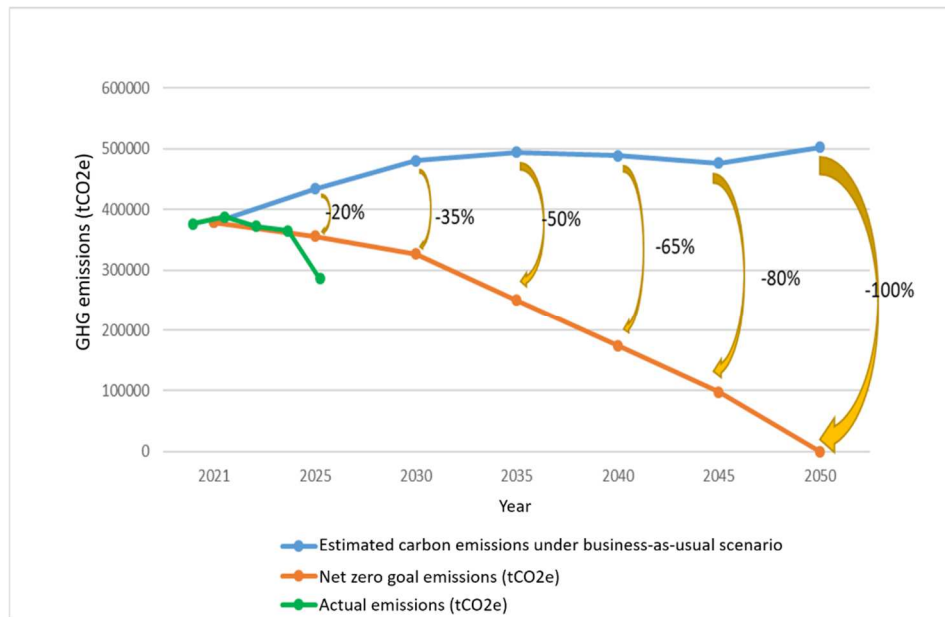
▼ Macronix Greenhouse Gases Management Organization Chart



In response to global climate change and carbon reduction trends and in line with the national goal of Net-Zero Emission by 2050, Macronix also planned a carbon reduction pathway in 2022, reviewed and approved the long-term carbon reduction goal of Net-Zero Emission by 2050, focusing on manufacturing process improvement, energy efficiency enhancement, increasing the use ratio of renewable energy, and planning for carbon credit acquisition. In addition, we also actively evaluate the participation in government-guided projects. In 2018, we participated in the Industrial Development Bureau's "Low Carbon Technology Industrial Application Subsidy Project", and completed the Fab 5's project plan for the newly installed point of use (POU) GHG abatement

equipment for the manufacturing machines. We applied to the Ministry of Environment for the registration of our GHG offset project in 2019. The project passed review of the Ministry of Environment at the end of 2020, and completed the first monitoring report and verification of the reduction quota in 2022. Macronix filed the first application for reduction credits with the Ministry of the Environment in November 2023. On October 28, 2024, a reduction quota of 8,836 metric tons of carbon dioxide equivalent (tCO₂e) was approved. The second third-party verification of emission reduction credits was conducted in 2025. It is projected that over 20,000 metric tons of carbon dioxide equivalent in emission reduction credits were generated during the calculation period from 2022 to 2024.

▼ Macronix Carbon Reduction Pathway Planning



All of Macronix's plants completed ISO 14604-1 Scopes 1, 2, and 3 inventories and third-party verification in 2025. The data covers the parent company and subsidiaries included in the consolidated financial statements. In accordance with the operation control method, Macronix calculated the 7 kinds of GHGs including CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃. In response to the Ministry of the Environment's announcement of "Greenhouse Gas Emission Factors" on February 5, 2024, which became effective immediately, the Global Warming Potential (GWP), for the calculation of GHG emissions in 2023 is based on the IPCC AR5 version, while the GWP value for the calculation of emissions before 2022 is based on the IPCC AR4 version. As a result, Macronix adjusted the baseline year for Scope 1 and Scope 2 to 2023. Information on the baseline year: total emissions were 375,001.280 tCO₂e, with Scope 1 accounting for 32.1%, and Scope 2 accounting for 67.9%. In addition, we began to compile the data of indirect GHG emissions in addition to imported energy at the end of 2019 to provide a more complete GHG inventory and monitor GHG emissions of our value chains. The first verification in accordance with ISO 14064-1:2018 was conducted in 2021. The total indirect GHG emissions excluding imported energy reached 197,383.1702 tCO₂e in 2025 (as the baseline year of Scope 3 due to the inclusion of Scope 3 emissions from subsidiaries in the inventory). Most indirect GHG emissions were generated from the Category 3 - products (including purchased goods and services) used by the organization and Category 4 - transportation. Since the value chain items covered by Scope 3 will be included in the inventory year by year according to the accuracy and availability of data, the base year of Scope 3 will vary with the addition of new calculation items. Macronix also completed a carbon footprint inventory for its main products (NOR and NAND Flash) in 2024 and passed ISO14067:2018 third-party verification to track environmental impacts at the product level.

Disclosure of Scope 3 emissions of the parent company and its subsidiaries based on the GHG Protocol in accordance with the categories of significant and substantial indirect GHG emissions:

Categories 1-15		Emissions (tonCO ₂ e)
1	Purchased goods and services	127,160.1956
3	Fuel and energy-related activities	57,919.3662
4	Upstream transportation and distribution	1,037.6390
5	Waste generated in operations	1,625.1258
7	Employee commuting	1,784.1104
9	Downstream transportation & distribution	7,856.7332

▼ The inventory and assurance of GHG emissions of the company

(Unit: tCO₂e/year)

Data Coverage	Scope	2023				2024				2025			
		Carbon emissions (tCO ₂ e)	Percentage (%)		Carbon emissions (tCO ₂ e)	Carbon emissions (tCO ₂ e)	Carbon emissions (tCO ₂ e)		Carbon emissions (tCO ₂ e)	Carbon emissions (tCO ₂ e)	Percentage (%)		Intensity (tCO ₂ e/revenue of NT\$ Million)
			Scope 1 + 2	Scope 1 + 2 + 3			Scope 1 + 2	Scope 1 + 2 + 3			Scope 1 + 2	Scope 1 + 2 + 3	
Parent Company	Scope 1	120,502.2254	32.1	19.4	4.4	115,938.0001	31.6	20.3	4.5	59,555.0153	20.5	12.2	2.1
	Scope 2	254,499.0547	67.9	41.0	9.2	251,429.1829	68.4	43.9	9.7	231,048.2854	79.5	47.4	8.0
	Total(1+2)	375,001.280	100	-	13.6	367,367.183	100	-	14.2	290,603.301	100	-	10.1
	Scope 3	245,775.8993	-	39.6	8.9	204,910.0493	-	35.8	7.9	195,860.8730	-	40.4	6.8
	Total(1+2+3)	620,777.179	-	100	22.5	572,277.232	-	100	22.1	486,464.174	-	100	16.8
	Assurance Organization	Bureau Veritas Certification (Taiwan) Co., Ltd.				Bureau Veritas Certification (Taiwan) Co., Ltd.				Bureau Veritas Certification (Taiwan) Co., Ltd.			
	Assurance Situation	Scope 1 and 2: ISO 14064-3:2019 Reasonable Assurance Scope 3: ISO 14064-3:2019 Limited Assurance				Scope 1 and 2: ISO 14064-3:2019 Reasonable Assurance Scope 3: ISO 14064-3:2019 Limited Assurance				Scope 1 and 2: ISO 14064-3:2019 Reasonable Assurance Scope 3: ISO 14064-3:2019 Limited Assurance			
	Assurance Opinion/Conclusion	Unreserved conclusion/opinion				Unreserved conclusion/opinion				Unreserved conclusion/opinion			
Subsidiary in the Consolidated Financial Statements	Scope 1	-	-	-	-	99.7574	11.1	-	-	177.1628	17.70	7.0	-
	Scope 2	-	-	-	-	797.0357	88.9	-	-	824.0190	82.30	32.7	-
	Total(1+2)	-	-	-	-	896.793	100	-	-	1,001.1818	100	-	-
	Scope 3	-	-	-	-	-	-	-	-	1,522.2972	-	60.3	-
	Total(1+2+3)	-	-	-	-	-	-	-	-	2,523.479	-	100	-
	Assurance Organization	-				—				Bureau Veritas Certification (Taiwan) Co., Ltd.			
	Assurance Situation	-				—				Scope 1 and 2: ISO 14064-3:2019 Reasonable Assurance Scope 3: ISO 14064-3:2019 Limited Assurance			
	Assurance Opinion/Conclusion	-				—				Unreserved conclusion/opinion			
Total		620,777.179			22.5	573,174.025			22.1	488,987.653			16.9

Note: (1) Macronix has no biogenic CO₂ emissions. (2) The disclosed Scope 2 emissions are based on the market-based approach. (3) For the disclosure of climate-related information for publicly listed companies, please refer to the corporate governance section of our annual report. (4) On February 5, 2024, the Ministry of the Environment announced the "Greenhouse Gas Emission Factors," which take effect immediately. Since Macronix

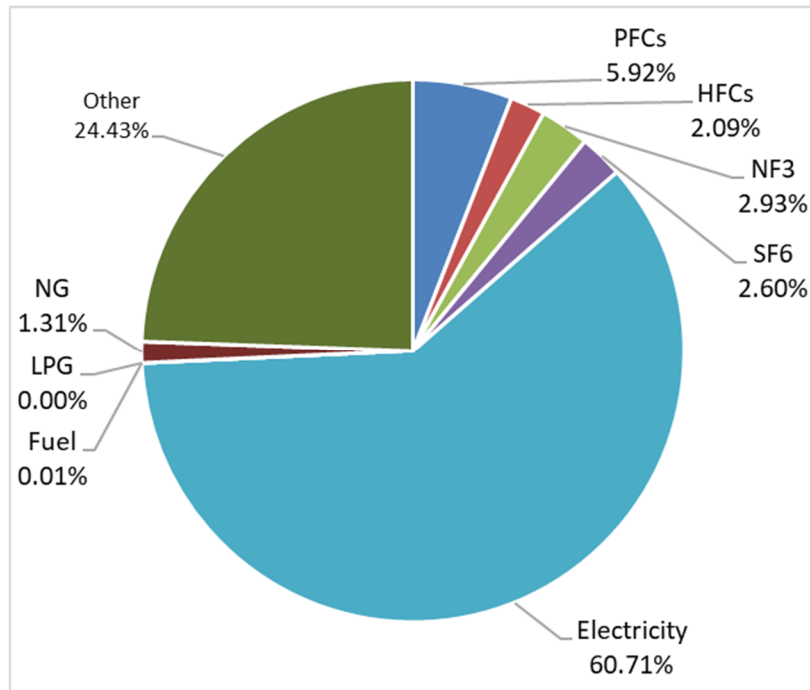
started inventory of GHG emissions in 2023, the GWP was calculated using the IPCC AR5 version. (5) This table covers the parent company and its subsidiaries, with 100% coverage. (6) Given the relevance to production and operations, emissions from subsidiaries are not calculated separately for intensity. (7) The emissions presented in this table is calculated using the latest electricity emission factor of 0.466 kgCO₂e/kWh in 2025 available at the time of preparing this report.

▼ PFC Emission Amount Over the Years

(Unit: tCO₂e/year)

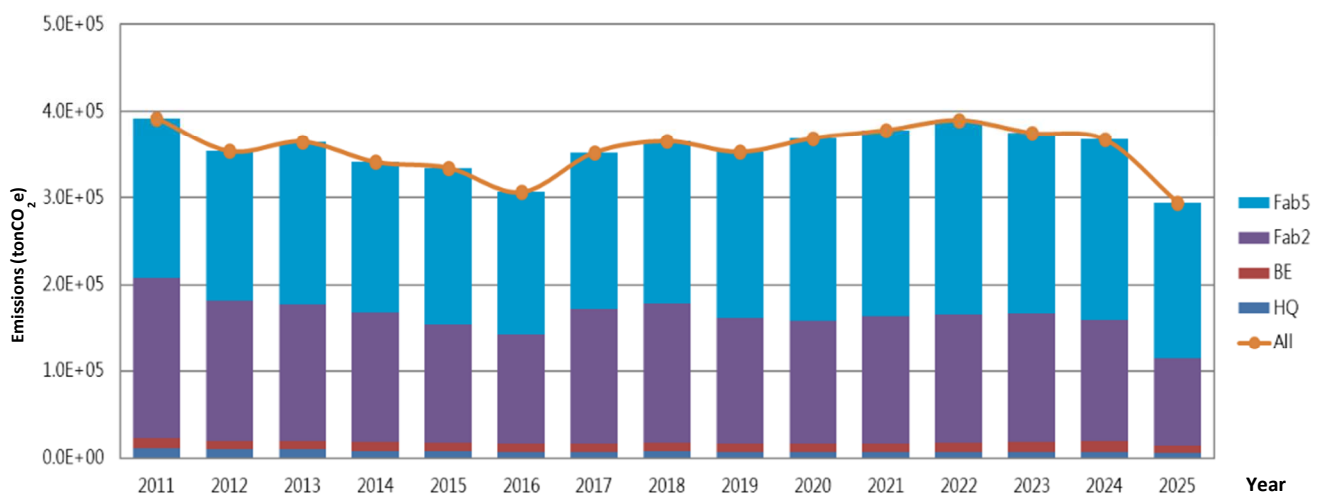
Year	2023	2024	2025
Total	40,407	38,361	22,532

▼ Ratios of GHG Emissions by Source of Emission, 2025



▼ Trend Chart of Greenhouse Gas Emission

GHG Emissions by all Sites over the Years



6.3. Ecological Conservation and Biodiversity

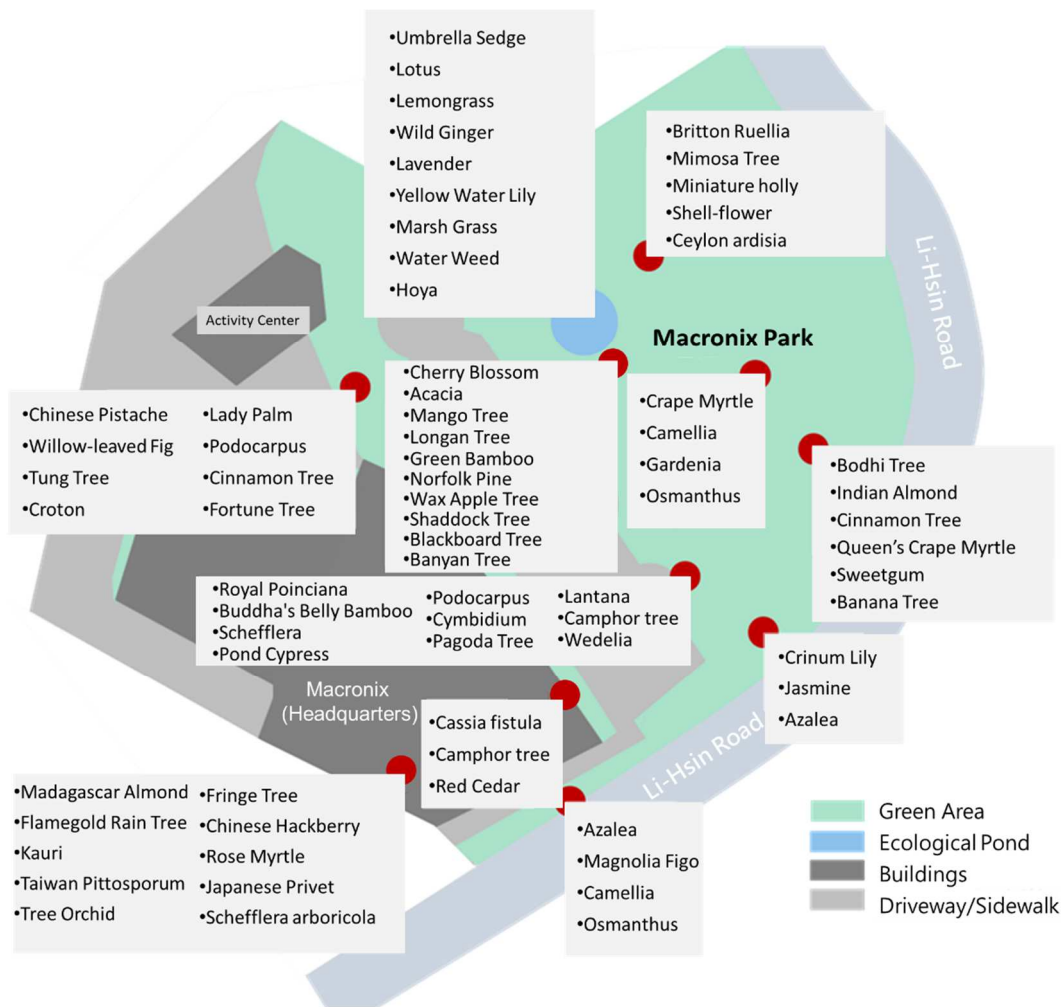


Macronix's headquarters, Fab 2, Fab 5, and Testing Plant are all located in the Hsinchu Science Park, Hsinchu City, which is not situated in a biodiversity hotspot. . In line with Macronix's commitment to ecological conservation, adopted a six-hectare green park named "Macronix Park" from the Hsinchu Science Park Bureau in 1999. Currently, there are over a thousand green plants and trees within the park and Company premises. In addition to maintaining and caring the original tree species in the park, Macronix has also planted more than 90 additional species, including the flame gold-rain tree, cherry blossoms, and tung trees. The total number of trees in the area now exceeds 1,500, contributing positively to the promotion of biodiversity.

In addition, Macronix has planned an "Ecological Pond" through a Japanese-style wooden circular landscape to raise koi fish. Macronix also plants a variety of aquatic plants, such as lotus, ginger lilies, bulrush, iris, wax-plants, Britton's Wild Petunias, Job's tears, water lilies, yellow water lilies, narrow leaf water-plantains, etc. which display a completely different landscape each season. It also takes advantage of a good ecological environment to attract wildlife and insects to live in order to create a biodiverse aquatic and terrestrial ecosystem.

The landscapes of plant area and Macronix Park are watered with recycled rain water, which not only facilitates water conservation, but also serves as the best example for environmental protection. Ecological urban designs for the Macronix Park, such as 3D green designs, roof greens, multilayer planting, and ecological ponds demonstrate our utmost efforts to protect the ecosystem.





The cultivation of tung trees in the Macronix Park has always been one of our key projects. After transplanting 5 tung trees from outside 25 years ago, the newborn fruits are restored as tung tree seedlings every year and then transplanted to every corner of Macronix Park. In 2024, 20 young tung trees were planted in Macronix Park. After many years of efforts, there are now about 150 tung trees in 9 areas of the Macronix Park, and we will continue to cultivate new tung tree seedlings to diversify the Macronix Park.

In addition, all Macronix plants are located inside the Science Park. All environmental protection work complies with local government regulations, internal corporate environmental policies and specifications to effectively conserve the ecological environment. Environmental awareness is raised to encourage everyone to fulfill their duties as global citizens. The maintenance achievements of Macronix Park have been recognized by the Science Park Administration. Since 2004, it has continuously won the highest honor, the "Outstanding Award," in the Green Beautification Evaluation by the Administration. In 2018, it received the "Environmental Green Beautification Contribution Award," and in 2021, it was awarded a "Certificate of Appreciation for Adopted Park Green Spaces."

Macronix Park is open to the public to enjoy during regular hours. It also serves as a venue for schools and environmental groups to conduct ecological education activities. In 2025, Macronix co-organized the "Occupational Safety, Health, and Environmental Protection Month Ecological Activity", hosted by the Hsinchu Science Park Bureau and the Allied Association for Science Park Industries. The event featured aquatic and terrestrial ecological tours and an eco-friendly wooden clock DIY workshop, inviting the public to participate in ecological tours and hands-on experiences to further understand natural ecosystems and environmental concepts. The event not only enhanced public ecological awareness but also established Macronix Park as a model for promoting ecological

education and environmental protection.

The first batch of 5 tung trees



Newly cultivated tung tree seedlings



Tung trees (about 3 to 5 years)



Tung trees (about 5 to 7 years)



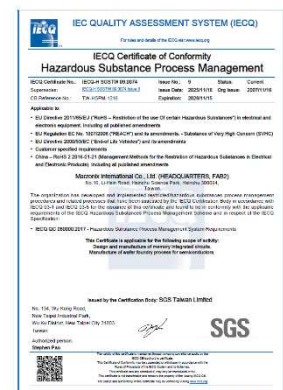
6.4. Green Enterprises

6.4.1. Green Products

Following the rising awareness of green consumption and more and more strict environmental protection laws worldwide, we are not only reducing environmental pollution caused by our production processes, but also focusing on managing chemicals in product ingredients. Currently, our green efforts include:

- ◆ Products are in compliance with EU Restriction of Hazardous Substances (RoHS) in Electrical and Electronic Equipment
- ◆ Products are in compliance with the European Union's requirements on Substances of Very High Concern (SVHC) and the End-of-Life Vehicles (ELVs)
- ◆ Green product certifications are obtained from internationally acclaimed customers such as Sony

Macronix has been passing the IECQ QC 080000 Hazardous Substance Process Management System Certification annually since 2007 to ensure the effectiveness of its green product management. According to Principle 15 in the Rio Declaration on Environment and Development, "In order to protect the environment, the precautionary approach shall be widely applied by each country according to their capabilities. Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation." Macronix has complied with regulatory requirements while managing green materials, and no environmental degradation has occurred due to material usage.



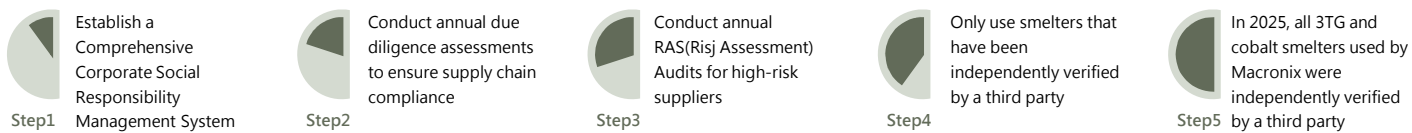
Macronix has developed a risk assessment of suppliers (RAS) system that integrates the quality management system and green product control system for supply chain management, to ensure that upstream and downstream suppliers comply with RoHS directives, the EU regulations on SVHC and ELVs, international laws, and customer requirements. Additionally, Macronix' products currently contain very few substances that are required to be disclosed based on the reporting threshold of certain reportable applications and reporting level of International Electrotechnical Commission (IEC) 62474 D29.00 Material Declaration for Products of and for the Electrotechnical Industry accordingly, the proportion of these substances in the total products is account for 27.5% of the annual revenue. In order to minimize the impact of the products on the environment, efforts have been made to find alternative materials for these disclosed substances.

