
T-Flex Techvest PCB Co., Ltd.
2025
Environmental Social Governance
Sustainability Report
ESG Report
ESG

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Chairman's Message

In 2025, facing changes in the global economic environment and the trend toward sustainable development, the Company continued to uphold its core principles of integrity in business and sound governance, integrating sustainability thinking into its business operations , putting management practices into effect in a responsible manner and steadily advancing toward its sustainability goals.

Over the past year, the Company has continued to improve operational management and supply chain collaboration, leverage Group resources, and raise overall operational efficiency, while further enhancing quality management and customer service. At the same time , we place great importance on talent cultivation and employee care, and are committed to building a safe, healthy, and supportive working environment. We believe that the steady development of an enterprise rests on sound partnerships and long-term trust, and that continuous refinement of management builds the foundation for sustainable development.

Building a sustainable business is not only essential to an enterprise's long-term development, but also reflects our commitment to environmental, social, and governance responsibilities. The Company continues to integrate ESG principles into its day-to-day operations and management strengthening corporate governance, enhancing risk management and information disclosure, and responding to stakeholder expectations to continuously enhance its sustainable value.

Looking ahead, the Company will continue to make sustainable development its core focus, strengthen the foundations of its operations and management, fulfill its corporate responsibilities and sustainability commitments, and continue to adapt and improve in response to future changes, as it advances toward sound, resilient, and sustainable development.

Chairman LEE, MING-HSI



About This Report

Report Overview and Issue Frequency

Welcome to the 2nd publicly issued Sustainability Report of T-Flex Techvest PCB Co., Ltd. (hereinafter referred to as the "Company"). This report is published annually to disclose the Company's operational outcomes beyond its financial performance, and, through this process, to put its vision of corporate sustainability into practice. This report was issued in August 2026, and the next edition is scheduled for publication in August 2027.

Report Boundary and Scope

The reporting period of this report covers January 1, 2025 to December 31, 2025. The scope primarily includes the Company and its subsidiary TGT Techvest Co., Ltd., and the disclosed data represent 100.00% of the consolidated net revenue reported in the consolidated financial statements.

The financial data presented in this report are drawn from the 2025 consolidated financial statements of T-Flex Techvest PCB Co., Ltd., covering the Company and its subsidiary TGT Techvest Co., Ltd. as the reporting scope; for environmental and social information, the Company and TGT likewise constitute the primary reporting scope. For more detailed information on affiliated companies, please refer to the Company's 2025 Annual Report. There were no significant changes in the organization's size, structure, ownership, or supply chain during the reporting period.

Compilation Guidelines

The Company's 2025 Sustainability Report is prepared in accordance with the 2021 edition of the Global Reporting Initiative GRI Standards (GRI Sustainability Reporting Standards, GRI Standards). The alignment of the topic standards is as follows: GRI 303 and GRI 403 are aligned with the 2018 edition, and GRI 306 with the 2020 edition. The GRI content index is compiled in the appendix for readers' reference.

Main Responsible Units for the Report and Quality Management Methods

Operating Procedures	Methods	Responsible Unit (or Position)
Report Compilation	This report is coordinated and planned by the Sustainable Development Committee. The data, strategic objectives, and performance indicators disclosed in the report are provided by the respective responsible units, and are then integrated, compiled, proofread, and revised by the Sustainable Development Committee.	The Sustainable Development Committee and the relevant responsible departments.
Internal Review	After the report has been compiled, its content is re-confirmed for completeness and accuracy by each unit, and is then approved by the highest-ranking executive of the relevant unit.	The relevant responsible departments and their highest-ranking executives.
External Assurance	To enhance the accuracy and credibility of the information in this report, the Company's financial data have been audited and certified by KPMG Taiwan in accordance with the International Financial Reporting Standards (IFRS), and are uniformly presented in New Taiwan dollars. The Company plans to engage a third-party verification body to conduct assurance in accordance with the AA1000AS v3 Assurance Standard, using application Type 1 and the Moderate Assurance level as the verification criteria, so as to assure that the content of this report conforms to the GRI Standards and the AA1000AP (2018) AccountAbility Principles.	KPMG Taiwan.
Approved Final Version	The final complete version of the report is reviewed by the Sustainable Development Committee and is published following discussion by the Board of Directors.	The Sustainable Development Committee and the Board of Directors.