Conflict Minerals Management

As a key member of the electronic supply chain, Macronix has responded to the demand for global human rights protection by purchasing metals such as gold, tin, tungsten, tantalum (hereinafter referred to as "3TG"), and other minerals required by customers to be used in products only with good due diligence. We insist on not using 3TG minerals that come from conflict mineral areas. In the internal management process, we regularly review the changes in the list of approved smelters and refineries in the CMRT (Conflict Minerals Reporting Template), EMRT (Extend Minerals Reporting Template), and AMRT (Additional Minerals Reporting Template), which are updated at least every six months or when necessary. We perform supplier due diligence on conflict minerals with reference to the framework of the "Organization for Economic Cooperation and Development (OECD) Due

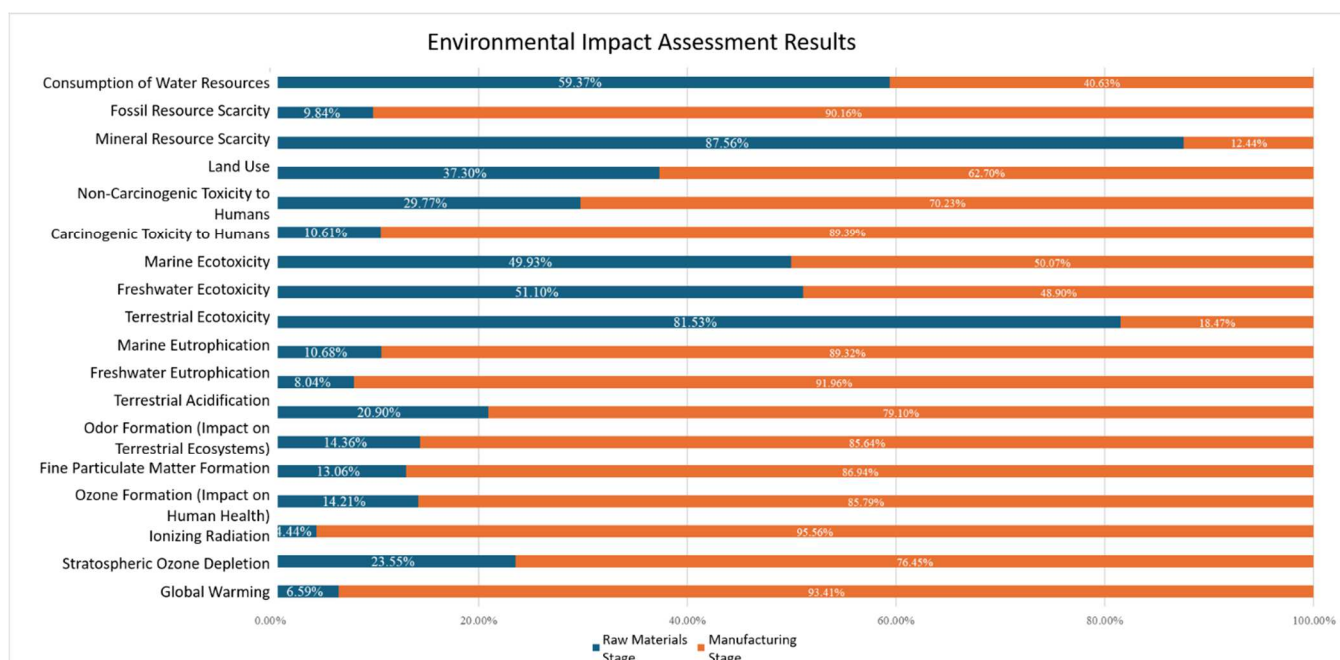
Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas". If supply chain members have any questions about Macronix responsible minerals template, they can contact pubcsr@mxic.com.tw.

▼ Due Diligence Procedures for Suppliers of Conflict Minerals



Product Life Cycle

In response to the trend toward green manufacturing, Macronix conducts Life Cycle Assessments (LCA) on its main Flash products in accordance with the ISO 14040 and 14044 Life Cycle Assessment standards. These products account for approximately 70% to 80% of annual revenue. The system boundaries are defined with reference to the Product Category Rules (PCR) published by Taiwan Semiconductor Industry Association: for use in preparing an Environmental Product Declaration (EPD) of "Semiconductor Foundry Services" (Version 2.1). The calculation boundary adopts a "cradle-to-gate" approach, analyzing the potential environmental impacts and calculating the environmental footprint of raw materials and the manufacturing stages. The calculation includes wafers, chemicals, gases, energy and resources, packaging and testing, and waste disposal in the semiconductor manufacturing process. The results will help to identify environmental impact hotspots and serve as a basis for subsequent improvements to reduce environmental impacts in stages such as design, raw material selection, energy and resource use during manufacturing, and waste treatment/disposal based on the life cycle.



6.4.2. Green Procurement and Environment, Safety, and Health Costs

Accounting Management System

Macronix actively complies with the international environmental protection trend and government policies by purchasing products or services with domestic and foreign "green mark", "energy-saving", "water-saving" labels, carbon-reduction labels and renewable energy to fulfill its corporate social responsibility and receives recognition and commendation from the authorities. The amount of green procurement in 2025 exceeded NT\$100 million.

To keep up with international trend, to fulfill our environmental and social responsibilities, and also to raise the effectiveness of our investments in the environment, worker safety, and health management, Macronix has implemented an environmental, safety, and health costs accounting (ECA) management system under the commitment and support of high-level executives since 2005.

Macronix's environmental, safety, and health costs accounting (ECA) management system incorporates the investment costs and benefits of environmental safety and health as a whole. Through the system operation management, it provides supervisors, employees, and personnel from the industrial safety/environmental protection departments the understanding of both past and current operating conditions of environmental safety and health and can provide planning for future tasks and goals.

The environmental, safety and health management expenditures and total investment of Macronix amounted to approximately NT\$780 million in 2025, and there were no losses resulting from EHS violations.

7. Social Dimension

Warmth, happiness, and growth are the visions of Macronix human resource management.

In Macronix, a family like enterprise, we provide our staff with the care and attention that any other family would. With empathy, we respect, understand, and care for the work and life of our staff and extend this caring to their families. This makes employees treat each other with mutual trust and cooperation. Following the philosophy of humane leadership, we provide staff with high flexibility and autonomy at work and continuously encourage staff to actively make valuable innovative solutions to our nonvolatile memory solutions. Therefore, the firm has been able to present top technical papers at the International Electron Devices Meeting (IEDM), VLSI Symposia, International Microwave Workshop (IMW), and International Solid-State Circuits Conference (ISSCC), receiving worldwide attention to its progressive R&D outcomes. Macronix believes in respecting individual diversity and adopting an open-door policy to create an atmosphere of open and transparent communication. We routinely hold management communication meetings, conduct labor/management conferences, and set up staff suggestion boxes in order to provide a platform to encourage our staff to communicate, express their ideas, and share their voices. Macronix established the "Macronix Corporate Social Accountability Policy" and "Macronix Human Rights Policy" based on requirements on human rights protection set forth in the Universal Declaration of Human Rights, ILO International Labor Standards, SA8000, and RBA CoC. We devote our utmost efforts to create a superior human resource management system and labor system with perfect planning and execution abilities, to comply fully not only with local labor laws and regulations, but also with CSR specifications to protect human rights.

Corporate Social Responsibility

Macronix's first issue of Corporate Social Accountability Policy was approved in 2008 by the President of Macronix and published on Macronix's electronic bulletin board. Besides, Macronix's Human Rights Policy and measures are announced on the Macronix website. All of our new employees are required to undergo training on the sustainable development and Corporate Responsibility Management Systems (RBA CoC).

The Corporate Social Accountability Policy* implemented by Macronix comprises the following:

We uphold labor rights, respect human rights, provide a safe, healthy, and amiable working environment, conservatively use the natural resources, promote science education, encourage innovative research and development, protect shareholders' rights, actively contribute to society, and persist in sustainable management.

- (1) Fully comply with national laws or regulations, the agreed customer requirements, and the applicable social responsibility requirements that subscribes.
- (2) Prohibit child employment, nor engaging in involuntary labors.
- (3) Conduct the due diligence on our suppliers/subcontractors, including service provider.
- (4) Provide our employees a safe, healthy, and amiable working environment.
- (5) Respect the freedom of collective bargaining, association, and peaceful assembly, and do not allow any discrimination on racial difference, religious belief, and gender, etc.
- (6) Esteem our employees, and do not allow ruthless punishment measures.

- (7) Operate honestly, ethically and refuse any means of improper advantage violate business integrity.
- (8) Comply with the Responsible Business Alliance Code of Conduct (RBA CoC), and continue improving through the management system.

※ : This version was revised on March 30, 2018

Corporate Social Responsibility Organization

Macronix's corporate social responsibility organization is led by the "Environment Safety and Health Center", which is responsible for and promotes related works. The President of Macronix is in charge of matters related to the Environment Safety and Health Center, with the support of the deputy chairman, and the committee members, i.e. representatives of Macronix's various departments to implement the commitment to continuously promote and enhance corporate social responsibility, and to ensure the effective operation of the corporate social responsibility.

Given that "Fun at Work" is good for productivity, Macronix provides competitive compensation packages, a people-oriented management system, top recreation and leisure infrastructure, and diverse and meaningful extracurricular activities, hoping to build a quality working environment to motivate staff and make them enjoy working. These measures also help staff nurture active and positive work values, broaden their horizons, spark their passions, and showcase their strengths, so that they can find happiness, morals, self-confidence, satisfaction, and pride in the work they do.

Talent is the foundation and the most valuable asset of the corporation. Hence, Macronix established a comprehensive training system and provides well-structured and constant training plans. This system accommodates different learning paths, competencies, and career ladder structure to provide staff with individual development plan. To achieve continuous growth for Macronix and its staff, Macronix has various types of training programs that are in line with corporate strategies and organizational development. The programs adopt innovative and diverse teaching methods to enhance staff's knowledge, skills, and capabilities that will strengthen Macronix's competitiveness.

We believe that a comfortable working and learning environment will bring out additional growth potential and renewed energy for our staff, which is the prime motivation for success. For this reason, Macronix works hard to build a work environment that allows staff to enjoy physical, psychological, and spiritual health. Macronix values caring for its staff through its management system, and ensures that measures are properly implemented through internal and external audits. We also have improved the workplace environment and increased harmony between the staff and the management team in order to build a warm, happy, and growing family.

Management Approach	Impact	Provide quality job opportunities and develop appropriate recruitment strategies to recruit outstanding talent.
	Medium and long-term development direction	Build a top employer brand, cultivate talent, and continuously recruit outstanding talent.
	Management method (Including measures)	1. Develop a complete recruitment strategy based on Macronix's annual business direction. 2. Carry out governmental and college and university job fairs/presentations. 3. Job banks, official recruitment website, and expert social media sites, etc. 4. R&D substitute service projects. 5. Industrial/academic cooperation projects. 6. Provide a comprehensive staff referral and internal transfer system.
	Process for tracking the effectiveness of actions	1. Regularly review the progress and results of recruitment projects. 2. Regularly review the job contents of job banks and the official recruitment website to ensure that they are up-to-date. 3. Regularly conduct regular salary surveys to ensure the overall competitiveness of the salary.
	2025 Implementation results	1. Organized campus orientation sessions and job fairs in universities and colleges to actively recruit talent. 2. Provided internship opportunities and tailor-made internship programs for undergraduates and postgraduates to encourage students to be innovative and cultivate their independent thinking skills, as well as provided pre-employment opportunities for qualified interns and reserved talent for recruiting units. 3. Successfully fulfilled the manpower needs of various units. 4. Achieved Macronix's production plan and R&D project manpower needs on talent deployment to ensure the timely availability of manpower.
	Targets in 2026	Plan and provide human resources of the appropriate quality and in sufficient quantity based on actual needs in areas such as R&D, manufacturing and sales.
	Future goals (Short-, Mid-, and Long-Term)	1. Continue to develop diversified recruitment channels to recruit talent from various parties. 2. Continue to develop industrial/academic cooperation and work with colleges and universities to cultivate semiconductor talent. 3. Continue to build a good employee orientation experience, deepen the sense of identity of new employees, and increase the retention rate. 4. Maintain and build a good employer brand image to attract potential talent to join Macronix.

7.1 Staff Respect



7.1.1 Recruitment



Macronix has always regarded "talent" as an important asset of Macronix, and it is also the key to Macronix's continuous innovation and growth, as well as the core of maintaining corporate competitiveness. Therefore, Macronix adheres to the principles of "fair employment opportunity" and "reality" in recruitment and selection process. Macronix also emphasizes basic competency assessment (language and logic ability), professional and technical assessment and communication ability.

In addition, though multiple recruitment channels to contact and recruit talents to join, including job bank recruitment websites, R&D substitute service projects, and internal employee referrals and/or transfers, as well as in-depth campus management of orientation sessions and provide students with the opportunities of career exploration visits and internships to recruit potential talents.

Equal Opportunity

Macronix provides equal employment opportunities, and is against discrimination and child labor and non-compulsory labor and agrees with the requirements of international customers to not employ modern slavery. This is the core value of our happy enterprise philosophy. We aim to provide fair promotion, equal employment, and forbid discrimination and harassment in the workplace. This principle of equal opportunity is the root of Macronix's corporate value. At Macronix, employment, work assignment, and promotion are based on individual abilities and job requirements, and are not affected by age, birthplace, race, skin color, gender, sexual preference, language, religion, disability, political ideology, nationality, social status, financial status, family background, or any other status.

Prohibition of Child Labor

Macronix prohibits child labor and stipulates in its internal regulations that workers under the age of 16 may not be hired. The ID documents of new employees are inspected when they report for work; the Juvenile and Child Labor Remediation Procedure (OI1080-0103) were established to investigate, handle, and remedy situations when child labor is hired by accident.

Workforce Structure

As of the end of 2025, the total number of employees at Macronix was 3,437, including 3,411 official employees and 26 part-time employees (17 employees worked less than full-time hours per week or per month). Compared with 2024, the number of regular employees decreased by 402, or 10.5%. Such significant change was triggered by normal employee attrition and workforce optimization, which are in line with Macronix's human resources policies to retain top talent and stabled workforce. In addition, a total of 6 employees among those were assigned to work overseas with the remaining station in Taiwan. Employees between the ages of 30-50 who have a wealth of specialized knowledge and experience are Macronix's backbone, and account for 55% of all regular employees. The workforce structure is detailed in the table below:

▼ Workforce Structure of *Regular Employees

Category	Sub-category	Male		Female		Subtotal and percentage of sub-categories	
		Headcount (A)	Percentage of sub-category (A/C)	Headcount (B)	Percentage of sub-category (B/C)	Subtotal (C)	Percentage of regular employees (C/Total number of employees)
Position	Executives*	428	71%	178	29%	606	18%
	Non-executives	1,704	61%	1,101	39%	2,805	82%
Age	Under 30	606	74%	211	26%	817	24%
	30-50	1,123	60%	756	40%	1,879	55%
	Above 50	403	56%	312	44%	715	21%
Nationality	Taiwanese Citizen	2,010	63%	1,184	37%	3,194	94%
	Foreigner	122	56%	95	44%	217	6%
Type of staff	Direct Employee	411	34%	796	66%	1,207	35%
	Indirect Employee	1,721	78%	483	22%	2,204	65%
Work Location	Local	2,126	62%	1,279	38%	3,405	99.8%
	Offshore	6	100%	0	0%	6	0.2%
Subtotal by Gender		2,132	63%	1,279	37%	3,411	100%
Total Number of Employees						3,411	100%

* Regular employees: Non-fixed term contractor or specific fixed-term contractor with a term of one year or longer

* Executives: Managerial officers

▼ Workforce Structure of *Temporary Employees

Category	Sub-category	Male		Female		Subtotal and percentage of sub-categories	
		Headcount (A)	Percentage of sub-category (A/C)	Headcount (B)	Percentage of sub-category (B/C)	Subtotal (C)	Percentage of temporary employees (C/Total number of employees)
Age	Under 30	4	40%	6	60%	10	38%
	30-50	6	50%	6	50%	12	46%
	Above 50	1	25%	3	75%	4	15%
Subtotal by Gender		11	42%	15	58%	26	100%
Total Number of Employees						26	100%

* Temporary employee: Fixed-term contractor (does not include specific fixed-term contractor with a term of one year or longer)

Headcount of On-site Contractors

As of end of 2025, the headcount of on-site contractors of Macronix was 228, including cleaning, security, food, transportation and other services. For details of the workforce structure, please refer to the following table:

Male		Female		Subtotal and percentage	
Headcount (A)	Percentage of sub-category (A/C)	Headcount (B)	Percentage of sub-category (B/C)	Subtotal (C)	Percentage ((A + B)/C)
117	51%	111	49%	228	100%

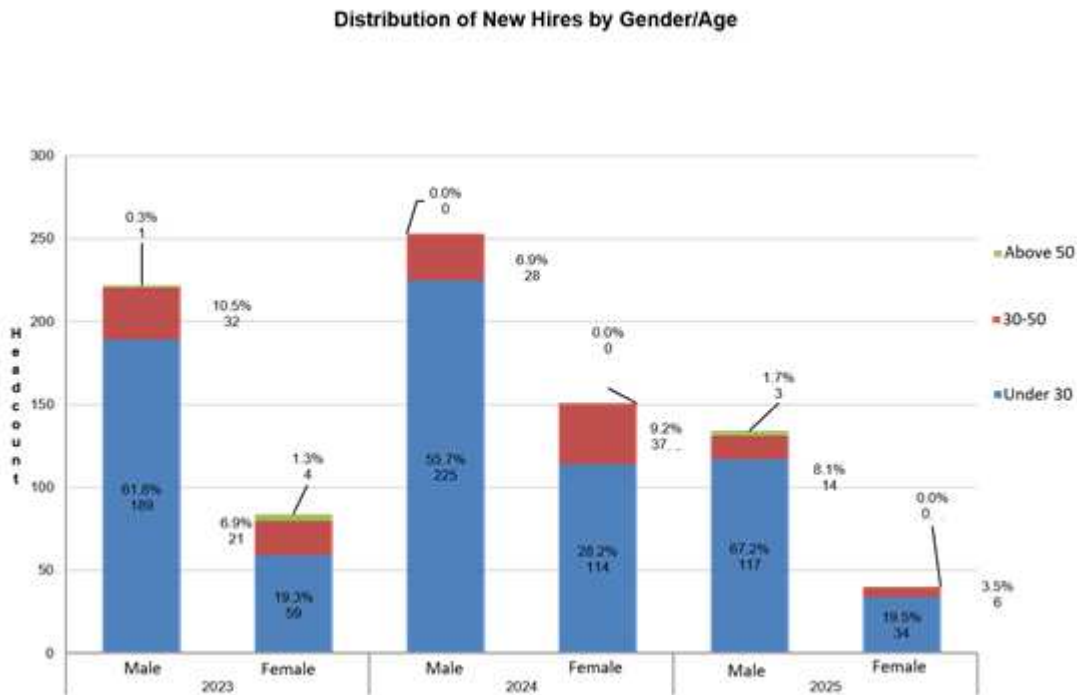
Recruitment of Foreign Employees

As of the end of 2025, a total of 214 Macronix employees required work visas, accounting for 6.3% of the total workforce. Under the globalization and cross-border recruitment strategies, Macronix assesses the potential risks associated with hiring foreign employees, including compliance with employment regulations and the protection of trade secrets. Macronix attaches great importance to the laws and regulations related to foreign employees, and assesses the compliance of recruitment agencies, applies for work visas in accordance with regulations, and assigns dedicated personnel to monitor and manage the process to ensure compliance with relevant legal requirements. In addition, Macronix provides training courses and awareness programs for foreign employees on an irregular basis to ensure that foreign employees understand and comply with regulations on trade secrets and other relevant matters.

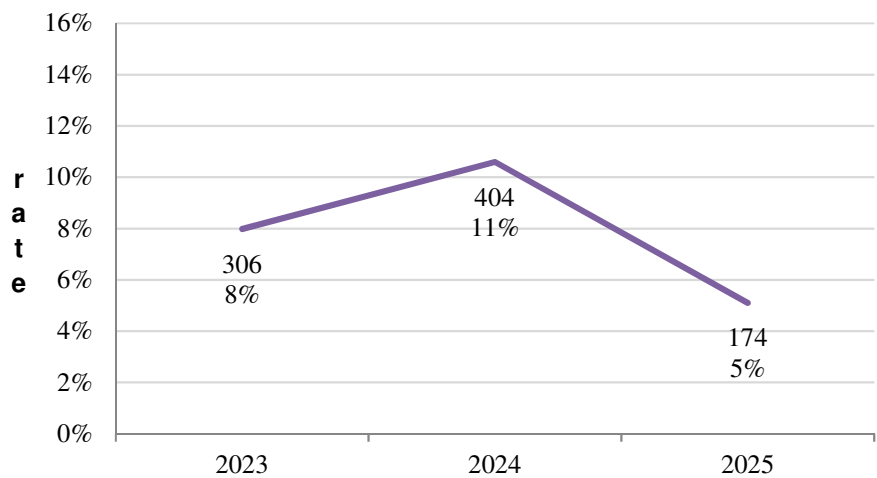
New Employees

To attract outstanding talent and increase our competitiveness, we implement a multi-channel recruitment project, including visits, recommendations from internal employees, campus job fairs, alternative civilian service (research and development substitute services), and industry-academia collaboration. As of the end of 2025, we had hired 174 new employees (134 males and 40 females), accounting for 5% of all employees. The majority of new employees were under the age of 30 (117

males and 34 females), accounting for 87% of new employees.



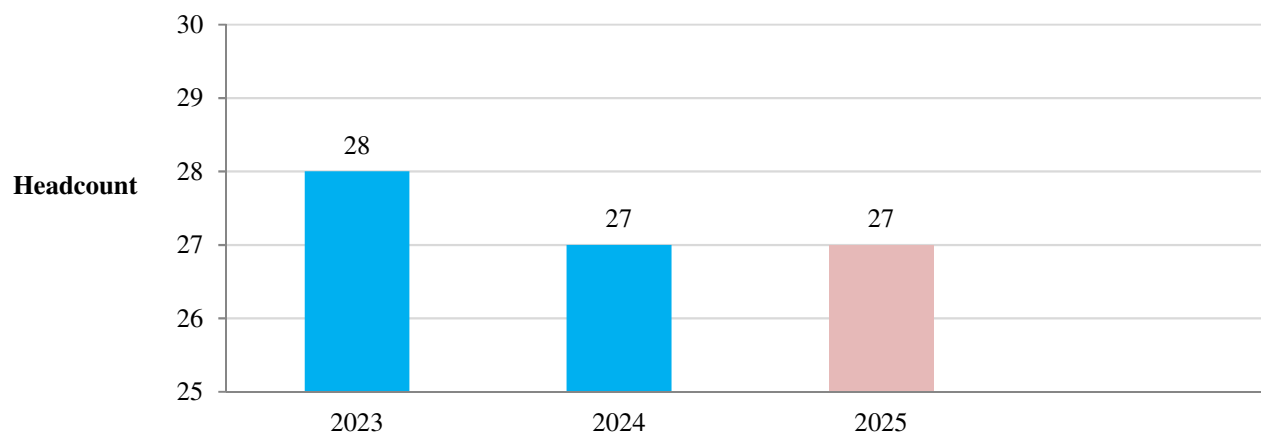
The Number and Rate of New Employees



Hiring Employees with Physical and Mental Disabilities

We respect the working rights of people with disabilities and firmly adhere to the related regulations. Macronix has employed 35 individuals with disabilities in accordance with Article 38, Paragraph 2 of the People with Disabilities Rights Protection Act (the "PDRPA"), including instances where a person with severe or extremely severe disabilities has been hired under Article 38, Paragraph 6 of the PDRPA, which counts as two individuals with disabilities. As of the end of 2025, we have hired 27 employees with physical and mental disabilities (17 of which are severely disabled), thus reaching the quota of individuals with disabilities that should be hired as stipulated by the PDRPA.

Number of Disabled Workers



Turnover Rate

In 2025, 582 regular employees (335 males and 247 females) resigned from their positions at Macronix. Changes in the turnover rate over the past three years have been primarily driven by industry conditions, with some foreign employees returning to their home countries upon the expiration of contracts; others have moved to different companies or pursued further education as part of their career planning and professional development. Turnover rates over the years are shown in the following table.

Distribution of Employees Who Resigned Over the Years (by Gender)

Year \ Gender	Male		Female		Total Number of Employees	
	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
2023	222	9.5%	184	12.6%	406	10.7%
2024	269	11.6%	129	8.7%	398	10.4%
2025	335	15.7%	247	19.3%	582	17.1%

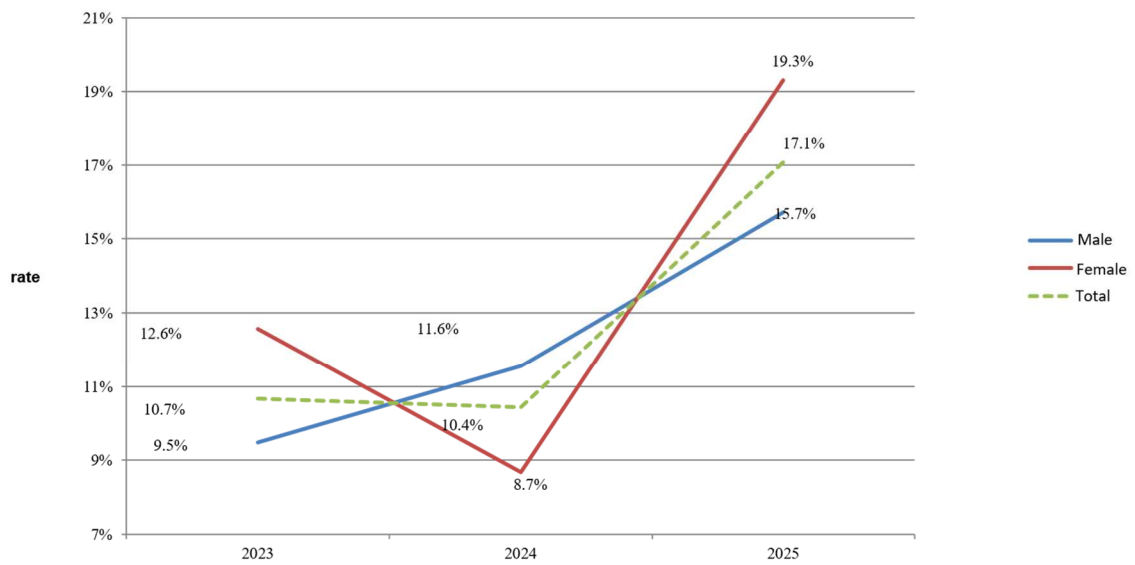
*Turnover rate = Number of employees of each gender who resigned on the said year / Total number of employees of the said gender

Distribution of Employees Who Resigned Over the Years (by Age)

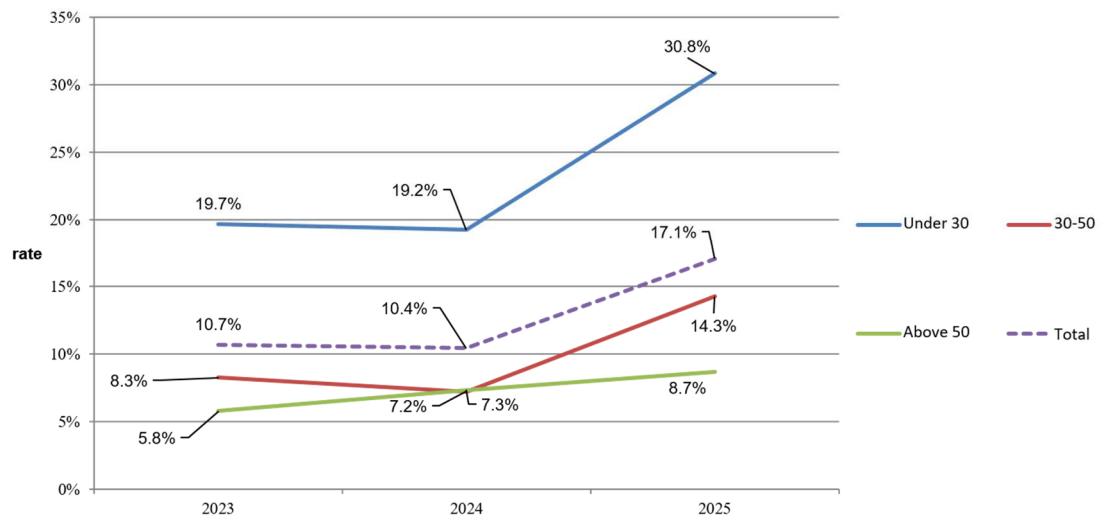
Year \ Age	Under 30		30-50		Above 50		Total number of employees and rate	
	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
2023	190	19.7%	173	8.3%	43	5.8%	406	10.7%
2024	195	19.2%	153	7.2%	50	7.3%	398	10.4%
2025	252	30.8%	268	14.3%	62	8.7%	582	17.1%

*Turnover rate = Number of employees in each age group who resigned on the said year / Total number of employees in the said age group

Distribution of Employees Who Resigned Over the Years (by Gender)



Distribution of Employees Who Resigned Over the Years (by Age)



7.1.2 Upholding Employee Rights



Management Approach	Impact	Safeguarding employees' rights and interests and ensuring the protection of human rights
	Medium and long-term development direction	Macronix devote our utmost efforts to create a superior human resource management system and labor system with perfect planning and execution abilities, to comply fully not only with local labor laws and regulations, but also with CSR specifications to protect human rights.
	Management method (Including measures)	1. Annual compulsory courses 2. Macronix Corporate Social Accountability Policy expressly states that we shall esteem our employees, and do not allow ruthless punishment measures. We do not allow any discrimination on racial difference, religious belief, and gender, etc. 3. Website announcement of Macronix's principle of equal human resources opportunities 4. Regularly announce and reiterate the "Sexual Harassment Management Regulations" and complaint channels 5. High-risk departments undergo workplace violence risk assessment operations
	Tracking the effectiveness of actions	1. Investigation and handling procedures according to the "No Topic is Off Limits" suggestion box and reporting hotline management regulations 2. Investigation and handling procedures according to "Macronix Workplace Violence Risk Assessment and Prevention Plan" 3. Investigation and handling procedures according to the "Sexual Harassment Management Regulations"
	2025 Implementation Results	Macronix did not receive any complaints or experienced any incidents where the rights of local staff or aboriginals were infringed. There were no material operation changes that affect labor rights.
	Future goals (Short-, Mid-, and Long-Term)	1. It is forbidden for all departments to engage in forced, threatening, humiliating or exploitative act, including posture, verbal and physical contact. 2. In matters such as hiring, compensation, training opportunities, promotion, termination, or retirement, there shall be no discrimination or support for discriminatory acts based on race, ethnicity, ancestry, social class, nationality, birthplace, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political affiliation, pregnancy, protected genetic information, or any other discriminatory factors.

At Macronix, our hiring and employment, job assignments, and promotion practices are based on an individual's abilities and potential, and we do not discriminate against any worker based on age, birthplace, race, skin color, gender, sexual orientation, language, religion, disability, political ideology, nationality, social status, financial status, family background, or any other status. We continue to make revisions to support employment for people with disabilities and endeavor to prevent prejudice, discrimination, and harassment.

Since Macronix was founded in 1989, Macronix has maintained good relationships between labor and employees from the outset management, and has never experienced loss of business due to labor/management disputes. There were no material operation changes that affect labor rights in 2025. If there are any material operation changes that require employees to be notified in advance, we will

provide a notice in accordance with the law.

If there is any change in the relevant provisions of the working rules of Macronix, it will be discussed in the labor/management conferences and announced after amendment, which is applicable to all employees of Macronix.

Gender Equality and Diversity

At Macronix, employment, work assignment, and promotion are based on individual abilities, performance and potential without discrimination, whether age, birthplace, race, gender, sexual preference, language, religion, physical or mental disability, political ideology, nationality, social status, financial status, family background, and/or others.

We value the diversity of our workforce, in addition to indigenous peoples, local and foreign nationals, we also hire physical and/or mental disabilities staff. Macronix did not receive any complaints or experienced any incidents where the rights of local staff or aboriginals were infringed in 2025.

▼ Employee Nationality Indicator

Category Percentage	Taiwanese Citizen	Foreigner
Headcount	3,194	217
Percentage of regular employees	94%	6%

▼ Female Diversity Indicator

Category Percentage	Regular Employees	Management level	New Employees
Headcount	1,279	178	40
Percentage of females in the category	37%	29%	23%

▼ Age Diversity Indicator

Range Percentage	Under 30	30-50	Above 50
Headcount	817	1,879	715
Percentage of regular employees	24%	55%	21

Women in Technology Leadership

In 2025, Macronix had a total of 606 employees in managerial positions, of which 178 were female managers, accounting for 29% of all managers. The distribution of female managers across different management levels is shown in the table below:

2025 Distribution of Female Managers at Macronix			
Management Level	Senior and Middle Management	Junior Management	Total
Number of female managers (A)	50	128	178
Total number of managers (B)	233	373	606
Female manager ratio (A/B)	21%	34%	29%

Employment Transfers

Macronix respects individual work rights and complies with related laws and regulations, including Article 10-1 of the Labor Standards Act: When transferring an employee, an employer shall not violate the provisions of labor contract and shall also satisfy the following principles:

1. The employee shall be transferred based on the needs of business operations and without improper motives or purposes.
2. The wages and other working conditions shall not be changed to be unfavorable to the employee concerned.
3. The employee shall still be able to satisfactorily perform the duties required in terms of physical ability and skills after the transfer.
4. The employer shall provide necessary assistance if the relocated workplace is too far away for the employee concerned.
5. The livelihood interests of the employee and his or her family shall be considered.

Prohibition of Forced Labor

Macronix does not force or threaten any unwilling persons to provide labor services, and ensures that all work is performed voluntarily. We do not force workers or engage in the hiring of slaves, forced or imprisoned workers, or bonded labor.

All employees have freedom of movement and dormitories do not have a curfew. We do not

seize employees' ID documents, passbooks, seals, passports, or work permits, and we enforce the policy of zero charges on foreign workers. Employees have the freedom to terminate their labor contract as long as they comply with laws and regulations.

Pension Plan

Macronix has set up its retirement policies according to the related regulations in the Labor Standards Act. We have established the Pension Supervisory Commission to supervise and manage pension reserve funds, appropriation calculation, and management and operations of other pension-related issues. Macronix appropriates the pension reserve funds according to the regulations of the Labor Pension Act. We invite professional accountants and consultants to conduct the actuarial valuation of Macronix's pension funds each year, in order to ensure sufficient funding for future employee pension payments.

◆ Pension Contribution Under the Labor Standard Act:

Macronix appropriates 2% of the total monthly wages of our employees, and deposits it to a designated account for pension reserve funds in the Bank of Taiwan every month. As of the end of 2025, the fair value of assets was NT\$1,445,071 thousand. Expenses recognized in 2025 were NT\$14,516 thousand and net defined benefit liability is listed at NT\$960,821 thousand as of the end of 2025.

For those who are eligible for the new pension system, Macronix will contribute 6% of their labor pension level to the individual pension account of employees every month, and employees may also choose to contribute 6% of their pension to the individual pension account at his or her own will. The amount of expenses recognized in 2025 was NT \$212,275 thousand.

Note: This report uses the same consolidation method for financial statements.

Open Communication Environment

We respect individual diversity and have adopted an open-door policy to create an atmosphere of open and transparent communication. We regularly hold meetings based on open communication, including: new employee orientation, departmental staff meetings, staff conferences, and labor/management meetings (the opinions of all employees can be expressed by labor representatives) in order to provide a clear channel of communication that ensures that everyone's voice is heard. The "No Topic is Off Limits" suggestion box is provided for employee to communicate and express their opinions. Employees can make inquiries, suggestions, and complaints through the suggestion box. All letters are kept confidential, and follow-up of the progress and results of improvement ensures harmonious communication between employees and Macronix. We also provide communication and sharing platforms, including a bulletin board and the "Our Family" Employee Relations Website, which allows us to timely understand the needs and issues that employees are facing in real life, to positively guide and encourage staff and maintain a strong labor/management relationship.

Satisfaction surveys are conducted regarding employee life-related services, including dining, facility cleanliness, and access security, to serve as a basis for continuous improvement. Interviews with new hires and departing employees are held to gain insight into employee perspectives and trends. In addition, feedback is collected through surveys during various project activities and training programs to support review and execution, enabling the planning of initiatives that better align with employee expectations. Employees are also encouraged to share feedback about their work through the Performance Development Form, which is completed twice a year.



Target	All employees				Visitors and reception staff	Staff requiring accommodation	Staff requiring transportation	Staff at the Taipei Office
Item	Catering quality and service satisfaction	Satisfaction with plant cleaning services	Satisfaction with access control and security services	Satisfaction with mailroom services	Satisfaction with lobby counter services	Satisfaction with Minghu Dormitory services	Satisfaction with TA shuttle services	Satisfaction with Taipei Office services
Number of respondents	2,994	2,644	2,715	2,137	1,068	442	430	14
Coverage rate	23%	21%	20%	21%	49%	57.5%	61.6%	93%
Responsible unit	Administration Service Center							
Survey frequency	Once a year							
Survey period	8/15-9/05	9/3-9/11	9/15-9/19	9/10-9/17	4/1~9/30	9/22~9/26	8/13~8/28	8/06~8/12
Overall satisfaction (on a scale of 1 to 10)	8.06	9.1	9.2	9.6	9.9	8.5	9.7	9.6
Survey results	Satisfaction score increased by 8.19%	Satisfaction score increased by 2.3%	Maintained a score of 9.1 or higher for 3 consecutive years	Maintained a score of 9.5 or higher for 3 consecutive years	Maintained a score of 9.9 or higher for 3 consecutive years	Maintained a score of 8.4 or higher for 3 consecutive years	Maintained a score of 9.5 or higher for 3 consecutive years	Maintained a score of 9.5 or higher for 3 consecutive years
Improvement plans	Implement improvement measures on issues raised by employees	1. Arrange cleaning contractors to inspect the cleanliness of each floor 2. Strengthen public announcements 3. Recognize outstanding cleaning personnel	1. Implement improvements after assessing the feasibility of staff suggestions 2. Strengthen public announcements	1. Continuously optimize document receipt and dispatch processes and improve processing timeliness 2. Reduce error rates and improve efficiency through review of standard operating procedures and training	1. Continue training on service etiquette and interaction skills 2. Review manpower allocation and operating procedures during peak hours to improve service responsiveness	1. Strengthen inspections of living environments and facility maintenance 2. Establish a mechanism for resident feedback and responses to address issues promptly	1. Continuously review driving routes, schedule arrangements, and passenger safety management 2. Regularly collect passenger feedback to inform improvements	Adjust support methods and operational efficiency as needed to ensure stable service standards

7.1.3. Salary and Welfare Systems

Sustainable Indicators for Managerial Compensation

The compensation of managers is based on their performance evaluation, which includes financial indicators (such as revenue and earnings per share), non-financial indicators (such as decision-making ability and performance enhancement), and sustainable indicators (such as leading Macronix to net-zero, improving sustainability disclosures, and deepening corporate sustainability governance culture). The compensation is reviewed and approved by the Compensation Committee and then submitted to the Board of Directors for final approval.

Target	Sustainability Indicator Weighting
CEO and President	11.11%
Other Managers	16.67%

Competitive Compensation Package

First-class talent, first-class treatment. Employees are the most important assets of Macronix. To attract, motivate, and retain the best talent, we provide attractive and highly competitive compensation packages according to the importance and complexity of the job, without prejudice in terms of political ideology, gender, marital status, or any such differences. Bonuses are distributed according to individual performance. Based on the idea of sharing profit, when yearly final accounts indicate a surplus, we also distribute annual bonuses based on regulations from Macronix's Articles of Incorporation and each employee's individual performance.

▼ Non-Managerial Full-Time Employee Salary Information in 2025

Item/Year	2024	2025	Compared with the previous year
Number of full-time employees	3,482 Person(s)	3,385 Person(s)	-2.79%
Total salary of full-time employees	NT\$4,944,047 thousand	NT\$4,678,621 thousand	-5.37%
Average salary of full-time employees	NT\$1,420 thousand	NT\$1,382 thousand	-2.68%
Median salary of full-time employees	NT\$1,199 thousand	NT\$1,152 thousand	-3.92%

▼ Female-to-Male Basic Salary and Total Compensation Ratio in 2025

Type of staff	Position	Basic Salary Ratio(Female/Male)	Total Compensation Ratio (Female/Male)
Direct Employee	Executives	1.12	1.13
	Non-executives	1.12	1.09
Indirect Employee	Executives	1.00	0.94
	Non-executives	0.89	0.80

Note 1: The number of employees is based on those in service throughout 2025 (excluding managers).

Note 2: Total compensation includes regular salary, three-festival bonus, and employee remuneration received during the year.

Welfare Benefits

In addition to providing leaves for full-time employees as well as labor insurance and national health insurance coverage, Macronix also offers relevant welfare measures (as detailed in the table below).

Welfare Benefits	Description	Proactive Measures
Leave Programs	Various types of leave are granted according to laws and regulations such as parental leave, parental employee time adjustment, family-care leave, paternity leave, and menstrual leave.	Flexible Leave Accompanying Miscarriage Leave
Insurance Plans	As required by law, we provide labor insurance, national health insurance, and group insurance (life /accident/cancer/medical treatment) coverage for our employees, as well as travel insurance for business-related travel abroad. We not only provide basic protection, but also allow employees to raise their insurance premiums and include dependents in the insurance policy at their own expense, depending on their needs; this is aimed to provide employees' families with an extra protection and care.	Dependent Enrollment at Own Expense
Welfare Subsidies	We provide subsidies for childbirth, marriages, funerals, emergencies, injuries, hospitalization, and extracurricular cultural activities.	Encouraging Extracurricular Activities
Welfare Facilities	Employee dormitory, parking lot, restaurants, recreation and fitness center, green park, convenience stores, coffee shops, breastfeeding room, and healthcare room.	Recreation and Fitness Center Exclusive for employees
Pension Plans	Our pension fund payment and contributions fully comply with related regulations. In recognition of an employee's contribution and hard work, we also bestow medals to retired employees.	Assistance with Reemployment After Retirement
Staff Welfare Committee	We established the Staff Welfare Committee in accordance with laws and regulations, and systematically promote various employee welfare measures.	Designated Unit
Employees Counseling and Services	We provide free psychological consultation and guidance services, regular health examinations, and post-health examination consultation services.	24-hour 0800 Service Hotline Free Psychological Consultation

Unpaid Parental Leave

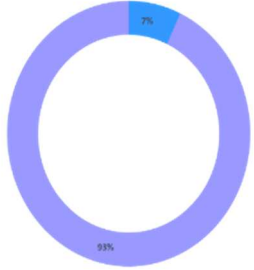
In 2025, the number of employees qualified for taking unpaid parental leave was 148 (101 male and 47 female), of which 11 actually applied for taking unpaid parental leave (4 male and 7 female).

As of the end of 2025, the number of employees returned to work after taking unpaid parental leave was 8 (2 males at a 67% return to work rate; and 6 females at a 75% return to work rate).

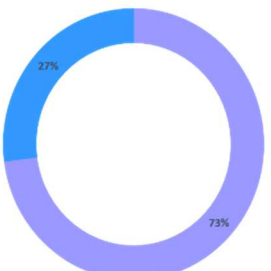
Among 11 employees that returned to work in 2024 (5 male, 6 female), 7 (3 male, 60% retention rate, 4 female, 67% retention rate) had stayed on for 12 months or more after their reinstatement as of the end of 2025.