Contact Information

If you have any suggestions or questions regarding the T-Flex Techvest PCB Co., Ltd. 2025 Sustainability Report, please feel free to contact us through the channels listed below. To fulfill its responsibility for transparent corporate information disclosure, the Company also publishes this report on its official website for public access.

T-Flex Techvest PCB Co., Ltd.
Address: No. 12, Gongye Second Road, Pingzhen District, Taoyuan City
Official Website: https://www.tht-pcb.com.tw
Contact Person: Sustainable Development Committee
Email: thtesg@tpt-pcb.com.tw

Sustainability Highlights and Performance

SDGsxESG Action Performance

Aspect	SDGs Indicators	2025 Performance Results
Environmental Protection	9 12 13 17	• All plants completed the ISO 14064-1 greenhouse gas inventory. • 80% of raw material suppliers obtained ISO 14001 certification.
Social Responsibility	3 4 8	• The employee welfare fund disbursed a total amount of NT$565,210. • Average training hours per employee reached 16.44 hours at the Company's Pingzhen Plant and 3.6 hours at the Kaohsiung Plant.
Corporate Governance	8 9 12 17	• No employees were sanctioned or dismissed for corruption, and no supplier contracts were terminated or left unrenewed due to corruption. • No major cybersecurity incidents occurred. • The customer satisfaction rate for the Company and its consolidated subsidiaries reached 78% or above. • The Company's Pingzhen Plant and Kaohsiung Plant achieved a 100% green procurement rate for major raw materials during the year. • The Kaohsiung Plant achieved a 71.92% local procurement rate for major raw materials during the year, while the Company's Pingzhen Plant recorded 0%, as its operations focus on providing on-site services to customers. • All raw material suppliers have signed the Supplier Corporate Social Responsibility Commitment.

Sustainability Management

Sustainability Strategy and Goals

The Company is committed to advancing corporate sustainable development and regards sustainability as an integral part of its operational decision-making. Based on the ESG framework (Environmental, Social, Governance), it reviews its corporate management practices and has established the Sustainability Practice Guidelines, developing a sustainability strategy blueprint tailored
to the Company, so as to achieve its sustainable operation goals and fulfill its corporate social responsibility. Upholding the management philosophy of "Sustainability and Service," the Company continues to pursue steady corporate growth.
In terms of corporate governance, the Company places importance on resource integration, information transparency, and independent and impartial decision-making. While pursuing revenue and profitability, it also actively addresses environmental issues, striving to meet green product standards and to build a sustainable supply chain that balances environmental , human rights, and governance responsibilities.