Number of Applicants for Unpaid Parental Leave, Return to work and Retention Rates

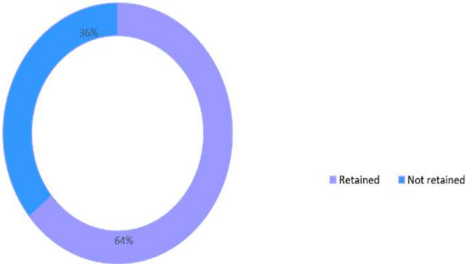
▼ Application rate

Category	Male	Female	Total	Application rate 
Number of employees eligible to apply for unpaid parental leave in 2025 (A)	101	47	148	
Number of employees that applied for unpaid parental leave in 2025 (B)	4	7	11	
Application rate (B/A)	4%	15%	7%	

▼ Return to work rate

Category	Male	Female	Total	Return to work rate 
Number of employees expected to return to work after unpaid parental leave in 2025 (C)	3	8	11	
Number of employees returned to work after unpaid parental leave in 2025 (D)	2	6	8	
Return to work rate (D/C)	67%	75%	73%	

▼ Retention rate

Category	Male	Female	Total	Retention rate 
Number of employees reinstated after unpaid parental leave in the previous year (2024) (E)	5	6	11	
Number of employees reinstated after unpaid parental leave in the previous year (2024) and still active at the end of 2025 (F)	3	4	7	
Retention rate (F/E)	60%	67%	64%	

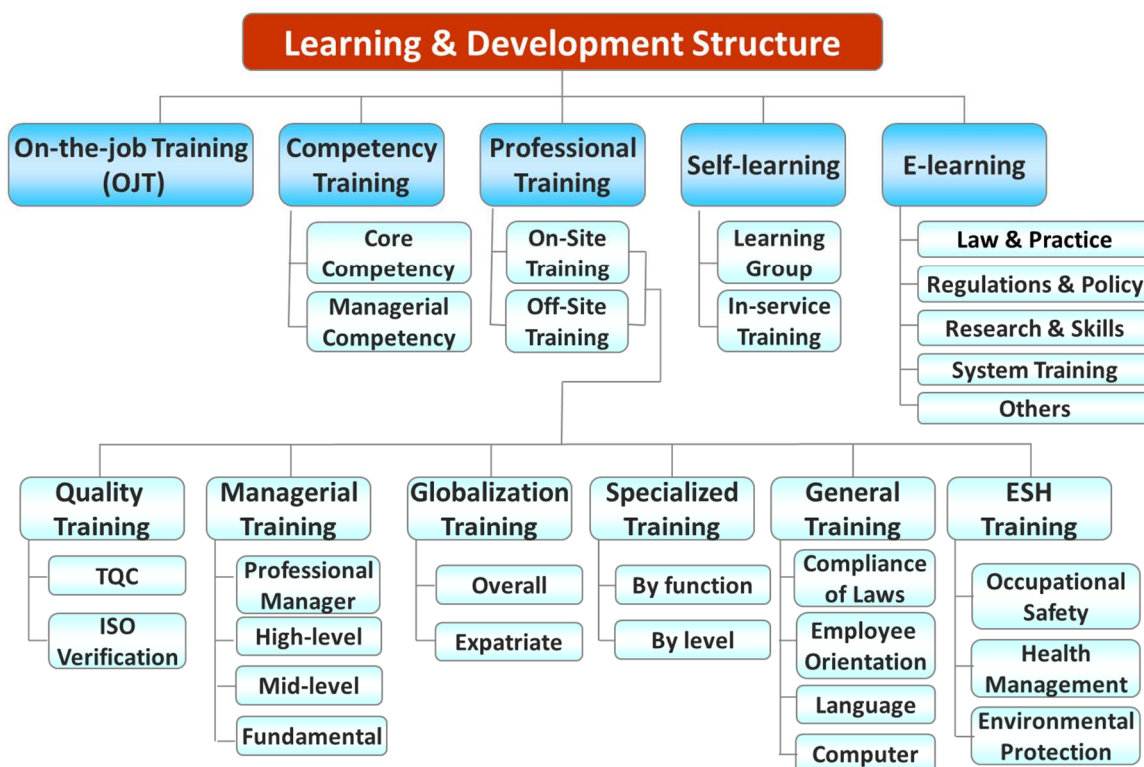
7.2 Learning and Development

Macronix believes talent is the foundation and the most valuable asset to the corporation. Hence Macronix has established a comprehensive training system and provides well-structured and constant training plans and learning roadmaps. This system accommodates different learning paths, competencies, and career ladder structure to provide staff with opportunities for self-growth and allow them to create their own Individual Development Plans.

Our performance management system and individual development plans are closely connected. Interviews for performance reviews are held twice a year in order to confirm whether the employee is on track to achieve his/her individual performance goals and the organization's goals. Based on individual performance, face-to-face meetings between employees and their supervisors can be arranged in order to discuss what is needed to achieve the employee's individual goals and tailor an individual development plan, to broaden and deepen employees' professional knowledge and skills. In 2025 the performance appraisal implementation rate for each employee category was 100%.

7.2.1 Nurturing Talents

Macronix has developed a variety of training courses according to corporate strategies, job requirements, and individual development. With clear goals and strategic directions, we provide detailed learning roadmaps to employees to optimize their personal learning paths. These learning roadmaps include a series of activities that help employees achieve their goals and develop an extended skill set. These learning roadmaps also provide a list of learning programs that can help to increase their learning efficiency.



Our learning roadmaps include four categories:

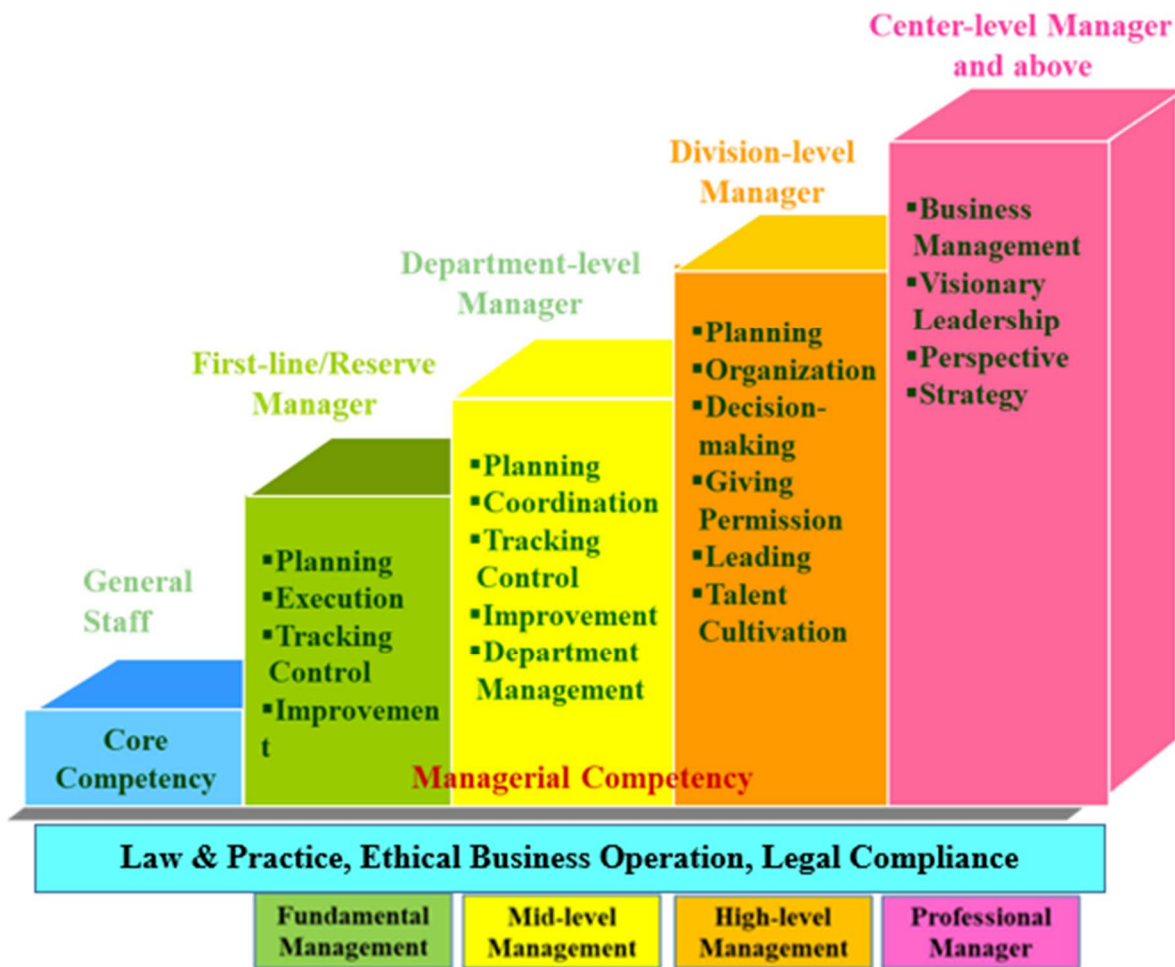
- (1) New employee roadmap: For new employees to become familiar with the corporate culture through experience and learning. This allows new employees to adjust to their new work

environment and quickly become immersed in our corporate culture.

- (2) Competency roadmap derived from Company values: Courses are designed to implement corporate values and impart related skills, so that employees can demonstrate the conduct expected by Macronix.
- (3) Managerial roadmap for different levels of management: Provide ladder structures in management training and feature various courses designed for different levels of management, enabling them to maintain steady progress and strengthen their management skills.
- (4) Professional roadmap based on various fields: Guest speakers from within and outside Macronix are invited to deliver professional training, on topics including R&D, production, quality, risk management, human resources, administration, sales, and information management, in order to strengthen and deepen employees' professional skills.

Macronix also provides various learning channels to satisfy a number of learning needs of each employee. Our measures include:

- (1) Internal training: Guest speakers from within and outside Macronix are invited to host various types of training courses.
- (2) External training: Allowing employees to participate in external and work-related training courses and conferences.
- (3) On-the-job training (OJT): Allowing employees to develop on-the-job professional knowledge, through job assignments, hands-on practice, and project participation; employees can acquire the necessary knowledge and skills by performing these tasks.
- (4) E-learning: Macronix's e-academy learning platform was established to provide employees with easy access to online courses so that individuals can study at their own pace and with their own schedule.



7.2.2 Macronix Academy

The Macronix Academy is the platform for employees to continue their learning and development. It has a comprehensive learning system to provide employees with complete and abundant resources for planning their careers. Through knowledge gathering and sharing, employees can enjoy enriched learning resources to achieve their career goals and to embrace workplace challenges at any time.

Macronix Academy features the facilities and professional equipment required for employees to learn in a positive environment, including:

- (1) Audio-visual room: Contains multimedia computers, books, DVDs/CDs, video tapes, and audio tapes. This rich learning platform allows employees to learn without boundaries.
- (2) Training classrooms: Macronix provides numerous lecture halls and classrooms of various sizes that can accommodate different types of course designs.
- (3) Computer classrooms: Personal computer access is available so that the employees can significantly increase their learning efficiency.
- (4) International lecture halls: Accommodates seats for 250 people, making it the best location for large-scale training courses, conferences, and lectures.
- (5) Library: Features multiple and diverse books, periodicals, and audio/video resources for employees to satisfy their learning needs.



Employee Training Costs and Hours

Indicator	Unit	2023	2024	2025
Total Training Costs	NT\$ million	18.28	19.21	15.06
Total Training Hours	Hour	272,982	273,705	269,430
Total Employees	Person	3,805	3,849	3,437
Total Revenue	NT\$ million	27,624	25,883	28,880
Total Training Costs/Total Revenue	%	0.07	0.07	0.05

Total Training Costs/Total Employees	NT\$/person	4,804	4,992	4,380
Total Training Hours/Total Employees	Hour/person	71.74	71.11	78.39
Total Training Hours for Male Employees/Total Male Employees	Hour/person	83.35	82.18	91.10
Total Training Hours for Female Employees/Total Female Employees	Hour/person	53.16	53.16	57.34
Total Training Hours for Direct Employees/Total Direct Employees	Hour/person	149.18	138.89	177.52
Total Training Hours for Indirect Employees/Total Indirect Employees	Hour/person	27.38	29.64	22.93

7.3. Work-life Balance

7.3.1 Macronix H₂O



Macronix believes that personnel who enjoys physical and psychological health are the essence of a successful enterprise. For this reason, Macronix strives to provide an excellent work environment for employees, and promotes various approaches to take care of employees' health. In terms of infrastructure, we established a recreation and fitness center and a park, suitable for all sorts of activities, and provide benefits such as health examinations, which encourage our employees to enjoy an energetic work environment and an active life!

To help employees form the habit of exercising, which can help them improve their sleeping quality, relieve stress, think more clearly, and perform tasks more efficiently. We actively encourage employees to participate in sports and art-related activities/clubs/courses. Their participation helped Macronix obtain the "Taiwan i Sports" certification issued by the Sports Administration, Ministry of Education in 2024 (valid for 3 years from 2024 to 2027).

We hope that all employees work in a healthy and happy way, maintaining work-life balance. We continuously promote the "health, happiness, and openness to life" of the (H₂O) Corporate Wellness Program to provide employees with comprehensive care. Macronix uses H₂O to advocate and encourage employees to maintain a work-life balance and help create a bright future together with Macronix.

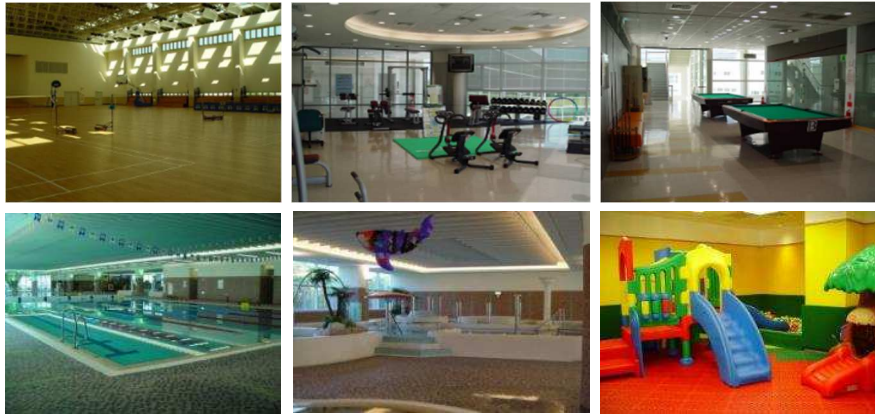
H₂O = Health Happiness Openness to Life



Health

An elegant recreation and fitness center

To provide an excellent recreational environment for our employees and their families, Macronix has taken a leading position in the industry by establishing the most comprehensive and comfortable employee recreation and fitness center. The center includes a 50-meter heated swimming pool, hydrotherapy spa, children's swimming pool, a fitness room, racquetball courts, aerobics classrooms, a karaoke room, and multi-purpose indoor courts. It provides employees with the most comfortable and healthy facilities for enjoying recreational activities.



Clean, healthy, and delicious meals

Macronix's staff canteen cooperates with professional caterers to prepare meals with no MSG and low in sodium and oil, and has a nutritionist consultant who is responsible for the design of the weekly menu and nutritional balance of the meals. The management unit regularly announces various food safety inspections, and conducts regular audits on the environmental hygiene of the kitchen and the canteen, food, fire safety and other safety management measures, in order to ensure that employees can eat healthily and with peace of mind.

Comprehensive Employee Assistance Programs (EAPs)

Macronix has integrated external professional resources and gathered teams from the Employee Relations Department, Health Promotion Department, and the Performance Development and Learning Development Department to establish employee-support services and implement the Employee Assistance Program (EAP); in combination with a professional consulting agency, we provide 24-hour psychological, legal and financial counseling services free of charge for our employees. We hope that these efforts will be able to help employees deal with a variety of issues, such as health, marriage, family, finance, law, emotions, stress, and work, thereby assisting employees in solving difficulties in their everyday lives and at work.

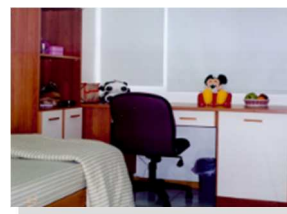
Happiness

Convenient and safe LOHAS services

Macronix provides complete life management services with optimal comfort and support in the work environment. Macronix has set up on-site convenience stores and various vendors/stores to satisfy the nutrition, clothing, living, traveling, recreation, and leisure needs of employees. We hope employees enjoy working in such a balanced environment!

5-star employee dormitories

The employee dormitory totals 16,000 square meters and is situated in a beautiful community. The dormitory can accommodate 1,000 employees, and has a living room, restaurant, training classrooms, game room, elevators with views, garden, parking lot for cars and scooters, and a 24-hour central surveillance security system to provide a safe and comfortable living environment for employees.



Full convenience

Macronix provides employees with various on-site convenience services such as convenience stores, coffee shops, and travel agencies, so employees can complete daily activities while at work. In addition, Macronix has agreements with various vendors to provide employees with a variety of choices for the needs of daily life, including food, clothing, housing and transportation.

Openness to Life

Seminars on happiness

Macronix aims to constantly improve its employees' quality of life. For this reason, Macronix organizes a variety of events and courses on daily life, leisure, and health topics to bring more energy and growth to employees. We hope that employees can achieve a perfect balance between family, health, friends, and



spirituality in order to have satisfying, healthy, and happy lives!

A wide selection of clubs

In order for employees to achieve a work-life balance, Macronix offers more than 40 clubs, such as creative balloon design, Chinese calligraphy, longboard, water activities, Chinese traditional music, and Chinese cultural studies, as well as charity clubs such as the Humane Society and Big Love Society, so that they can make friends and develop new hobbies.



Lively and innovative celebrations and activities

To enhance employee engagement and foster a positive workplace atmosphere, a Lunar New Year raffle event was held to celebrate the holiday season, allowing employees to relax and enjoy themselves outside of work. In the second half of the 2025 Macronix launched a total of six types of ball games, including basketball, volleyball, badminton, table tennis, billiards and softball, enabling sports enthusiasts to show their passion on the courts.



Promotion of cultural and artistic activities

Macronix held several exhibitions and small-scale on-site guided tours in the Sunlight Corridor of Li-Hsin Factory, together with a series of lectures and related quiz draws, to encourage colleagues to get in touch with cultural and artistic activities and understand their meaning in their spare time.

Name of the exhibition	Exhibition-related information and event purposes
Welcoming the New Year - Spring Couplet Cultural Charity Event and Semi-Cursive Script Calligraphy Exhibition	The Spring Couplet Cultural Festival provides employees with high-quality spring couplets and enables members of the calligraphy club to share their learning achievements. By donating receipts to receive spring couplets and making donations to underprivileged groups, we promote the spirit of generosity among Macronix employees.
Stone in Wonder – Chang Hsien-Wen Stone Sculpture Art Exhibition and Thematic Lecture	Chang Hsien-Wen, Director of the Public Affairs Office, has long been immersed in the art of stone sculpture. Through the exhibition and lecture, attendees not only learned about the evolution and techniques of stone sculpture, but also appreciated the beauty of this art form.
2025 National Palace Museum Calligraphy and Painting Series – Exhibition of Tang Dynasty Sun Guoting's Essay on Calligraphy and Thematic Lecture	Calligraphy is the essence of Chinese culture and a pinnacle of world culture and art. Through this exhibition, visitors explored the evolution of Chinese calligraphy and appreciated the beauty of cursive script.
2025 Macronix Theater Festival Lecture: Wang Xifeng Creates a Disturbance in the Ningguo Mansion (Youth Edition) by GuoGuang Opera Company	Visitors appreciated the depth and aesthetics of literature and theatrical movement through the play's script and lyrics.



Welcoming the New Year - Spring Couplet Cultural Charity Event and
Semi-Cursive Script Calligraphy Exhibition

2025 National Palace Museum Calligraphy and Painting Series –
Exhibition of Tang Dynasty Sun Guoting's Essay on Calligraphy and
Thematic Lecture

Macronix has established a variety of arts, cultural, and sports clubs and actively encourages employee participation. Each year, clubs may submit applications for activity proposals and subsidies to the Employee Welfare Committee. Upon approval, the activities are open for all employees to register. These activities encompass various fields, allowing employees to relax and unwind while developing their interests outside of work.

Such arrangements not only promote diverse cultural activities and encourage a vibrant sports culture, but also enhance employees' physical and mental well-being. More importantly, these activities facilitate cross-departmental communication and collaboration, helping to bridge gaps, foster mutual understanding, and strengthen teamwork. This, in turn, contributes to a more cohesive and positive workplace environment.

Events	Information and event purposes
Aromatherapy Essential Oil Workshop	Many people find themselves physically and mentally exhausted due to accelerated pace of modern life and rising work and life pressures. This workshop uses relaxing massage techniques combined with massage oils to help employees achieve physical and mental relaxation.
Volunteer Service at the Charity Fair Organized by Saint Joseph Social Welfare Foundation in 2025	To promote volunteer services, representatives from various clubs of Macronix participated in the Charity Fair Organized by Saint Joseph Social Welfare Foundation to set up booths and assist with charity sales and other services.
Breaststroke Swimming Technique Class	Through systematic instruction, participants will master proper breaststroke techniques. This class is open to both beginners and those looking to improve their swimming techniques. Macronix encourages employees to exercise regularly to enhance physical and mental well-being.
Practice of Love: Part One	Through thoughtfully designed, heartwarming activities, participants are encouraged to open their hearts, understand the needs of others, and engage in mutual exchange and response to practice how to offer support, comfort, and encouragement.
Double Ninth Festival Climb at Macronix Park	1. This event combines the departmental Sports Day with an outdoor activity, adding fun through a treasure hunt and stamp collection. 2. By transforming the traditional "Double Ninth Festival Climb" into a "stamp collection challenge", we highlight teamwork and respect for tradition. 3. Macronix transforms corporate culture through sports to implement an ESG corporate sustainability strategy.
Japanese Syllabary - Beginner's Experience Class	Through lessons taught by a Japanese instructor, employees can learn basic Japanese pronunciation, vocabulary, and grammatical structures, develop language intuition, and engage in simple daily conversations as well as basic reading and writing.
Celebrating Christmas: Christmas Tree Craft Activity in 2025	A Christmas tree craft activity was organized for the holiday season to help employees relieve work-related stress and foster a joyful atmosphere.

Take a Trip to Embark on a Beautiful Journey

1. From the perspective of Japanese residents in Taiwan, we recommend planning a short trip once every season.
2. We offer simple lessons on travel etiquette for foreign visitors and Japanese phrases for daily travel.



Aromatherapy Essential Oil Workshop



Christmas Tree Craft Activity in 2025



Double Ninth Festival Climb at Macronix Park



Breaststroke Swimming Technique Correction Class

7.3.2 Safety and Health Promotion Management



Occupational Safety and Health Management

Macronix is fully aware of the impact of employee safety and health on our corporate competitiveness. Therefore, since Macronix's inception in 1989 Chairman Wu has always played the role of Macronix's advocate, urging employees to take environment, safety, and health management seriously, and establish safety and healthy work rules. Besides requiring executives of various levels to participate in safety and health management tasks, he shows respect and care for employees by consulting and communicating mechanism and instead of penalties with incentives. If there are any emergencies, occupational injuries, false alarms and violence in the workplace, employees can propose occupational safety and health issues or improvement suggestions through the "suggestion box", the "proposal improvement system" or labor representatives at the Environmental Safety and Health related meetings. Employees who make the best proposals are rewarded. Since 2002, Macronix has proactively planned and established Macronix occupational safety and health management system that exceeds regulatory requirements. Macronix actively adopts various international certification standards and has developed a comprehensive Environmental, Health, and Safety (EHS) system to provide workers with a healthy work environment. In order to strengthen the consultation and participation in employees' safety and health issues, Macronix has established multiple EHS communication channels to share information such as EHS goals, internal audit plans, and relevant regulations. The labor representatives participated in the Occupational Safety, Health and Environment Committee, together with the revision of safety and health work rules, incident investigation and working environment monitoring, etc. Non-employees communicate with us through protocol organization meetings and pre-operational safety notices. We have strict and complete working environment monitoring procedures that allow us to examine the number of bacteria in water dispensers each quarter, regularly check food safety, prevent climate change-related health and safety hazards for outdoor workers, and prevent workplace harassment and psychological harm to ensure employee health and safety. We periodically evaluate and review our management measures according to government regulations and customers' requirements. Macronix constantly promotes occupational safety and health concepts as well as the various indicators of GRI 403 Occupational Health and Safety Guidelines through training and promotion of communication measures. We work together with employees and vendors to jointly create a healthy, safe, and comfortable working environment.



Thanks to the efforts of its employees, Macronix Headquarters, Fab 2, Fab 5 and Test Building have obtained the ISO 45001:2018 Occupational Health and Safety Management Systems

Certification every year since 2019. We continue to gain the recognition of the authority each year, and our "excellent culture of safety" is transforming into the values of corporate sustainable development. In the future, Macronix will continue to promote employee's and visitor's safety and health, and build a work environment with a high-safety level.

In respect of operation managements, Macronix has also established the Occupational Safety Health and Environment Committee (OSHEC), which was led by the president of Macronix to promote and execute the environmental protection, safety, and health measures. As of the fourth quarter of 2025, Macronix OSHEC consisted of 4 managers, 4 directing supervisors, 19 labor representatives, 7 technical engineering representatives, and 10 environmental, safety, and health representatives; labor representatives account for 43% of the committee, significantly exceeding the legally mandated one-third. The committee convenes meetings at least once every quarter, mainly to discuss Macronix's environmental, safety, and health management operations, organization, and supervision issues, as well as to track the progress of various projects. Each manufacturing facility holds monthly or quarterly meetings to review the implementation of various initiatives. An internal audit is conducted across all plants annually, along with external audits commissioned to third-party verification organizations. Through the continuous PDCA (Plan-Do-Check-Act) cycle, Macronix maintains a comprehensive occupational safety and health management system to provide all workers with a comfortable, healthy, and safe working environment. In 2025 Macronix had no violations or penalties.

Year	Workers	Headcount	Ratio
2023	Employed workers	3,896	94%
	Non-employed workers	0	0%
	On-site contractors	225	6%
2024	Employed workers	3,851	94%
	Non-employed workers	0	0%
	On-site contractors	238	6%
2025	Employed workers	3606	94%
	Non-employed workers	0	0%
	On-site contractors	228	6%

Note:

1. Source: Safety and Health Resume Intelligent Cloud – Occupational Safety and Health Administration, Ministry of Labor
2. Employed workers: Macronix employees;
3. Non-employed workers: Contractor personnel stationed in plants and under supervising
4. On-site Contractors: Contractors engaged in routine and daily operations within the plant premises
5. The number of workers is the sum of the monthly average number of workers at each plant

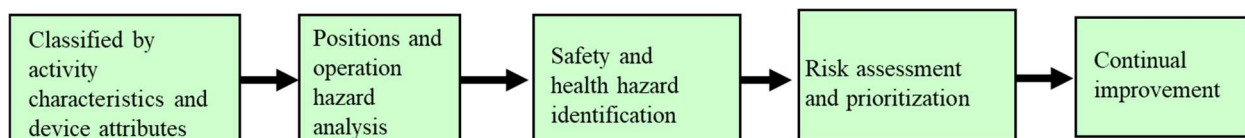
Hazard Identification, Risk Assessment and Accident Investigation

In accordance with the Occupational Safety and Health Act and the requirements of the Occupational Health and Safety Management System (ISO 45001), Macronix conducts risk assessments for operational activities through qualified personnel. Hazards and risks associated with both routine and non-routine tasks are identified for all personnel (including visitors, and contractors). A risk classification system is implemented, along with improvement procedures and preventive control measures, to eliminate hazards and reduce risks. These measures also address occupational safety risks related to climate change, prevention of workplace harassment, and mitigation of mental health hazards. In addition to regular identification and evaluation processes, hazard identification and risk assessment are immediately conducted in the event of changes to operational activities or abnormal conditions, in order to mitigate potential operational risks for Macronix.

In accordance with the Occupational Safety and Health Act, employees have the right to stop the work and evacuate to a safe location if there is any potential imminent danger at a workplace. Macronix shall not impose any adverse actions against the workers. Macronix has formulated the risk assessments rules. Based on the results of risk assessments, high-risk items—such as workplace fires or explosions, hazards that may result in fatalities, work stoppages, unlawful conduct in the workplace, or incidents that could lead to physical or psychological harm requiring medical attention—are prioritized for improvement, with corresponding control and corrective measures implemented accordingly. With accordance to PDCA (Plan-Do-Check-Act), Macronix will improve the atmosphere and continue to follow up on and improve matters related to each risk level to ensure a normal operation of the occupational safety and health management system.

Macronix has formulated the occupational injury and accident investigation procedure, which classifies incidents into four levels, including "Near-miss" (Level 0), "Mild" (Level 1), "Normal" (Level 2), and "Severe" (Level 3). Reporting and investigations are undertaken in accordance with such rating. The investigation team or personnel from the responsible departments enter the incident information into the incident investigation system, analyze causes, complete the review of the corrective measures for improvement, and as examine the risk assessment form (Level 1 (inclusive) or above, excluding traffic accidents). All plants simultaneously implement the hazard identification and risk assessment/improvement, adopting a PDCA approach to ensure that similar accidents no longer occur.

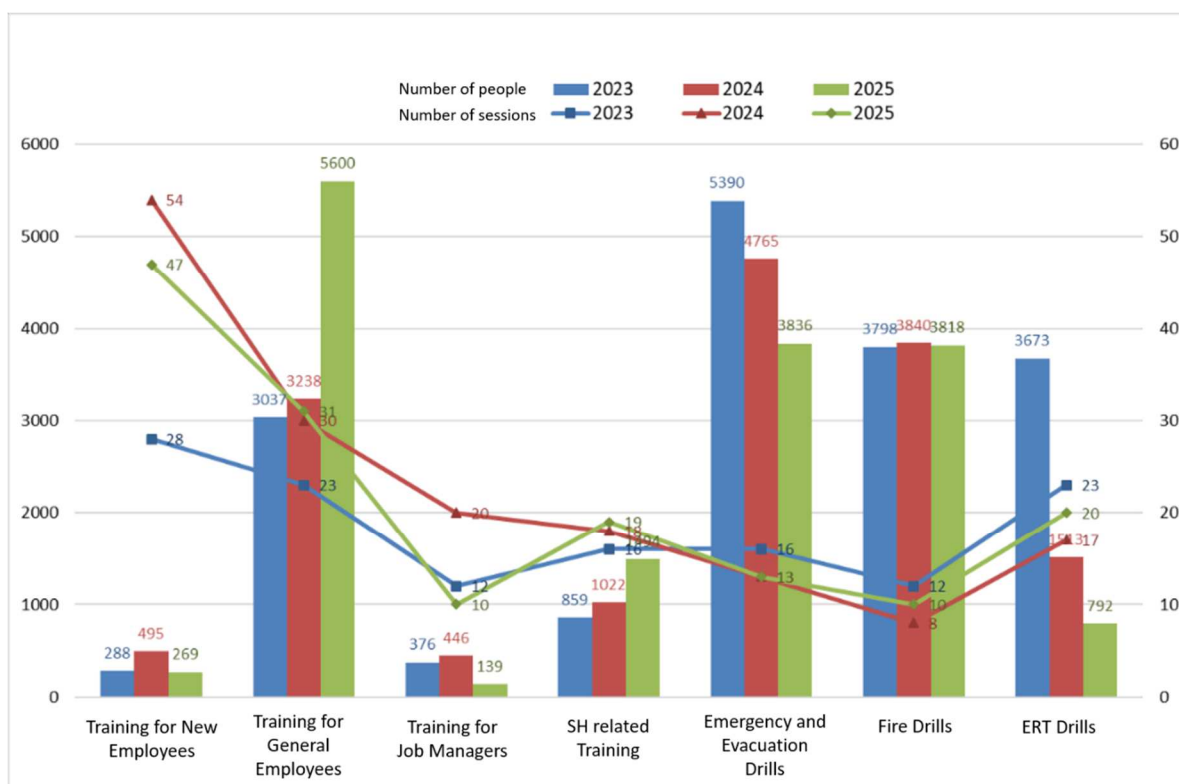
Hazard Identification and Risk Assessment Process



Safety and Health Education and Training

We offer our employees adequate personal protective equipment (PPE), complete safety and health education and trainings, and a 24-hour emergency response team (ERT) that works four shifts in rotation. The business continuity planning (BCP) has also been created to ensure employee and corporate safety as well as regular maintenance of fire safety equipment and building public safety inspection. We also organize education and trainings on occupational safety and health, emergency evacuation drills, fire drills, and emergency response team (ERT) drills (including earthquakes, fires, gases, and chemicals) on a regular basis to enhance employees' response to emergencies. The workplace is also regularly inspected for comfort. A total of 150 drills were organized for a total of 15,948 participants in 2025.

▼ 2025 Macronix Safety and Health Education and Training Statistics



In 2025, Macronix did not have any occupational accidents resulting in serious injuries, and the number of occupational injuries that could be recorded was 4. The main types of occupational injuries were falls, cuts, and contact with hazardous substances, etc. The investigation of accidents and analysis of causes were carried out, and corrective measures were proposed to improve personnel awareness of hazards and the working environment through the parallel development of each plant.

In addition to establishing standard operating procedures, the following measures have been taken to prevent any occupational hazard or disease from impacting employees and corporate operations:

- Professional audits and 24-hour monitoring are provided.
- All accidents are investigated and followed up with related safety improvements in order to prevent any reoccurrence or further incidence.
- Training for new and current employees and PPE management are provided.
- Occupational safety meetings are conducted at each level.
- The workplace is monitored, and occupational safety is continuously improved

according to regulatory requirements.

- A 24-hour health service center is available for conducting professional health check management, health promotion activities, health lectures, psychological counseling, and an employee sports and fitness center.
- An employee assistance program (EAP) has been implemented and doctors specializing in occupational diseases have been invited on-site to guide and instruct employees regarding the work safety and health.
- Regular doctor visits are scheduled at our facilities to provide medical advice to employees, help conduct health risk evaluations, and assist with health management at different levels.
- The unit responsible for protecting against epidemics collects the latest epidemic prevention information and enforces epidemic control measures in order to safeguard employee health.
- Pregnant employees are taken care of through the implementation of the "Three No's", no night shifts, no heavy lifting, and no radiation work, and through ensuring a friendly workplace.

▼ **Macronix Employee Disabling Injury-Related Indicator in 2025**

Year	Workers	Gender	Headcount	Total work hours (hr)	Recordable occupational injuries		Severe occupational injuries (excluding fatalities)		Fatality rate due to occupational injuries		Lost workdays		Recordable cases of occupational diseases	Fatalities caused by occupational diseases	
					Number of people	rate	Number of people	rate	Number of people	rate	Number of people	rate		Number of people	rate
2023	Employed workers	Male	2,367	4,677,192	1	0.04	0	0.00	0	0.00	0	0.00	0	0	0.00
		Female	1,529	3,021,304	3	0.20	0	0.00	0	0.00	0	0.00	0	0	0.00
	On-site contractors	Male	109	215,384	1	0.93	0	0.00	0	0.00	0	0.00	0	0	0.00
		Female	116	229,216	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0.00
	Total		4,121	8,143,096	5	0.12	0	0.00	0	0.00	0	0.00	0	0	0.00
2024	Employed workers	Male	2,355	4,634,640	1	0.04	0	0.00	0	0.00	0	0.00	0	0	0.00
		Female	1,496	2,944,128	2	0.14	0	0.00	0	0.00	54	3.67	0	0	0.00
	On-site contractors	Male	123	242,064	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0.00
		Female	115	226,320	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0.00
	Total		4,089	8,047,152	3	0.07	0	0.00	0	0.00	54	1.34	0	0	0.00
2025	Employed workers	Male	2,212	4,353,216	2	0.09	0	0.00	0	0.00	0	0.00	0	0	0.00
		Female	1,394	2,743,392	2	0.15	0	0.00	0	0.00	1	0.07	0	0	0.00
	On-site contractors	Male	119	234,192	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0.00
		Female	109	214,512	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0.00
	Total		3,834	7,545,312	4	0.11	0	0.00	0	0.00	1	0.03	0	0	0.00

Note:

1. Types of work injuries calculated by work-related injury statistics
2. Total work hours = Total number of employees × 8 hours × Number of work days in the year
3. Recordable occupational injury rate = (Number of recordable occupational injuries × 200,000)/Total work hours
4. Severe occupational injury rate = (Number of severe occupational injuries × 200,000)/Total work hours
5. Occupational injury fatality rate = (Number of fatalities caused by occupational injuries × 200,000)/Total work hours
6. Lost Day Rate = (Number of fatalities as a result of work-related injury * 200,000)/Total work hours
7. Occupational disease fatality rate = (Number of fatalities caused by occupational diseases × 200,000)/Total work hours
8. All of Macronix's fabs are located in Taiwan.
9. The transportation equipment arranged by Macronix didn't cause any traffic accident.

Health Promotion Management

People working in today's world often experience high levels of work-related stress. Since employees are our most important asset, Macronix actively examines employees' physical and mental health problems. Only having healthy and happy work partners can Macronix be filled with the vital force and sustain its operations; this is the management concept of Macronix's Chairman.

◆ Continued to promote the "Macronix Sports Day Program" (since 2011):

- (1) With the support and leadership of the Chairman and supervisors at all levels of management, Macronix's activity center was used by about 48,000 people in 2025.
- (2) Established diverse and active clubs, with a total of 23 different sports clubs.

◆ Weight loss course and health promotion:

- (1) Obesity continues to be the top ten abnormality in Macronix's health examination. In 2025, Macronix cooperated with contract vendors to organize muscle-building and fat-loss competitions in the form of teams. Professional fitness trainers guided employees on proper exercise techniques to prevent sports injuries. A total of 4 sessions were held, along with 2 nutrition seminars to teach employees how to make healthy dining choices and calculate calorie intake. The total weight loss was 283.9 kg.
- (2) Health education messages are regularly displayed and promoted as slideshows on TV and posters.
- (3) Promote one health theme (via online meetings) at the monthly/quarterly work safety meetings in each plant.

◆ Increase the number of participants in health promotion activities:

- (1) Conduct annual surveys on the needs of employees and plan appropriate health promotion activities.
- (2) Lung cancer has been the top of the top ten causes of death in Taiwan in recent years. In 2025, Macronix collaborated with Min Sheng General Hospital (hospital qualified to perform laborer physical examinations and medical check-ups) to provide 297 employees with free low-dose CT lung screenings to assist employees with disease prevention and provide subsequent health care. A total of 297 employees took advantage of this and 134 family members took advantage of the discounted price.
- (3) A total of 102 employees benefited from free "heart CT scans" for prevention

detection of cardiac arrest; a discounted price for employees' family members was also provided, and a total of 58 family members benefited.

- (4) Osteoporosis is the second most important disease in the world, only behind cardiovascular disease. Hence, we continued to work together with Hsinchu Science Park Clinic (qualified hospital for laborer physical examinations and medical check-ups) in 2025. A total of 137 employees participated in the free dual-energy bone mineral density x-ray absorptiometry inspection.
- (5) Autumn and winter are the flu season every year. Flu prevention ways include not only emphasis on personal hygiene and hand washing, but also receiving the flu vaccine. We worked together with Hsinchu Science Park Clinic (qualified hospital for laborer physical examinations and medical check-ups) in 2025 to provide flu vaccination at employees' own expense for 385 employees.
- (6) Hepatitis B is prevalent in Taiwan, and its most severe complications are cirrhosis and liver cancer, which also are the primary targets of abdominal ultrasound examinations. These two diseases have remained major causes of death in Taiwan to this day. The inspection can also achieve early discovery of issues with the liver, gallbladder, bile duct, pancreas, spleen, and kidneys. Hence, we worked together with Min-Sheng General Hospital (qualified hospital for laborer physical examinations and medical checkups) in 2025 to organize self-paid abdominal ultrasound examinations, with a total of 141 participants.
- (7) We started planning to include CPR+AED training in our regular employee training in 2020 to protect the lives of our employees and their families! In 2025, 3 CPR+AED courses were held, with a total of 55 participants. Training has been included in the compulsory course for new recruits from July 2020.

◆ Maternal worker health management:

- (1) Care programs for female employees have been introduced to implement maternal health care measures that allow employees to work at ease while also caring for their families. Provide information about mothering classes every month, and cancer screening activities take place occasionally to provide health-related information for women. Macronix advocates breastfeeding, and each of its plants has set up a breastfeeding room that offers comfortable equipment exclusively for employees who need to breastfeeding. We also offer small gifts to employees who have been breastfeeding for more than 6 months.
- (2) We have won awards in the breastfeeding room contest held by the Hsinchu City Government for ten consecutive years (2013-2025).

Since working in the high-tech industry is often competitive and stressful, Macronix has planned a long-term EAP to arrange a series of stress-relieving seminars, invite psychologists to provide consultation services at the plants (consultations can also be provided outside of Macronix by calling a toll-free number), and employ visually impaired masseurs/masseuses to provide massages.

◆ Awards & Achievements in 2025

- Outstanding Personnel in Promoting Occupational Safety and Health - Health Management Category (Worker Health Service Personnel) Award



Occupational diseases

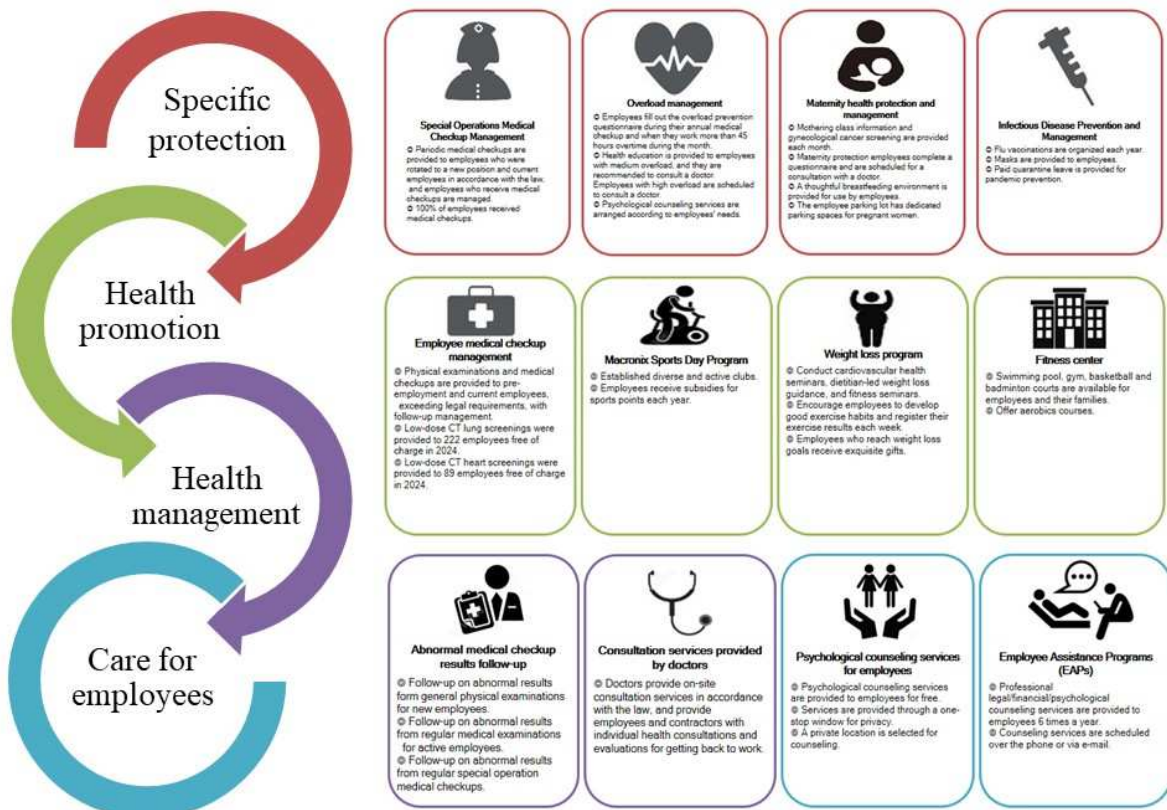
(1) Employees:

Conduct occupational health examinations every year for the prevention of occupational disease in compliance with the law on workers' occupational accident insurance. A total of 367 people received the health checkups in 2025 under the comprehensive evaluation of physicians. 139 were first-level management and 228 were second-level management. None of them are related to occupational disease.

(2) Long-term contractors:

Macronix investigates whether there were any occupational diseases among our 41 long-term contractors in the previous year through letters; none of them had any occupational diseases arising from their work.

Comprehensive Health Management



7.4. Social Welfare

Management Approach	Impact	1. Actual impact: Contributing to the cultivation of technological talent in Taiwan 2. Potential impact: Persist in sustainable operation and continue to give back to society
	Short-term development direction	Contributing to the cultivation of technological talent in Taiwan
	Medium and long-term development direction	Enhance the value of knowledge economy, cultivating science and technology talent, care for children's and adolescents' physical and mental development, and elevate social harmony and quality of life.
	Management method (Including measures)	1. Sponsor technological development 2. Reward outstanding science and technology talent 3. Cultivate children and adolescents to develop an interest in learning knowledge related to science, humanities, and nature 4. Plan activities such as nature observation, cultural events, historic site visits, and folk-art events 5. Support and organize public welfare and education-related matters
	Tracking the effectiveness of actions	External: Hold at least two meetings of the Macronix Education Foundation Board of Directors each year Internal: Convene judging panels and preparatory meetings for the Macronix Golden Silicon Awards and Macronix Science Awards
	2025 Implementation Results	1. The Macronix Golden Silicon Awards attracted 973 teachers and students to participate, and the number of participating teams reached 271. The amount of scholarship awarded was NT\$3.76 million. 2. The Macronix Science Awards attracted 2,294 teachers and students to participate, and the number of participating teams reached 764 set a new all-time record. The amount of scholarship awarded was NT\$4.495 million. 3. Nearly NT\$5.55 million in support of public welfare, science education as well as local cultural industries
	Targets in 2026	1. Aim to increase participation in the Macronix Golden Silicon Awards by 3% annually, with an expected total of 4,300 participants 2. Aim to increase participation in the Macronix Science Awards by 3% annually, targeting a total reach of approximately 5,900 teachers and students throughout the year 3. More than NT\$6.45 million in support of public welfare, science education as well as local cultural industries
	Future goals	Short-term: Continue to cultivate technological talent in Taiwan

		Medium to long term: Commit to sustainable operations and continuously give back to society
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Since the inception of Macronix in 1989, we keep maintaining sustainable operations and continue to enhance shareholders' rights and interest and care for the environment. Macronix never forgets to repay this environment and society that nourishes it.

We have devoted longtime efforts to community involvement through cooperation with the Macronix Education Foundation, particularly in the three main areas, such as science education, cultural creation assistance, and care for the disadvantaged.



7.4.1. Planting the Seed of Science Education

Background

We believe that only by constantly fostering technology talent can Taiwan keep its competitive and superior position in the international arena. Accordingly, Macronix made donations to create the Macronix Education Foundation (the "Foundation") in 2001, chaired by the Chairman Miin Wu. Macronix donated to the Foundation approximately NT\$20 million to hold its primary events each year. Since the establishment of the Foundation, Macronix has donated more than NT\$500 million to the Foundation for the cultivation of talent and the promotion of related businesses. Macronix employees also participate in the Foundation's events. It is anticipated that through the strength of the Foundation, resources can be maximized systematically, enabling more people to participate, therefore increasing the innovative competency of the younger generations, and expanding the knowledge and perspectives of our domestic students.