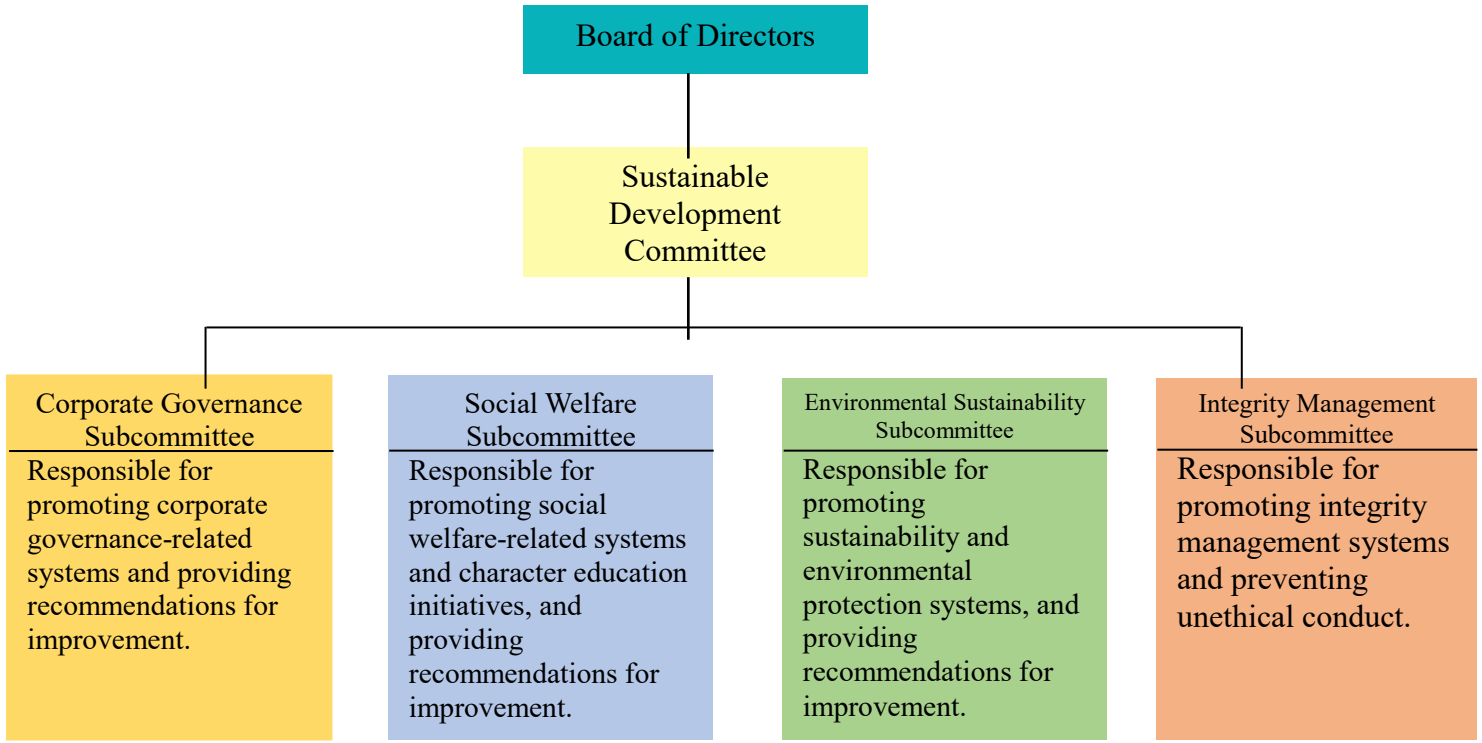
Sustainability Strategy		
Environment	Social	Governance
Applying product life cycle thinking to build a low-carbon value chain, reducing the carbon footprint of products in raw materials, manufacturing, and transportation, and generating a positive impact on the environment.	Safeguarding the fundamental human rights of colleagues and all business partners, providing comprehensive and professional training, reducing overall occupational safety and health risks, and building a diverse and secure workplace.	Upholding the principle of integrity in business, complying with domestic and international regulations, implementing a sustainable procurement policy that benefits the environment and society, and building a sustainable supply chain.

Sustainable Development Committee

In accordance with the Organizational Charter of the Sustainable Development Committee, the Company has established the Sustainable Development Committee to advance the Company's ESG sustainable development strategies and practical actions. The Committee c 6 one chairperson and one to four members, with the Chairman of the Board serving as the chairperson and the remaining members appointed by the Chairman from industry-related or functional executives. To strengthen execution and management, the Sustainable Development Committee has established four functional subcommittees: the Corporate Governance Subcommittee , the Social Welfare Subcommittee, the Environmental Sustainability Subcommittee, and the Integrity Management Subcommittee.

The Sustainable Development Committee is authorized by the Board of Directors and led by the Chairman, and is responsible for formulating the Company's ESG policies and overseeing their implementation. It regularly convenes the heads of relevant departments or designated personnel to develop and advance sustainable development policies, management systems and action plans. For the economic, environmental, and social issues involved in the Company's operating activities, the Committee is required to report on implementation to the Board of Directors at least once a year.

During the reporting period, the Sustainable Development Committee convened a meeting on March 11, 2026, and reported the 2025 implementation results of integrity in business and social responsibility to the 6th meeting of the 10th Board of Directors, demonstrating the Company's emphasis on and commitment to sustainable governance.