Tenets

The foundation's work focuses on enhancing the value of knowledge economy, cultivating science and technology talent, caring for children's and adolescents' physical and mental development, and elevating social harmony and quality of life. In accordance with relevant laws and regulations, it has endeavored to:

- I. Sponsor technological development.
- II. Reward outstanding science and technology talent.
- III. Cultivate children' and adolescents' knowledge and interest in the science, humanities, and nature.

- IV. Plan activities such as nature observation, cultural events, historic site visits, and folk-art events.
- V. Handle public welfare and education-related matters that conform to the tenets of the foundation.

Outcomes

By focusing on cultivating basic scientific knowledge and nurturing talented engineers, the Foundation continues to implement the Future—Knowledge Engineering Program because we know that education is the basis for the future that must be constantly planned and promoted. Furthermore, the foundation holds various activities for different groups, including the Macronix Golden Silicon Awards, Macronix Science Awards, and Macronix Chair Professor Project. The Foundation also supports domestic science education in order to foster scientific talents in Taiwan.

For more than 20 consecutive years, over 45,000 teachers and students have participated in the Macronix Golden Silicon Awards and Macronix Science Awards with extreme enthusiasm. Scholarships worth over NT\$200 million have been awarded. In 2013, the Foundation participated in the evaluation conducted by the Ministry of Education for the first time and received the highest rating of "outstanding". In recognition of the Foundation's important contributions to Taiwan's science education, Chairman Miin Wu, the leader of the Foundation, received the Social Education Contribution Award from the Ministry of Education in 2017, and won Country Winner and Business Paradigm Entrepreneur of EY Entrepreneur of The Year 2018. In 2021, the Foundation was once again recognized by the Ministry of Education with the honor of "Social Education Contribution Award in Group category".

Macronix Golden Silicon Awards

To inspire Taiwanese university and colleges students' creative spirit and hands-on experience in the field of semiconductor research, and to foster positive interaction and exchange between industry and academia, Macronix and the Macronix Education Foundation held the first Macronix Golden Silicon Awards - Semiconductor Design and Application Competition in 2000. Over 21,000 students and teachers nationwide had participated in these competitions and it is regarded as the most important competition among electronic and electrical engineering students for evaluating their performance before graduation. Envisioning the industry's development trends, Macronix continues to incorporate a wide variety of applications, such as power management, security, biomedical, robotics, digital home, automotive/EV, IoT, AI, and heterogeneous integration into the Golden Silicon Awards. The goal of adding new categories to the competition is to attract and encourage students to propose innovative ideas and exciting creations in relevant domains, thus further stimulating domestic research trends.

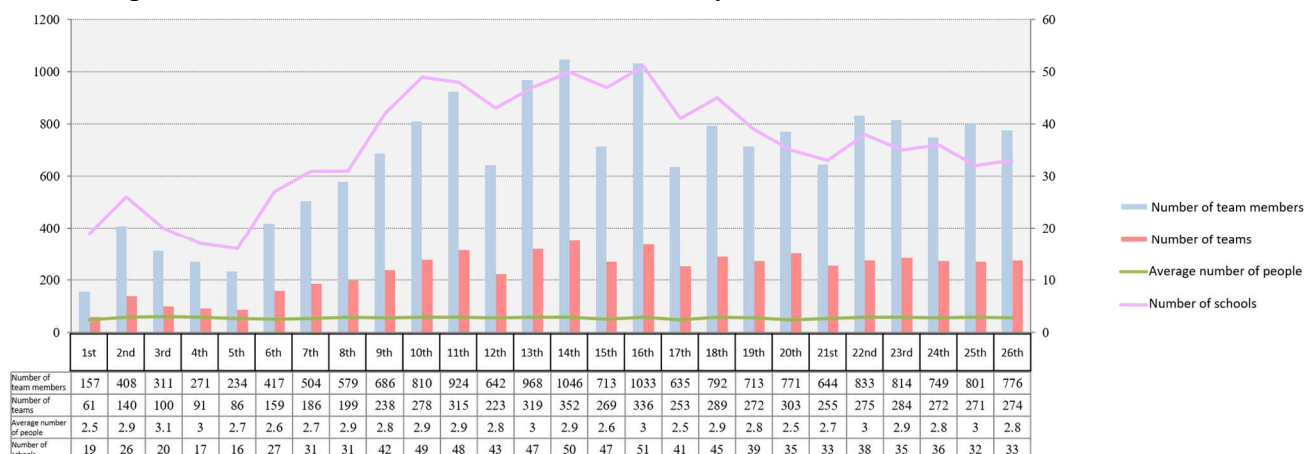
As early as 2019, the Macronix Golden Silicon Awards introduced the "Artificial Intelligence (AI)" category into the competition. To date, over 500 AI-related projects have been submitted, with 4 of them progressing into commercial product development. The Macronix Golden Silicon Awards have nurtured more than 1,500 outstanding AI talents in Taiwan.

To promote sustainable development of the environment, the Green Energy category of the awards was established within the Application Group, encouraging students to engage in energy conservation and environmental protection-related research. Over the years, 192 works have been submitted under this category, including a winner of the Judging Panel's Gold Award.



National Science Council Chairman Wu Cheng-wen, and Macronix Education Foundation Chairman Miin Wu, along with other distinguished guests, listened attentively to the creative works presented by the award-winning students.

▼ Participation in the Golden Silicon Awards over the years



Macronix Science Awards

To inspire senior high school students' interests in natural and applied sciences as well as encourage them to explore science, develop their potential for innovation, outside-the-box thinking, and diversified learning enhancement, the Foundation held the first Macronix Science Awards in 2002 with Chia-Tung Lee, Emeritus Professor of National Chi Nan University, serving as the convener.

The number of students and schools participating in the Macronix Science Awards has grown from 189 teams in the first year to a total of 764 teams, comprising nearly 26,000 participants, by the twenty-fourth year. Cumulative awards from previous competitions have exceeded NT\$110 million, and an average annual award of approximately NT\$5 million is bestowed to the award-winning teachers and students of the year, making it the science competition with the highest monetary amounts in Taiwan. More than 90% of the high schools across Taiwan have participated in this competition, which has been acclaimed in Taiwan as the "Nobel Prize" of senior high school students due to its vast influence. The award-winning students receive a maximum of NT\$480,000 in four-year university scholarships encouraging more students who love science to join the competition.



▲ The Macronix Science Awards, often referred to as the "High School Nobel Prize", were announced, bringing together distinguished guests from industry, government, academia, and research. Kuo-Wei Liu, Deputy Minister of the Ministry of Education, praised the Macronix Science Awards as the "Holy Grail" of the scientific community and stated that the Ministry of Education will continue to support the event.



▲ Kuo-Wei Liu, Deputy Minister of the Ministry of Education, Y.-W. Peter Hong, Director General of the National Science and Technology Council, Dr. Mei-Yin Chou, Vice President of Academia Sinica, and Chairman Miin Wu toured the creative projects by students from Nankan International High School, who modified calligraphy brushes and watercolor brushes into styluses.



▲ At the 24th Macronix Science Awards, Ning-Chun Yang from National Kinmen Senior High School won the gold medal for the exploration of mysteries of the Open Cluster Messier 39! This marks the first time a school from an outlying island has won the top prize in this competition.

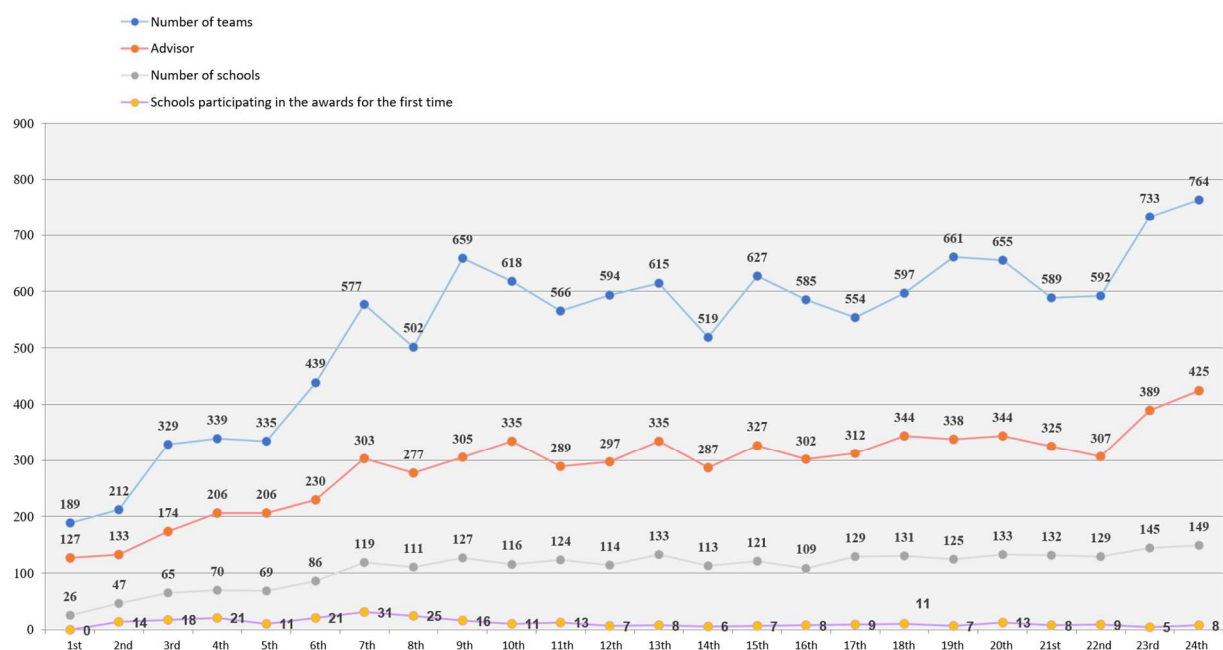
Macronix Science Awards Association

To extend the creative spirit of the Macronix Science Awards, the Foundation established the Macronix Science Awards Association in September 2004, students who reach the finals and receive awards automatically become members of the association. Through the association, new attendees can network with the senior members to expand their scientific horizons from diverse fields' perspectives, thereby helping each other grow and form lifetime bonds.

The Foundation has a project team that guides the association officers in planning and execution of the association's annual meetings. Various seminars are held from time to time inviting Macronix Science Awards committee members and leaders in technological, social, and cultural fields to inspire members to explore life and knowledge in a relaxed, dynamic, and enjoyable manner.



▼ Participation in the Science Awards over the years



Macronix Chair Professor Project

Macronix has also setup the Macronix Chair Professor Project, which helps academic institutions in Taiwan offer positions for senior faculty and famous researchers in the areas of VLSI and SoC. Macronix hopes to give students the opportunity to learn about state-of-the-art technologies and keep up with the latest industry developments. Macronix also encourages the participation and collaboration of industry, academia, and research institutions.



- ▲ For many years, Macronix has continued to participate in the National Science and Technology Council's "Kiss Science" initiative.

Sponsoring Important Science Education Organizations

Since 2001, the Foundation has continuously promoted science and technology education by upholding the values of the knowledge economy, caring for the development of children and adolescents, and elevating social harmony and quality of life. By supporting major organizations devoted to promoting fundamental science education, including the Wu Chien Shiung Scholarship Foundation, Yuan T. Lee Foundation Science Education for All, and Boyo Social Welfare Foundation, the Foundation aims at inspiring students to learn about science from everyday life, find an interest in science, and ultimately contribute new findings to society.

Since 2022, Macronix has partnered annually with the National Science and Technology Council's "Kiss Science" initiative, opening its technology facilities to the public and providing guided tours to promote scientific literacy in Taiwan. In addition, Macronix periodically sponsors electronics and electrical engineering camps organized by universities and colleges, and arranges visits for various educational institutions and non-profit organizations to Macronix for technology enterprise tours and science education programs.

From 2012 to 2022, the Foundation has also made donations every year to the International Organization of Chinese Physicists and Astronomers (OCPA) for the Outstanding

Young Researcher Award (Macronix Prize) to encourage young overseas Chinese researchers in the fields of physics and astronomy in order to jointly promote high-tech developments. Research grants have been awarded to 13 recipients.

Donations to NCKU to Construct the Cheng Kung Innovation Center-MACRONIX Hall to Cultivate Interdisciplinary Talent

Macronix attaches great importance to the promotion and development of knowledge engineering. After donating NT\$400 million to National Tsing Hua University to construct the Macronix Learning Resource Center (Macronix Building), we donated NT\$420 million to National Cheng Kung University in 2019 to construct the Cheng Kung Innovation Center-MACRONIX Hall to foster technology talent. National Cheng Kung University founded the Miin Wu School of Computing in 2020 to provide teachers and students with an excellent research environment, cultivating interdisciplinary talent for Taiwan with an expertise in computational science, artificial intelligence, and data science. This will allow Taiwan to take an important place on the international stage in the field of technology, which will be even more crucial to changing the society and solving humanity's problems.

7.4.2. Fostering Local Cultural and Creative Industries

Holding art exhibitions to support local cultural and creative industries

Since 2019, we have invited an emerging Taiwanese artist to exhibit artworks of different characteristics in the exclusive space of Macronix's show room every year, to provide employees with the opportunity to get closer to and appreciate the beauty of art, and to help visitors at home and abroad understand Taiwan's art and culture. For the art works that are newly displayed every year, we will invite artists to share their creative ideas and conduct guided tours of their works, so that employees can cultivate their artistic literacy and their temperament to achieve work-life balance and diversity.



Every year, we invite renowned artists to showcase their stunning works in Macronix's show room and provide in-person guided tours to share their creative concepts.

Inviting Taiwanese Artists to Design Award Trophies has been recognized by the Ministry of Culture Arts and Business Awards

The Macronix Golden Silicon Awards and Macronix Science Awards have become a major battleground for scientific competition in Taiwan. To cultivate local artists, the Macronix Education Foundation has set an example by inviting different local artists to design the trophies every year. The Macronix Education Foundation has supported local sculptors with average donations of approximately NT\$1 million per year and around NT\$0.936 million was donated in 2025, with the total exceeding NT\$28 million over the years and with a total of 32 artists benefiting from this. These creations are the spiritual accomplishments created by over 30 artists. They also provide an opportunity for more than 45,000 participants to not only experience the joy of winning but also share the beauty of artistic creation.



Technology for Charity - Care for Underprivileged Groups

The Macronix Education Foundation not only cares for the development of science and technology talent, but also places importance on disadvantaged groups. Since 2009, the Macronix Education Foundation has sponsored the St. Joseph Social Welfare Foundation to assist mentally and physically challenged children and adults in adapting to society and workplaces, and gaining independence through rehabilitation and various medical resources.

In addition, Macronix acquired a large-scale sculpture by renowned Taiwanese sculptor Teng-Chuan Yu for over NT\$1.5 million and displayed it in the lobby of its headquarters building. Macronix also invited Teng-Chuan Yu to attend the opening ceremony and share his creative vision. Moreover, the Foundation invested approximately NT\$250,000 to organize the "Fun with Science Reading" event, inviting high schools and vocational schools, as well as their teachers and students, to participate in science-related reading and writing. The results were shared on the Macronix Science Awards website. In 2025, Macronix and the Macronix Education Foundation invested over NT\$3 million to support domestic cultural development through diverse initiatives, attracting approximately 7,500 participants.

7.4.3. Environmental Protection and Charity Events



Adopting a Bicycle Eco-path in Hsinchu City

Based on its corporate social responsibility and commitment to give back to the community, Macronix adopted a 12-km long bicycle eco-path in Nanliao, Hsinchu City, located south to the Hsinchu Fish Harbor, north to the Jincheng Lake. Alongside the path, people can enjoy the scenery changing from the Hsinchu Fish Harbor, Hsinchu Environmental Protection Park, Sea Viewing Park, the seawall and sandy coast near the Hsinchu City EPB Incinerator Plant, Hsinchu City Coastal Low Carbon Center for Environmental Education, Hai-Tian-Yi-Xian Sea-watching Wooden Trail, Konan Coastal Scenic Area, Konan Canal, and finally reach Jincheng Lake, the center of Hsinchu City's bird-watching zone. In particular, the Hai-Tian-Yi-Xian scenic spot's splendid scenery attracts many families during weekdays and weekends that come to enjoy the gentle breeze blowing along the wooden trail. Macronix has assigned dedicated employees to clean the path every week to provide the clean and tidy environment for people to spend time with their kids in pleasant surroundings. Families can create unforgettable memories and enhance their health while enjoying the beautiful landscape. In fulfillment of its corporate social responsibility, Macronix participates in the Hsinchu City Government's ESG Matchmaking Platform. Each year, Macronix is honored with the "Certificate of Appreciation for Adoption of Hsinchu Environmental Bikeway in the Air Quality Purification Zone" from the Hsinchu City Government, as well as the "Outstanding Adoption Units of Air Quality Purification Zones in 2025_ Model Service Award" from the Ministry of Environment.

To promote the ecological park adopted by Macronix, Macronix organized an event in September 2025 in support of the Hsinchu Science Park Bureau's Occupational Safety and Environmental Protection Month. The event included an ecological tour of the Macronix Park and a DIY workshop for creating environmentally friendly wooden clock bases. This event not only provided participants with the opportunity to create works using wooden pieces and bamboo branches, but also offered guided tours to understand the various plants, insects, birds, and tree-planting activities in the Macronix Park. Additionally, it aims to foster a love for nature and respect for all forms of life, while implementing green environmental practices.



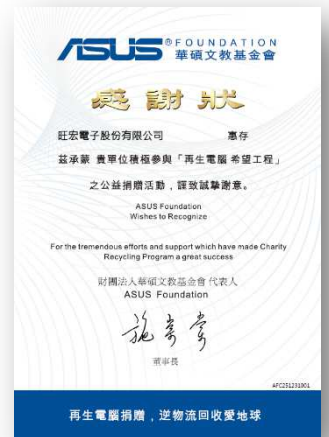
The Hsinchu Environmental Bicycle Path



Guided ecological tours of Garden and DIY Clock Base.

Refurbished Computer and Digital Training Program

Since 2020, Macronix has started donating obsolete computers and peripheral equipment to the ASUS Foundation as part of the "Refurbished Computer and Digital Training Program", which combines environmental protection with social welfare. In 2025, a total of 937 computers and peripherals were donated, a significant increase from the previous year. The goal is to contribute to resource recycling and the creation of a "circular society", while also hoping to make a greater social impact and shorten the digital gap.



7.4.4. Employees Participation in Charity Event



Macronix, to fulfill its corporate social responsibility in response to the UN SDGs, has taken active steps to fulfill social responsibility, and has demonstrated compassion for those in need during the occurrence of major disasters, helping people in all corners of society. By actively establishing charity clubs, raising funds for those clubs, and helping with allotting club meeting sites and human resources, we show our enthusiasm and support for social charities to all Macronix employees, and deeply endow the DNA of social responsibility in the hearts of our employees.



Humane Society

Macronix set up an internal employee charity club, called the Humane Society, in March 2001 with the purpose of helping those in need and increasing social harmony. Comprised by a group of caring Macronix employees, the Humane Society works with other charitable organizations, such as the Hsinchu Taiwan Fund for Children and Families, to help the underprivileged in Hsinchu. The Humane Society was approved by the Hsinchu City Government in 2008 to change its name to the "Humane Society Service Organization".

Macronix Family Sponsorship Drive	The Macronix Family Sponsorship Drive has entered its 23rd year, unwaveringly calling upon employees to donate and support 4 social welfare organizations, including the Taiwan Fund for Children and Families (aboriginal children), Sacred Heart Home, World Vision and Eden Social Welfare Foundation. In 2025, the number of employee participation in Charitable Activities was 2,292 people, and the total annual donation amount was approximately NT\$174.7 thousand.
Emergency Aid	Upholding the purpose of helping people in distress, the Humane Society organizes fundraising activities to help colleagues and their family members who encounter major crises or need urgent assistance.

Big Love Society

Macronix's Big Love Society is the first charitable organization in Hsinchu Science Park that focuses on healthcare. It promoted the "10,000 Organ Donor Signups with National Health Insurance Card" initiative as its first phase goal, and 2017 marked the 10th year of its promotion, when the society completed its 10-year mission to help promote organ donation. In the future, the promotion of organ donation will be carried on by medical professionals. However, the spirit of big love will not end, and Big Love Society will continue to gather together company employees and the public to help all corners of society that are in need of assistance.

Promotion of After School Classes for Disadvantaged Students	In 2013, Big Love Society initiated a charity event to collect monthly donations for Boyo Social Welfare Foundation to help disadvantaged children attend after school classes. Over 12 years have passed and over 92 students participated in after school classes in 2025, thanks to the donations that totaled NT\$743,000.
Promotion of Charity Group Activities	This year, Big Love Society will use community funds to assist the Hsinchu Branch of the Syin-Lu Social Welfare Foundation and the St. Joseph Social Welfare Foundation to handle activities related to mentally handicapped children. It will also make donation to Youth at Risk Ministry in Catholic Hsinchu Diocese.



Animal Club

The Animal Club was established to help take care of stray animals with dedication, love, and compassion, by embracing the principles of respecting life, caring for life, and advocating the concept of respecting animal life, as well as protecting the environment. It is the only corporate club in Taiwan that aims to protect animals.

The Animal Club works with local governments and is dedicated to trap-neuter-return (TNR) of stray dogs/cats in Hsinchu and Miaoli. Besides rescuing injured animals, a greater part of its efforts are put into the capture of stray dogs/cats, and sending the stray animals for spaying/neutering at an animal hospital. This stops the breeding of stray animals at the source, reducing the number of stray animals that are born each year by 3,000-4,000, and helps the government resolve a social issue.

It organizes free adoption activities at holiday flower markets during all holidays (including Chinese New Year), conducting follow-up and bears the expenses of vaccination and spaying female dogs. This prevents the constant increase of stray dogs and also prevents rabies, which will cause even more environmental and protection issues.

The club also raised NT\$7 million to build an animal shelter for dogs that it could not find an owner for, and the shelter has maintained about 300 stray dogs over the last 20 years.

The Animal Club has not ceased its efforts in animal protection for a single day in the 20 years since it was established. The annual support of about NT\$4 million is also self-financed. It has been extremely difficult, but the club hopes to help the most disadvantaged lives that are of least concern to the public based on the belief that each life is equal, allowing the public to emphasize the importance of animal lives and jointly contribute to protecting stray animals in Taiwan.