Stakeholder Engagement

The Company refers to the sustainability topics listed in the GRI Standards and the SASB Standards as its basis, and to the AA1000 AccountAbility Principles (2018), which emphasize inclusivity, materiality, responsiveness, and impact, as the reference for identifying and communicating stakeholder topics.
Based on the Company's operating characteristics and industry attributes, five major stakeholder groups have been identified: employees, investors, customers, suppliers, and regulatory authorities.
The Company maintains two-way communication with its stakeholders through day-to-day operational communication, meetings, and related feedback mechanisms, collecting the topics of concern to them as a reference for sustainability management and material topic identification.

Stakeholder Engagement Situation:

Stakeholder	Key Concerns	Communication Channels and Methods	Communication Frequency	Communication Performance in 2025
Employees	Employee Welfare Training and Development Human Rights and Equality Workplace Environment Performance Evaluation	Labor-Management Communication Meetings Employee Welfare Committee	Quarterly	●Held 5 labor-management communication meetings. ●Convened 3 Employee Welfare Committee meetings.
		Written: Employee suggestion box Verbal: Direct report to the responsible supervisor in person TEL: 03-4698860 Extension 418 Email: Complaint Email and Whistleblower Email FAX: 03-4698277	As needed	●No complaints or whistleblower reports were received.
		Free health check-ups	Health check-up 1 time per year	●9 employees underwent health check-ups, accounting for 100% of total employees.
		Employee Trips Training and Education	As needed	●Training and education: 61 participant-sessions, totaling 148 hours. ●Occupational safety and health on-the-job training: 10 participant-sessions, totaling 30 hours.
Investors	Operating Performance and Future Development Shareholder Rights Information Disclosure	Investor conferences	As needed	●Held the annual investor conference on September 19, 2025.
		Annual General Meeting of Shareholders	Once a year	●Held the Annual General Meeting of Shareholders on May 7, 2025.
		Market Observation Post System Company official website	As needed	●All disclosures were published on schedule in accordance with the requirements for OTC-listed companies. ●No penalties were imposed by the securities regulatory authorities.

Stakeholder	Key Concerns	Communication Channels and Methods	Communication Frequency	Communication Performance in 2025
Customers	Product Quality Customer Satisfaction Complaint Channels Hazardous Substances	Annual customer satisfaction survey	1 time per year	●The average satisfaction rate for the Company and its consolidated subsidiaries reached 78%.
		Cooperating with customer audits and working together on prevention and improvement	As needed	●0 customer complaints for the Company and its consolidated subsidiaries.
		Business contact email	As needed	●No incidents involving hazardous substances occurred during the year.
Procurement Suppliers Outsourcing Partners	Fair and Honest Procurement Integrity Management	Compliance with the Procurement Procedures	As needed	●Existing raw materials and consumables are priced through negotiation based on market conditions. ●New materials are handled in accordance with the new material verification procedure. ●All procurement activities comply with the Procurement Procedures.
		Annual supplier audits	Once a year	●The supplier audit rate reached 100%. ●1 qualified supplier.
		Supplier Sustainability Responsibility Commitment	As needed	●A total of 1 commitment was signed during the year.
Regulatory Authorities	Regulatory Compliance Risk Management Honest Tax Payment Corporate Governance	Cooperating with the requirements of the securities regulatory authority to track and audit the Company's systems and their operation	Conducted annually according to the audit plan	●Conduct self-assessment of the design and effectiveness of the internal control system, prepare an Internal Control System Statement in accordance with regulations, and disclose the Statement in the following year.
		Establishing a sound regulatory compliance system and conducting regular audits to ensure strict adherence to relevant laws and regulations	1 regulatory compliance audit conducted annually	●0 cases of penalties imposed by regulatory authorities regarding labor conditions. ●Occupational safety and health compliance audits revealed no significant abnormalities.
		Regularly disclosing company-related information on the Market Observation Post System and the Company's website	4 times/regularly	●Individual and consolidated financial reports were filed on schedule each quarter.
		Investor conference	Once a year	●Held on September 19, 2025. For details, please refer to the official website.
		Material announcements	As needed	●Disclosed on schedule in accordance with the requirements for OTC-listed companies. For details, please refer to the official website.