Adoption of stray dogs	Every weekend and national holiday, volunteers together with young students of charity organizations of Hsinchu's local high schools and colleges host an event at the Hsinchu flower market to allow people to adopt animals. The event raises awareness about adopting instead of buying, not abandoning their pets, and common knowledge for interacting with animals, allowing more people to learn to respect life and mitigate social issues caused by stray animals. Each year, the club finds new homes for approximately 250-300 dogs, conducting follow-up, and pays for vaccines and spaying of female dogs.
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Spaying/neutering in place of killing	Spaying/neutering rather than killing not only effectively resolves the problem of too many stray dogs, but also manifests the act of having respect for life. Animal Club sterilizes more than 500 stray dogs and cats on average every year, reducing the reproduction of thousands of stray animals each year.
Animal rescue in action	The Animal Club receives public call-ins from Hsinchu County/City and nearby counties, assists with rescuing injured animals, and captures stray female dogs to have them spayed in veterinary hospitals.
Cleaning Animal Shelters and Feeding Stray Animals	Stray dogs in animal shelters are fed by volunteers every day at a specific time, and cages in the animal shelter are cleaned once a day.
Rabies vaccination for stray dogs	The Animal Club helps Hsinchu City Government provide rabies vaccinations for stray animals and homegrown pets; on average, a total of 600 animals receive vaccine injections every year to help prevent the spread of rabies in Taiwan.

Calligraphy Club

In 2025, the club held a spring couplet workshop and exhibited the works, filling the avenue with festive atmosphere during the Lunar New Year. Thirty calligraphy pieces from the running script class were displayed. Chairman Miin Wu and two calligraphy instructors performed a calligraphy demonstration on-site, extending New Year's blessings and hopes for the coming year to all employees! This charity event of giving away spring couplets for charitable giving brought good fortune, lively excitement, and boundless joy.

We organized a charity event where receipts could be exchanged for spring couplets, as well as offered custom-made couplets on-site! Approximately 600 items, including spring couplets and red envelopes, were given away. We collected 389 invoices and received cash donations totaling NT\$15,700 from 32 donors, all of which were donated to the Zhudong Shiguang Care Home. The remaining works of around 100 items were also donated to the Zhudong Shiguang Care Home, with over 200 employees participating in the event!



32 cash donation
receipts, totaling



Macronix Volunteer Group

The volunteer group brings together employees passionate about public welfare. It organizes various volunteer training courses, arranges studies, as well as advocates and promotes the life philosophy that "Service is a meaningful purpose in life" along with its values. Through diverse volunteer initiatives, employees are encouraged to broaden their perspectives, strengthen their sense of social responsibility, and experience the fulfillment that comes from giving back to the community. In 2025, the group actively rallied other organizations to participate in the "Hope Takes Flight: Charity Fair for Disability Services and Environmental Protection" organized by the "Hsinchu City Saint Joseph Social Welfare Foundation" at the Chen-Hsi Development Center under the Ren-Ai Social Welfare Foundation. A total of 10 interactive game booths were set up, featuring unicycle, aromatherapy and stress relief, water activities, and strength training, among others, providing endless fun for children and adults alike.



8. Appendix

8.1. About this Report

Editorial Principles

Thank you for reading the Macronix International Co., Ltd. (hereinafter "Macronix") Sustainability Report. Both Chinese and English versions of the Report are available on the Macronix website (<https://www.macronix.com/>). The purpose of the Report is to provide the public and all stakeholders of Macronix a better understanding of our concerns and actions in 2025 with regard to sustainability topic. The Report also highlights our commitments and achievements in various sustainability areas.

Reporting Period

The Report discloses Macronix's performance information in terms of sustainability management policies, key issues, corporate commitments, and actual actions throughout the year 2025 (from January 1, 2025 to December 31, 2025). This report is issued on an annual basis (the previous edition was released in August 2025, and the next edition is scheduled for publication in: August 2027). Due to the re-screening of sustainability topics in 2025, which differs from the previous year's approach based on GRI-specific topics, a comparison with the material topics from the previous year cannot be made.

Aspect Boundaries and Scope of the Report

The boundaries and scope of the Report include: Headquarters (Address: No. 16, Li-Hsin Road, Science Park, Hsin-chu, Taiwan, R.O.C.), Fab 2 (Address: No. 16, Li-Hsin Road, Science Park, Hsin-chu, Taiwan, R.O.C.), Fab 5 (Address: No. 19, Li-Hsin Road, Science Park, Hsin-chu, Taiwan, R.O.C.), and Test Building (No. 8, Creation Road IV, Science Park, Hsin-chu, Taiwan, R.O.C.). Other than information disclosed in the consolidated financial report, the subsidiaries are not included within the scope of this Report.

Reporting and Third-Party Verification

The Macronix Sustainability Report Execution Task Force regularly holds a "Sustainability Report Writing Commencement Meeting" each year to discuss the direction of the annual plan and compilation of the Sustainability Report. Macronix has been compiling a Corporate Social Responsibility Report since 2012, and the Corporate Social Responsibility Report was renamed the Sustainability Report in 2021.

The Report was written based on the GRI Standards of the Global Reporting Initiative (GRI) and AA 1000AP (2018), and was checked by a third-party verification unit. Bureau Veritas Certification (Taiwan) Co., Ltd. was entrusted with the evaluation of the Report. The Report was verified to comply with the requirements of the GRI Standard and AA1000AS (2018) standards. The assurance level to be applied is Moderate Level Assurance (Type I). The Report also meets the requirements of the Financial Supervisory Commission to import Task Force on Climate-related Financial Disclosures (TCFD) and the US Sustainability Accounting Standards Board (SASB) to disclose the information of stakeholder concern.

Contact Information

We sincerely welcome any comments and suggestions about the 2025 Macronix Sustainability Report.

Contact Person: Environment, Safety and Health (EHS) Center-Ethan Chen

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8.2 Content Index

8.2.1. GRI Content Index

GRI Content Index	GRI STANDARD DISCLOSURE	Page	OMISSION
GRI 1: Foundation 2021			
General disclosure			
GRI 2: General Disclosure 2021	2-1 Organization Details	a. Cover, 67 b. 67 c. 13 d. 13	-
	2-2 Entities included in the organization's sustainability reporting	a. 67 b. 67 c. 67	-
	2-3 Reporting period, frequency and contact point	a. 182 b. NA c. 182 d. 182-183	-
	2-4 Restatements of information	a. NA	-
	2-5 External assurance	a. 32, 182 b. 182, 202-206	-
	2-6 Activities, value chain and other business relationships	a. 9-12 b. 9-12, 61-66 c. 67 d. No significant changes during the reporting period	-
	2-7 Employees	a. 122-123 b. 122-124; No employees without guaranteed hours during the reporting period c. 122-124 d. 121-124 e. 122	-
GRI 2: General Disclosure 2021	2-8 Workers who are not employees	a. 123 b. 123 c. 151	-
	2-9 Governance structure and composition	a. 37-42 b. 37-42 c. 37-42	-

GRI Content Index	GRI STANDARD DISCLOSURE	Page	OMISSION
	2-10 Nomination and selection of the highest governance body	a. 37-42 b. 37-42	-
	2-11 Chair of the highest governance body	a. 37-38 b. 38-41	-
	2-12 Role of the highest governance body in overseeing the management of impacts	a. 21-22 b. 21-36 c. 21-22	-
	2-13 Delegation of responsibility for managing impacts	a. 23-25 b. 24	-
	2-14 Role of the highest governance body in sustainability reporting	a. 200 (Indicator No. G-34) b. NA	-
	2-15 Conflicts of interest	a. 38-39 b. 38-39	-
	2-16 Communication of critical concerns	a. 43-44 b. 43-44	-
	2-17 Collective knowledge of the highest governance body	a. 39	-
	2-18 Evaluation of the performance of the highest governance body	a. 39 b. 39 c. 39	-
GRI 2: General Disclosure 2021	2-19 Remuneration policies	a. 42 b. 134	-
	2-20 Process to determine remuneration	a. 42	-
	2-21 Annual total compensation ratio	a. 42 b. 42 c. 42	-
	2-22 Statement on sustainable development strategy	a. 23-24	-
	2-23 Policy commitments	a. 118-119 b. 22-23, 118-119 c. 118(https://www.macronix.com/zh-tw/about/ESG/Pages/human-right-policy.aspx) d. 21-22, 118 e. 22-23, 118-119 f. 22-33	-
	2-24 Embedding policy commitments	a. 23, 61-62	-
	2-25 Processes to remediate negative impacts	Please refer to Chapter 4 of the Corporate Governance Guidelines for the relevant corrective measures. Macronix	-

GRI Content Index	GRI STANDARD DISCLOSURE	Page	OMISSION
		should handle these matters appropriately in accordance with the principle of integrity.	
	2-26 Mechanisms for seeking advice and raising concerns	a. 26	-
GRI 2: General Disclosure 2021	2-27 Compliance with regulations	a. 51 b. 51 c. 51 d. 51	-
	2-28 Membership associations	a. 19-20	-
	2-29 Approach to stakeholder engagement	a. 26-36	-
	2-30 Collective bargaining agreements	Although no bargaining agreement signed, Macronix has various communication channel with its employee, including but not limited to Labor-Management Meeting.	-
GRI 3 Material Topic			
GRI 3: Material Topic 2021	3-1 Process to determine material topics	32-36	-
	3-2 List of material topics	32-36	-
	3-3 Management of material topics	52, 64-65, 67, 74, 78, 80, 82, 101, 105-106, 160-161	-
Business and Economic Performance			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	67-71	-
	201-3 Defined benefit plan obligations and other retirement plans	70, 131, 134-135	-
	201-4 Financial assistance received from government	70	-
Product Quality Management			
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	51, 65, 72	-
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	65	-
Green Material Management			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	81	-
Climate Strategy			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	107-110	-
	305-2 Energy indirect (Scope 2) GHG emissions	107-110	-
	305-3 Other indirect (Scope 3) GHG emissions	107-110	-
	305-4 GHG emissions intensity	109-110	-

GRI Content Index	GRI STANDARD DISCLOSURE	Page	OMISSION
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	87-100	-
Social Welfare and Education			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	160-181	-
Risk Management			
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	43-44	-

8.2.2 SASB Index

Sustainability Accounting Standards Board, SASB (Sustainability Accounting Standards Board, SASB)			
Topic	Code		Page
Greenhouse Gas Emissions	TC-SC-110a.1.	Gross global Scope 1 and Scope 2 emissions and amount of total emissions from per fluorinated compounds	107-110
	TC-SC-110a.2.	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	105-106
Energy Management	TC-SC-130a.1.	(1) Total energy consumed, (2) Percentage grid electricity, (3) Percentage renewable	102-103
Water Management	TC-SC-140a.1.	(1) Total water withdrawn, (2) Total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	75-76
Waste Management	TC-SC-150a.1.	Amount of hazardous waste from manufacturing, percentage recycled	84
Employee Health & Safety	TC-SC-320a.1.	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	150-151
	TC-SC-320a.2.	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	51
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1.	Percentage of employees that are (1) Foreign nationals (2) Located offshore	122
Product Lifecycle Management	TC-SC-410a.1.	Percentage of products by revenue that contain IEC 62474 declarable substances	116-117
	TC-SC-410a.2.	(1) Servers (2) Desktops (3) Laptops, processor performance	Not Applicable
Materials Sourcing	TC-SC-440a.1.	Description of the management of risks associated with the use of critical materials	55-57
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1.	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	43

8.2.3 Sustainable Disclosure Indicator – Semiconductor Industry

Project	Indicator	Response	Page
1.Greenhouse Gas Emissions	1.1 Gross global Scope 1 emissions	59,732.1781 ton CO ₂ e	107-110
	1.2 Amount of total emissions from perfluorinated compounds	22,532 ton CO ₂ e	111
	1.3 Remark	None	-
	1.4 Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Plan carbon reduction measures to achieve a 22% reduction compared to estimated carbon emissions under business-as-usual (BAU) scenario by 2026, using 2030 as the 5-year target for emissions inspection.	105-106
2.Energy Management in Manufacturing	2.1 Total energy consumed	1,937,749 Gigajoules (GJ)	102-103
	2.2 Percentage grid electricity	92.11%	102-103
	2.3 Percentage renewable	4.5 %	102-103
	2.4 Remark	None	-
3.Water Management	3.1 Total water withdrawn	2,685 Thousand m ³	74-75
	3.2 Total water withdrawn and percentage in regions with High or Extremely High Baseline Water Stress	0%	76
	3.3 Total water consumed	759 Thousand m ³	74-75
	3.4 Total water consumed and percentage in regions with High or Extremely High Baseline Water Stress	0%	76
	3.5 Remark	None	-
4.Waste Management	4.1 Amount of hazardous waste from manufacturing	6,717.55 Metric tons	84
	4.2 percentage recycled	99.75 %	84
	4.3 Remark	None	-
5.Workforce Health & Safety	5.1 Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	Risk classification management should be implemented for hazards and risks in routine and non-routine work activities, and improvement processes and preventive control management measures should be established.	150-154
	5.2 Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	No fines incurred due to employee health and safety, or financial losses resulting from legal proceedings.	51

6.Recruting & Managing a Global & Skilled Workforce	6.1 Percentage of employees that require a work visa	6.3%	123
	6.2 Remark	Assessing the potential risks of hiring foreign employees includes issues such as hiring practices and protection of trade secrets.	123
7.Product Lifecycle Management	7.1 Percentage of products by revenue that contain IEC 62474 declarable substances	27.5%	115
	7.2 Remark	-	-
	7.3 Processor energy efficiency at a system level for: servers, desktops and laptops	Not Applicable	-
8.Materials Sourcing	8.1 Description of the management of risks associated with the use of critical materials	Items listed as part of the risk management procedures, along with planning to manage and guide in three major areas: (1) Supplier management system verification (2) Supplier auditing and guidance (3) Supplier performance evaluation Macronix's risk management team meets quarterly and compiles the results of risk identification, risk analysis, and risk assessment in each center.	61-62
9.Intellectual Property Protection & Competitive Behavior	9.1 Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	None	43
10.Activity Metrics	10.1 Total production	The total production of memory chip dies is 1,975,796 thousand units, and the foundry services correspond to approximately 166,673 pieces of 8-inch wafers.	-
	10.2 Output of main products by product category	100%	-

8.2.4 Comparison of Task Force on Climate-related Financial Disclosures (TCFD)

Risks and opportunities of climate change to the Company and the corresponding measures taken by the Company		
Item	Implementation status	
	Corresponding chapter	Corresponding page
1. Describe the Board of Directors' and management's supervision and governance of climate-related risks and opportunities.	Ch6.2	87-111
2. Describe how the identified climate risks and opportunities affect the corporate business, strategy, and finance (short, medium, and long term).	Ch6.2	87-111
3. Describe the financial impact of extreme climate events and transformation actions.	Ch6.2	87-111
4. Describe how the identification, assessment, and management processes of climate risks are integrated into the overall risk management system.	Ch4.2	52-57
5. If scenario analysis is used to assess the resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be stated.	Ch6.2	87-111
6. If there is a transformation plan to manage climate-related risks, the content of the plan, and the indicators and targets used to identify and manage physical and transformation risks should be stated.	Ch6.2	87-111
7. If internal carbon pricing is used as a planning tool, the basis for price setting should be stated.	Internal carbon pricing mechanism has not been established	-
8. If a climate-related target is set, the activities covered, scope of GHG emissions, planning schedule, annual progress and other information should be stated. If carbon offset or Renewable Energy Certificates (RECs) are used to achieve the relevant targets, the source and quantity of the carbon reduction quota offset or the quantity of Renewable Energy Certificates (RECs) should be stated.	Ch6.2	87-111
9. GHG inventory and assurance.	Ch6.2.3	105-111

8.3 Comparison of UN Sustainable Development Goals(SDGs)

Goals	Description	Chapter
1 	End poverty in all its forms everywhere	7.4.4. Employees Participation in Charity Event
2 	End hunger, achieve food security and improved nutrition, and promote sustainable agriculture	7.4.4. Employees Participation in Charity Event
3 	Ensure healthy lives and promote well-being for people of all ages	7.3.2. Safety and Health Promotion Management
4 	Ensure inclusive and equitable quality education and promote life-long learning opportunities for all	7.2. Learning and Development 7.4.1. Planting the Seed of Science Education
5 	Achieve gender equality and empower all women and girls	7.1. Staff Respect 7.1.2. Upholding Employee Rights
6 	Ensure availability and sustainable management of water and sanitation for all	6.1.1. Water Resource Management 7.3.2 Safety and Health Promotion Management
7 	Ensure access to affordable, reliable, sustainable, and modern energy for all	6.2.2. Energy Management
8 	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	4.3. Research and Development Management 6.1.1. Water Resource Management 6.2.2 Energy Management 7.1.1. Recruitment
10 	Reduce inequality within and among countries	7.1. Staff Respect
11 	Make cities and human settlements inclusive, safe, resilient and sustainable	6.1.1 Water Resource Management 6.1.2 Air Pollution Prevention 6.1.4 Waste Management 6.3 Ecological Conservation and Biodiversity 7.3.1. Macronix H ₂ O

12		Ensure sustainable consumption and production patterns	6.1. Environmental Protection Management and Pollution Prevention
13		Take urgent action to combat climate change and its impacts	4.2. Risk Management 6.2. Energy and Climate Change Management
14		Conserve and sustainably use the oceans, seas and marine resources for sustainable development	7.4.3 Environmental Protection and Charity Events 7.4.4 Employees Participation in Charity Event
15		Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	6.3. Ecological Conservation and Biodiversity
16		Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive	4.1. Corporate Governance
17		Strengthen the means of implementation and revitalize the global partnership for sustainable development	4.4. Supply Chain Management 6.4.2 Green Procurement and Environment, Safety, and Health Costs Accounting Management System

8.4 Measurement Table for the Reference Guidelines for Identifying Sustainable Economic Activities

Measurement Items	Economic Activities		
Economic activity categories	12-inch wafers, 10 nm and above (mature processes)	8-inch wafer manufacturing	Others*
(I) Operating revenue from economic activities as a percentage of total operating revenue in 2025 Unit: NT\$ thousands (%)	67%	27%	6%
(II) Whether applicable to the "general economic activities" and "supporting economic activities" defined in the Guidelines	General economic activities - Semiconductors	General economic activities - Semiconductors	Not Applicable
(III) Determine whether an economic activity qualifies as sustainable based on the following 3 criteria			
Criterion 1: Does it meet the technical screening standard of [making a substantial contribution to any environmental purpose]	Yes	Yes	Not Applicable
Criterion 2: Does it meet the criterion of [not causing significant harm to any of the six environmental purposes]	Yes	Yes	Not Applicable
Criterion 3: Does it meet the criterion of [not causing significant harm to social security]	Yes	Yes	Not Applicable
(IV) Is there a transition plan			
Measurement results: Compliance of individual economic activities with the Guidelines and their level of sustainability	Compliant	Compliant	Not Applicable
(V) Operating revenue from economic activities compliant with the Guidelines as a percentage of total operating revenue in 2025 Unit: (%)	67%	27%	Not Applicable
Description of compliance	GHG emissions per 12-inch wafer unit product (Scope 1 + Scope 2) in the most recent year: $1.22 \leq 1.31 \text{ kg CO}_2\text{e/cm}^2$	GHG emissions per 8-inch wafer unit product (Scope 1 + Scope 2) in the most recent year: $0.99 \leq 2.51 \text{ kg CO}_2\text{e/cm}^2$	Not Applicable

Note: 1. Revenue under "Others" refers to the purchase of NAND Flash, which is then processed and sold. It does not consist of memory produced by plants. Therefore, the industry statistical classification codes of the Directorate General of Budget, Accounting and Statistics do not apply.