Identification and Prioritization of Material Topics

In accordance with the materiality principle of the GRI Standards, and with reference to relevant international sustainability standards and initiatives — including the SASB industry standards, the TCFD recommended framework, and the United Nations Sustainable Development Goals (SDGs) — the Company conducted an inventory and analysis of sustainability topics across the three dimensions of governance, environment, and society.

Material topics are identified through the compilation of sustainability topics by each responsible unit according to its functional scope. Relevant members of management then apply professional judgment to assess the extent of each topic's impact on the Company's operations, financial performance, risk management, and sustainable development, and conduct a significance analysis and qualitative ranking to select the sustainability topics that are material.

The classification and ranking results of the material topics are subsequently reviewed jointly by cross-departmental units to confirm their reasonableness and consistency, thereby ensuring alignment with the Company's sustainable development strategy.

The final assessment results were reviewed by the Sustainable Development Committee and submitted to the Board of Directors for approval, confirming the material topics for 2025 and their disclosure scope as the basis for the disclosures in the Company's sustainability report and for advancing its sustainability management.

The Company has compiled its 2025 communications with stakeholders and the related information and reported them to the Board of Directors as a reference for material topic identification and sustainability management.

In addition, to strengthen communication with stakeholders, the Company has established a "Stakeholder Section" on its official website and provides a dedicated contact email (ritahu@tpt-pcb.com.tw) to respond to inquiries, suggestions, and complaints relating to material topics and the content of this report.

The material topics compiled through the foregoing assessment process are as follows:

List of material topics

▼The material topics compiled through the foregoing assessment process are as follows:

Rank	2025 Material Topics	Aspect
1	Customer Relationship Management	Governance
2	Integrity Management	Governance
3	Occupational Safety and Health	Social
4	Information Security Management	Governance
5	Procurement Practices and Management	Governance
6	Talent Development and Recruitment	Social
7	Waste Management	Environment

The Company's material topics will be reviewed and adjusted as appropriate in response to changes in its operations and the external environment.

Management of Material Topics

Upstream impact: actual /potential ; the Company's impact: actual /potential ; downstream impact: actual /potential ;

Theme	GRI	Value Chain Impact	Significance and Importance	Target	Tracking Mechanism	Action Measures	Chapter
			Governance Issues				
Customer Relationship Management	416	(+): Providing high-quality and stable service mechanisms to enhance customer satisfaction and mutual trust. (−): If poorly managed, this may lead to customer attrition or the spread of negative word of mouth.	We are committed to providing outstanding products and services and to ensuring that customer needs and expectations are met by establishing transparent, honest, and customer-centric communication mechanisms. We are committed to regularly collecting customer feedback and taking action to continuously improve the customer experience and enhance satisfaction.	Short term: ●Maintain customer satisfaction at no less than 75%. ●Conduct customer satisfaction surveys for all automotive board customers, regardless of shipment value or shipment frequency. Medium and long term: ●Maintain customer satisfaction stably at 75 or above. ●Integrate customer service and information into the system to achieve supply chain information transparency and the co-creation of sustainable value.	Customer Satisfaction Survey	●The average satisfaction rate for the Company and its consolidated subsidiaries was 78%. ●No incidents of violation of product labeling or health and safety regulations, maintaining a high level of compliance. ●No incidents of infringement of customer rights or improper marketing communications occurred.	Chapter3 Supply Chain Management - Customer Service
Integrity Management	205 206	(+): Significantly enhances the Company's reputation, reduces legal risk, and attracts more investment and partnership opportunities. (−): Violations of integrity would damage the Company's reputation and give rise to legal disputes.	Integrity is the core value of our business. We are committed to complying with all relevant laws and regulations, maintaining an open and transparent business environment, and eliminating improper conduct of any kind. Through internal training and rigorous oversight mechanisms, we will ensure that employees and partners alike adhere to the principle of integrity.	Short term: ●Conduct integrity advocacy once a year. Medium term: ●Regularly assess corruption risks at all operating locations. ●Strengthen integrity communication and training mechanisms with suppliers to reinforce the overall integrity defense. Long term: ●Establish a highly transparent culture of integrity management.	●Integrity management training. ●Communication and training on anti-corruption policies and procedures.	●Held anti-corruption and anti-bribery training, with a cumulative total of 6 participant-sessions. ●No incidents of corruption or bribery occurred. ●No violations relating to integrity management occurred.	Chapter2 Corporate Governance - Integrity Management