8.5 Table of Corresponding 2026 ESG Evaluation Indicators and Page Numbers in the [2025 Macronix Sustainability Report]

Item No.	No.	Evaluation Indicator	Page No. in the [2025 Macronix Sustainability Report]	Remark
Environmental (E)				
1	E-1	Did the company set management <u>policies</u> for reduction of greenhouse gas (GHG) emissions, including reduction targets, implementation measures, and achievement status? [If it has disclosed its 2030 carbon reduction targets, strategies, and action plans, one additional point will be added to the total score.]	72, 105-111	Yes, please also refer to ESG Digital Platform
2	E-2	Did the company disclose the Scope 1 and Scope 2 annual emissions of greenhouse gases (GHG) for the past two years? [If the Scope 1 and Scope 2 greenhouse gas emissions data for the past two years have been verified by an external institution, one additional point will be added to the total score.]	105-111	Yes, please also refer to ESG Digital Platform
3	E-3	Has the company disclosed the types and annual emission volumes of Scope 3 greenhouse gases (GHG) for the past year?	105-111	Yes, please also refer to ESG Digital Platform
4	E-4	Did the company set <u>and disclose</u> management policies for reduction of water use, including reduction targets, promotion measures and achievement status?	72-77	Yes, please also refer to 2025 annual report P.56-57
5	E-5	Has the company disclosed water consumption for the past two years?	74-75	Yes, please also refer to ESG Digital Platform
6	E-6	<u>Has the company established and disclosed policies and related measures for promoting a circular economy or waste management?</u>	72, 82-86	Yes, please also refer to 2025 annual report P.57-P.58
7	E-7	<u>Has the company disclosed the total waste weight for the past two years?</u>	82-86	Yes, please also refer to ESG Digital Platform
8	E-8	Has the company adopted <u>and disclosed</u> an energy management plan <u>and</u> the status of its implementation? [If it has adopted ISO50001 or similar energy management system standards, and furthermore has obtained third-party certification, one additional point will be added to the total score.]	101-104	Yes, please also refer to 2025 annual report P.48-P.49
9	E-9	Has the company disclosed its energy usage for the past two years?	101-104	Yes
10	E-10	Did the company <u>disclose</u> the status of any issuance of or investment in sustainable bonds?	-	-
11	E-11	Did the company disclose information about the company's governance, strategies, risk management, metrics, and targets for climate-related risks and opportunities, <u>with reference to the International Financial Reporting Standards S2 (IFRS S2) framework?</u>	87-100	Yes
12	E-12	Has the company adopted internal carbon pricing to estimate the impact of climate change on the company's finances and operations?	-	-
13	E-13	Has the company established <u>and disclosed</u> an environmental management system <u>and</u> the status of its implementation? [If it has adopted ISO 14001 or similar environmental management system standards, and furthermore	72-86	Yes, please also refer to 2025 annual report P.47-P.49

Item No.	No.	Evaluation Indicator	Page No. in the [2025 Macronix Sustainability Report]	Remark
		has obtained third-party certification, one additional point will be added to the total score.]		
14	E-14	Has the company established and disclosed biodiversity policies or commitments, and explained the implementation status?	-	-
15	E-15	Has the company established and disclosed strategies and measures for promoting natural carbon sinks, and explained the implementation status?	-	-
16	E-16	Has the company disclosed its established supplier management policies that require suppliers to comply with relevant regulations on environmental protection and other issues, and explained the implementation status?	61-63	Yes
Social (S)				
17	S-1	Did the company, following the International Bill of Human Rights, adopt policies to protect human rights, and disclose the <u>contents</u> of the policies and the <u>unit(s) with authority and responsibility</u> for them?	118-119	Yes, please also refer to 2025 annual report P.58-P.60
18	S-2	Has the company established and disclosed its human rights due diligence process and its implementation status? [If it discloses the human rights due diligence process established for suppliers and its implementation status, one additional point will be added to the total score.]	-	-
19	S-3	Did the company assess risks or opportunities to the community <u>and</u> take corresponding measures, and <u>disclose</u> the specific measures and implementation results?	112-114, 176-181	Yes
20	S-4	Did the company invest resources to support domestic cultural development, and <u>disclose</u> the methods and results of that support?	146, 172-173	Yes
21	S-5	Did the company disclose the identities, issues of concern to, channels of communication with, and means for responding to, stakeholders that it has identified? [If the company regularly reported the status of communication with its various stakeholders to the board, one additional point will be added to the total score.]	26-31	Yes, please also refer to 2025 annual report P.86
22	S-6	Did the company disclose its engagement with investors (such as through institutional investor conferences, in-person visits, video conferences, telephone calls, or emails), as well as the <u>key content of investor inquiries and the company's responses</u> ?	27	Yes, please also refer to Macronix's website
23	S-7	Did the company have a designated unit in charge of promoting ethical corporate management, with responsibility for establishing and supervising the implementation of the ethical corporate management policies and prevention programs, and disclose the unit's operations and implementation, and did the unit report to the board of directors at least once a year?	43	Yes, please also refer to 2025 annual report P.76-P.77
24	S-8	Did the company disclose its ethical corporate management policy passed by its board of directors, expressly prescribing its specific ethical management practices and its programs to prevent unethical conduct, and specify the status of implementation?	43	Yes, please also refer to 2025 annual report P.74-P.79
25	S-9	Did the company adopt and disclose in detail on its website a whistle blower system for company insiders and outsiders to report illegal behavior (including corruption) and unethical behavior?	-	Yes, please also refer to Macronix's website
26	S-10	Has the company adopted <u>and disclosed</u> an intellectual property management plan linked to the company's operational objectives <u>and</u> disclosed the implementation of the plan, and did it report on the plan to the board of directors at least once a year? [If the company has adopted the Taiwan Intellectual Property Management System (TIPS), ISO 56001,	59-60	Yes, please also refer to 2025 annual report P.105-P.106

Item No.	No.	Evaluation Indicator	Page No. in the [2025 Macronix Sustainability Report]	Remark
		or similar intellectual property management system standards, and furthermore has obtained third-party certification, one additional point will be added to the total score.]		
27	S-11	<u>Has the company invested in domestic innovative startups, and disclosed related investment information?</u>	-	-
28	S-12	Has the company established <u>and disclosed</u> a cyber-security risk management framework, cyber security policies, concrete management programs, and invested in resources for cyber security management? [If the company has adopted information security system standards ISO27001, CNS27001, or other systems or standards of equal or greater effect, and furthermore has obtained third-party certification, one additional point will be added to the total score.]	45-50	Yes, please also refer to 2025 annual report P.119-P.122
29	S-13	Has the company adopted a personal data protection policy, and disclosed its content and implementation status?	51	Yes
30	S-14	Has the company established consumer or customer rights protection policies and complaint procedures regarding its products and services with respect to issues such as customer health and safety, marketing, or labeling?	-	Yes, please also refer to 2025 annual report P.62-P.63
31	S-15	Did the company disclose the supplier management policies it adopted, and require suppliers to comply with the relevant provisions regarding issues such as occupational safety and health, labor rights, cybersecurity, or privacy protection, and specify the status of implementation?	61-63	Yes, please also refer to 2025 annual report P.63-P.64
32	S-16	Did the company disclose its employee welfare measures, retirement plan, and the implementation thereof? <u>[If the company's average monthly proportion of employees receiving employer contributions more than 6% under the New Labor Pension Scheme relative to the total contributing employee base exceeded 10%, one additional point will be added to the total score.]</u>	131, 134-135	Yes, please also refer to 2025 annual report P.60-P.61, P.113 and P.116
33	S-17	<u>Did the company provide a workplace environment and measures that are friendly to marriage, childbearing, or family caregiving, and describe the implementation status and effectiveness?</u>	134-137	Yes
34	S-18	Has the company adopted <u>and disclosed</u> a policy to adequately reflect business performance or results in employee remuneration?	-	Yes, please also refer to 2025 annual report P.60-P.61, P.100
35	S-19	Did the company disclose the measures it takes to provide its employees with personal security and a safe working environment and the implementation thereof?	150-156	Yes, please also refer to 2025 annual report P.60-P.61
36	S-20	Did the company have a policy to promote diversity or gender equality in the workplace and disclose its implementation?	127-130	Yes
37	S-21	Has the company adopted an employee training and development program to enhance the career skills of employees, and disclosed its content and implementation status?	138-142	Yes
38	S-22	Has the company regularly conducted employee <u>opinion</u> surveys, and disclosed the status of implementation and plans for improvement?	132-133	Yes
39	S-23	<u>Did the company disclose employee turnover rates by gender and age for the past two years, as well as explaining the trends and reasons for changes?</u>	125-126	Yes
Governance (G)				

Item No.	No.	Evaluation Indicator	Page No. in the [2025 Macronix Sustainability Report]	Remark
40	G-1	Did the company report at the AGM the remuneration received by directors, including the remuneration policy, individual remuneration details, amounts, and the <u>correlation with performance assessment results?</u>	-	-
41	G-2	Did the company hold the AGM before the end of May?	-	Yes, please refer to the information disclose on MOPS.
42	G-3	Did the chairperson of the board, more than half of the directors, and the audit committee convener attend the AGM in person, and did the company disclose in the minutes the names of those who attended?	-	Yes, please refer to the information disclose on MOPS.
43	G-4	Did the company upload the Chinese and English versions of its shareholders meeting agenda handbook and supplemental meeting materials to the designated Internet information reporting website 30 days prior to the day of the AGM, and upload the Chinese and English versions of its annual report 18 days prior to the day of the AGM?	-	Yes, please refer to the information disclose on MOPS.
44	G-5	Did the company <u>provide live online streaming of the AGM or upload complete uninterrupted audio/video recordings after the meeting</u> , and record the key content of shareholder questions along with the company's <u>responses</u> in the meeting minutes?	-	-
45	G-6	If the company distributed cash dividends during the year being evaluated, were all such distributions completed within 30 days after the ex-dividend date?	-	-
46	G-7	Has the company adopted specific measures to enhance corporate value and reported them to the board of directors, and has it disclosed the relevant information on the "Enhancing Corporate Value Plan" section of the MOPS?	-	-
47	G-8	Has the company adopted written rules for the procedures for financial and business operations between the company and related parties, the content of which should include procedures for managing transactions such as purchase and sale, acquisition or disposal of assets, etc., and the requirement that material transactions be approved by the board and approved by or reported at the shareholders' meeting?	-	Yes, please refer to Macronix's website
48	G-9	Did the company adopt bylaws prohibiting insiders, including directors and employees, from using information not publicly disclosed in the market to trade securities, with content including (but not limited to) a prohibition against directors trading the company's stock during a blackout period of 30 days before the publication of the company's annual financial report and 15 days before the publication of each quarterly financial report, and were those bylaws and the status of their implementation disclosed on the company's website?	-	Yes, please refer to Macronix's website
49	G-10	Is it true that the company did not have any single legal entity and its subsidiaries accounting for one-third or more of the board? [If the company did not have any juristic person or representative thereof serve as a director, one additional point will be added to the total score.]	-	Yes, please refer to 2025 annual report P.7
50	G-11	Did the company adopt <u>and disclose</u> a board diversity policy, specific management objectives, and implementation status? [If neither gender among the company's directors was below one-third of the total board seats, one additional point will be added to the total score.]	38	Yes, please also refer to 2025 annual report P.14
51	G-12	Is it true that the company's chairperson and its general manager or other equivalent officer (chief executive officer) are neither the same person nor spouses or first-degree relatives?	-	Macronix's Chairman and

Item No.	No.	Evaluation Indicator	Page No. in the [2025 Macronix Sustainability Report]	Remark
				President are neither the same person nor spouses or first-degree relatives
52	G-13	Is it true that there were no more than two directors having a relationship of spouse or of kinship within the second degree, <u>and that the number of directors who were employees of the company, parent company, or a subsidiary company or sister company did not exceed one-third of the total number of director seats?</u>	39	Yes, Macronix has filed the information to MOPS
53	G-14	Did the company's independent directors reach one-third or more of all of the directors? [If the company's independent directors reached one-half or more of all of the directors, one additional point will be added to the total score.]	-	Yes, Macronix has filed the information to MOPS
54	G-15	Did the company's independent directors <u>each have</u> no more than three consecutive terms of service?	-	-
55	G-16	Did the company disclose the professional qualifications and experience of the Audit Committee and Remuneration Committee members as well as the key tasks and status of operations of the Audit Committee and Remuneration Committee for that fiscal year?	40-42	Yes, please refer to 2025 annual report P.14, P.29-P.32, P.40-41
56	G-17	Did the company have a Nomination Committee, and did it have not less than three members, with at least half of the members being independent directors, and with an independent director serving as convener and meeting chair, and did the company disclose the organization, functions, and operations of the committee?	41	Yes, please refer to 2025 annual report P.42-P.43
57	G-18	Was the company's risk management overseen by the Audit Committee or a board-level functional committee (e.g., Risk Management Committee), and has the company adopted risk management policies and procedures that have been passed by the board, and disclosed the organizational structure in place for risk management, the risk management procedures, and the status of risk management operations, and did it report to the board of directors on these at least once a year?	52-54	Yes, please refer to Macronix's website.
58	G-19	Have the rules adopted by the company for assessing the performance of the board of directors been passed by the board, with the express requirement that an external assessment be carried out at least once every three years, and has it furthermore carried out the assessment during the year being evaluated or the preceding two fiscal years, <u>and disclosed</u> the implementation status and assessment results?	39	Yes, please refer to 2025 annual report P.27-P.28
59	G-20	Did the company <u>disclose</u> how independent directors communicate on their own with the chief internal auditor and the external auditors (e.g., the manner of communication, the matters discussed, and the results of such communication regarding the company's financial reports and its financial and operating status)?	-	Yes, please refer to 2025 annual report P.31-P.32
60	G-21	Did the board regularly (at least once a year) refer to the Audit Quality Indicators (AQIs) to review the independence and suitability of the external auditors and fully and accurately disclose the assessment procedures?	-	Yes, please refer to 2025 annual report P.35-P.36
61	G-22	Did all of the company's independent directors complete the number of hours of continuing education required by the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies? [If all of the directors completed the required hours of continuing education, one additional point will be added to the total score.]	39	Yes, please refer to the information disclosed on MOPS

Item No.	No.	Evaluation Indicator	Page No. in the [2025 Macronix Sustainability Report]	Remark
62	G-23	Was the annual financial report in English filed to MOPS by 18 days before the AGM? [If the company disclosed the interim financial reports in English within two months after the deadline for reporting of the Chinese versions, one additional point will be added to the total score.]	-	Yes, please refer to the information disclosed on MOPS
63	G-24	Did the company upload the changes in the shareholding of insiders in the previous month to MOPS by the 10th (inclusively) of each month?	-	Yes, Macronix has filed the information to MOPS.
64	G-25	<u>For a company that repurchased treasury stock and completed the repurchase period or execution during the evaluation year, did they either: (1) make the repurchase for the purpose of transferring shares to employees with an average execution rate of 90% or above, or (2) after the period expired or execution was completed, disclose the daily actual execution status during the repurchase period?</u>	-	Not Applicable
65	G-26	Did the company voluntarily disclose the individual remuneration details of each director in its annual report?	-	Yes, please refer to 2025 annual report P.18-P.19
66	G-27	Did the company voluntarily disclose in the annual report the individual remuneration details of the general manager (chief executive officer) and general manager(s)?	-	-
67	G-28	Did the company disclose on its Chinese and English websites the list of substantial shareholders and information related to the company's finances, business, and corporate governance?	-	Yes, please refer to Macronix's website.
68	G-29	Did the company attend or voluntarily hold investor conferences at least two times in the year being evaluated, and disclose the link information for the complete audiovisual records of at least two conferences, and were the first and last investor conferences in the year held at least three months apart? [If the company held at least one investor conference each quarter or held investor conferences to address the operating results of each quarter, one additional point will be added to the total score.]	27	Yes, please refer to the information disclosed on MOPS
69	G-30	Has the company established a board-level sustainability committee with no less than three members, who shall possess corporate sustainability expertise and ability, and with at least one director participating in its supervision, and disclosed its composition, duties, and operations? <u>[If the company has appointed a chief sustainability officer (or equivalent position) to execute sustainability affairs, and regularly reports the implementation status of sustainable development to the board of directors, one additional one point will be added to the total score.]</u>	23-24, 87-88	Yes, please refer to the information disclosed on MOPS
70	G-31	Did the company disclose its policy on the connection between senior managerial officer remuneration and ESG-related performance assessment?	134	Yes
71	G-32	Did the company <u>regularly disclose</u> its concrete plans for promoting environmental, social, and governance (ESG) practices and the results of the implementation of those plans?	i-ii, 24	Yes
72	G-33	Did the company disclose <u>industry-specific metrics</u> with reference to the Sustainability Accounting Standards Board (SASB) standards? <u>[If the industry-specific metrics disclosed with reference to SASB standards have obtained third-party assurance or verification, one additional one point will be added to the total score.]</u>	188	Yes
73	G-34	Was the Sustainability Report prepared by the company submitted to and passed by the board of directors?	-	Yes, Macronix has already filed the information to ESG Digital Platform
74	G-35	Did the company obtain a third-party verification or assurance for its sustainability report?	202-206	Yes

Item No.	No.	Evaluation Indicator	Page No. in the [2025 Macronix Sustainability Report]	Remark
75	G-36	Did the company upload the English version of its sustainability report?	-	Yes, please refer to ESG Digital Platform
76	Extra Credit Indicators	Did the company perform especially well in the area of corporate governance <u>or sustainability</u> , or make concrete beneficial contributions in promoting corporate governance <u>or sustainability</u> ?	i-ii	Yes
77	Point Deduction Indicators	Did the company materially violate ethical corporate management best practice principles, corporate social responsibility, or the internal control system, or otherwise materially fail to comply with the corporate governance principles?	-	No violation.
Notes: 1.The indicator descriptions explain the purpose and basis for establishing each indicator. Please refer to the scoring guidelines for the indicator score requirements. 2.The last item in each evaluation information is preceded by either "and", indicating that all listed items must be disclosed to obtain points, or "or", indicating that one item can be selected for disclosure to obtain points. 3. The path to the Market Observation Post System used as the basis for evaluation information is mainly based on the new version (new version website: https://mops.twse.com.tw/mops/#/web/home). 4. Market Observation Post System - Path to the ESG Digital Platform is Market Observation Post System (New Version) > Individual Company > Corporate Governance > Corporate ESG > Sustainability Report or Corporate ESG Information.				

8.6 Independent third-party assurance statement



INDEPENDENT ASSURANCE STATEMENT

To: The Stakeholders of MACRONIX INTERNATIONAL CO., LTD.

Introduction and objectives of work

Bureau Veritas Certification Taiwan has been engaged by MACRONIX INTERNATIONAL CO., LTD. to conduct an independent assurance of its MACRONIX INTERNATIONAL CO., LTD. 2025 Sustainability Report. This Assurance Statement applies to the related information included within the scope of work described below.

This information and its presentation in the MACRONIX INTERNATIONAL CO., LTD. 2025 Sustainability Report are the sole responsibility of the management of MACRONIX INTERNATIONAL CO., LTD. Bureau Veritas was not involved in the drafting of the Report. Our sole responsibility was to provide independent assurance on its content.

The objective of our engagement is to provide assurance to MACRONIX INTERNATIONAL CO., LTD. stakeholders over the accuracy, reliability and objectivity of the reported information and that it covers the issues material to the business and its stakeholders.

Scope of work

The scope of our work was limited to assurance over AA1000 AccountAbility Principles included in the ESG Report for the reporting period January 1, 2025, to December 31, 2025. Subject to the limitations and exclusions listed in the section below, our review included:

- Data and information included in MACRONIX INTERNATIONAL CO., LTD. 2025 Sustainability Report;
- Appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported;
- Evaluation of the Report against the main principles of the AA1000 Accountability Principle (2018)
 - Inclusivity
 - Materiality
 - Responsiveness
 - Impact
- Evaluation of the Report against the principles of Stakeholder Inclusiveness, Sustainability Context, Materiality, Completeness, Balance, Comparability, Accuracy, Timeliness, Clarity, and Reliability, as defined in the GRI Standards.

Reporting Criteria

MACRONIX INTERNATIONAL CO., LTD. 2025 Sustainability Report has been prepared in reference to relevant best practice reporting frameworks such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), as well as internal definitions set by MACRONIX INTERNATIONAL CO., LTD. for tracking and monitoring the progress against its ESG (Environment, Social, Governance) performance indicators.



Limitations and Exclusions

Our work was subject to the following exclusions:

- Financial data, including financial data that feeds into the calculation of information in the ESG report as these are audited by an external financial auditor and are relied on as accurate for the purposes of our scope of work. This includes but is not limited to any statements relating to production, sales, revenue, salaries, payments, and financial investments;
- Greenhouse gas emissions are verified by verification body selected by MACRONIX INTERNATIONAL CO., LTD. and are relied on as accurate for the purposes of our scope of work.
- Information related to activities outside the defined reporting period or scope;
- Company position statements (including any expression of opinion, belief, aspiration, expectation, aim or future intent) and any MACRONIX INTERNATIONAL CO., LTD. or third-party anecdotes or testimonials;
- Content of external websites or documents linked from the ESG Report and country or business unit specific Reports of other MACRONIX INTERNATIONAL CO., LTD. entities or joint ventures;
- Appropriateness of any new targets, commitments, and objectives established and communicated by MACRONIX INTERNATIONAL CO., LTD.; and
- Appropriateness of definitions and any internal reporting criteria adopted by MACRONIX INTERNATIONAL CO., LTD. for its disclosures.

The following limitations should be noted:

Our work was limited to MACRONIX INTERNATIONAL CO., LTD. Head Office activities where MACRONIX INTERNATIONAL CO., LTD. consolidates and reconciles data provided by its markets, countries of operation, suppliers and other third parties. The reliability of the reported data is dependent on the accuracy of data collection and monitoring arrangements at market and site level, not addressed as part of this assurance.

This Moderate level assurance engagement relies on a risk based selected sample of the information in the ESG report and the associated limitations that this entails.

Responsibilities

The preparation and presentation of the ESG Report are the sole responsibility of the management of MACRONIX INTERNATIONAL CO., LTD.

Bureau Veritas was not involved in the drafting of the ESG Report. Our responsibilities were to:

- Provide Moderate level assurance as per AA1000 over the accuracy, reliability and objectivity of the information contained within the ESG Report;
- Form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- Report our detailed conclusions and recommendations in an internal report to MACRONIX INTERNATIONAL CO., LTD. management.



Assessment Standard

The assurance process was conducted in line with the requirements of the AA1000 Assurance Standard (AA1000AS v3), Type 1 at a Moderate level of assurance.

Summary of work performed

As part of our independent assurance, Bureau Veritas undertook the following activities:

1. Interviews with relevant personnel of MACRONIX INTERNATIONAL CO., LTD.;
2. Review of documentary evidence produced by MACRONIX INTERNATIONAL CO., LTD.;
3. Review performance data listed in report with sampling basis;
4. Visits to 4 site located in Taiwan (HQ, Fab 2, Fab 5, Test building);
5. Evaluate the design of internal systems, processes and controls for data collection, aggregation, analysis and reporting, including assessing the appropriateness of assumptions made, estimation techniques used and reporting boundaries;
6. Assess the disclosure and presentation of MACRONIX INTERNATIONAL CO., LTD. 2025 Sustainability Report to ensure consistency with assured information.

Our work was conducted against Bureau Veritas' standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.

The work was planned and carried out to provide reasonable, rather than absolute assurance and we believe it provides a reasonable basis for our conclusions.

Our findings

On the basis of our methodology and the activities described above, it is our opinion that:

- The information and data included in MACRONIX INTERNATIONAL CO., LTD. 2025 Sustainability Report are accurate, reliable and free from material mistake or misstatement;
- The Report provides a fair representation of MACRONIX INTERNATIONAL CO., LTD. 's activities over the reporting period;
- The information is presented in a clear, understandable and accessible manner, and allows readers to form a balanced opinion over MACRONIX INTERNATIONAL CO., LTD. 's performance and status during the reporting period;
- The Report properly reflects the organisation's alignment to and implementation of the AA1000 Assurance Standard v3 principles of Inclusivity, Materiality, Responsiveness and Impact in its operations. Further detail is provided below;
- MACRONIX INTERNATIONAL CO., LTD. has established appropriate systems for the collection, aggregation and analysis of relevant information;



Alignment with the principles of AA1000 Accountability Principle (2018)

Inclusivity

MACRONIX INTERNATIONAL CO., LTD. has processes in place for engaging with key stakeholders including socially responsible investors, clients, employees, supply chain and local community; and has undertaken a number of formal stakeholder engagement activities in 2025 covering a range of material topics such as Economic, Social and Environment.

Materiality

The Report addresses the range of environmental, social and economic issues of concern that MACRONIX INTERNATIONAL CO., LTD. has identified as being of highest material importance. The identification of material topics has considered both internal assessments of risks and opportunities to the business, as well as stakeholders' views and concerns.

Responsiveness

MACRONIX INTERNATIONAL CO., LTD. is responding to those issues it has identified as material and demonstrates this in its policies, objectives, indicators and performance targets. The reported information can be used by the organisation and its stakeholders as a reasonable basis for their opinions and decision-making.

Impact

MACRONIX INTERNATIONAL CO., LTD.'s management system can monitor, measure and be accountable for how their actions affect their broader ecosystems.

Key areas for ongoing development

Based on the work conducted, we recommend MACRONIX INTERNATIONAL CO., LTD. to consider the following:

- Encourage the organization of all identified stakeholders into the prioritization of material topics and the assessment of impact boundaries, in order to enhance the completeness and representativeness of the materiality assessment. (MATERIALITY)

Statement of independence, impartiality and competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety, and social accountability with over 195 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems, and processes.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over years combined experience in this field and an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day to day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with MACRONIX INTERNATIONAL CO., LTD., its Directors or Managers beyond that required of this assignment. We have conducted this verification independently, and there has been no conflict of interest.



Bureau Veritas Certification Taiwan

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7 Jul. 2026

Technical Reviewer: Ryan Man *ryan*
Verifier: Gary Hsu *Gary Hsu*



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