Theme	GRI	Value Chain Impact	Significance and Importance	Target	Tracking Mechanism	Action Measures	Chapter
			Governance Issues				
Information Security Management	418	(+): Safeguards customer and Company data security, enhances trust, and reduces the risk of business interruption. (−): Information leakage would result in reputational damage and legal disputes.	We recognize the importance of information assets and are committed to adopting state-of-the-art technologies and management measures to protect the sensitive information of customers and partners from threats. We will continue to optimize our information security systems and conduct regular risk assessments and drills to ensure the integrity, availability, and confidentiality of information security.	Short term: ●Strengthen information security incident reporting and response procedures to reduce the damage caused by security incidents. ●Raise employees' information security awareness. Medium term: ●Optimize the information security management system and governance framework, promote consistency of information security management across plants, and strengthen cross-site collaborative defense capabilities. Long term: ●Build an information security resilience system with early-warning, defense, and recovery capabilities.	●Information security advocacy. ●Information security training. ●Number of major information security incidents.	●Issue monthly information security advisory emails to strengthen employees' awareness of prevention. ●Complete annual training for dedicated information security personnel. ●Implement regular virus database and system updates across all plants. ●Strengthen SSL VPN security by enabling multi-factor authentication and restricting external connection access. ●Refine access control for electronic documents by department and level. ●Implement daily backups and annual restoration drills to ensure data recovery is feasible.	Chapter2 Corporate Governance - Information Security Policy
Procurement Practices and Management	204-1	(+): Strictly implementing procurement policies and supplier management reduces the negative impacts of raw materials on the environment, human rights, and health, and ensures excellent product quality. (−): Insufficiently rigorous procurement practices may have a direct negative impact on customers and an indirect negative impact on contractors' employees.	We give priority to local procurement and green procurement in order to reduce environmental and social impacts. We will strictly comply with relevant domestic and international procurement regulations to ensure legality and compliance, and require contractors to observe the same environmental and social responsibility standards.	Short term: ●All suppliers sign the Supplier Corporate Social Responsibility Commitment. Medium and long term: ●Improve policies on local procurement and green procurement, working toward green product certification. ●Continue to promote supplier and contractor conformity with ESG-related standards, jointly building a sustainable supply chain.	●Selection and management of qualified suppliers. ●Regular supplier audits.	●80% of raw material suppliers obtained ISO 14001 certification. ●The local procurement ratio of major raw materials at Pingzhen Plant - THT was 0.00%, as it provides on-site services to customers; Kaohsiung Plant - TGT reached 71.92%; green procurement reached 100% at both. ●All raw material suppliers signed the Supplier Corporate Social Responsibility Commitment.	Chapter3 Supply Chain Management - Sustainable Value Chain

Upstream impact: actual /potential ; the Company's impact: actual /potential ; downstream impact: actual /potential ;

Environmental Issues							
Theme	GRI	Value Chain Impact	Significance and Importance	Target	Tracking Mechanism	Action Measures	Chapter
Waste Management	301 306	(+): Sound waste management reduces the environmental impact of the Company's operations. (−): Poor waste management may lead to environmental pollution and legal liability.	To achieve sustainable development, we are committed to implementing waste reduction, sorting, and proper disposal, and to actively promoting resource recovery and reuse. We will work together with employees, supply chain partners, and the wider community to reduce the environmental impact of our operations and build a greener future for the next generation.	Medium and long term: ●Increase the waste recycling and reuse rate, reduce total waste year by year, and keep the recycling and reuse rate above 70%.	●Waste recycling and reuse rate. ●Total waste generated.	●Total waste in 2025 was 9.7 tonnes, a year-on-year reduction of 98.99%. ●The 2025 reuse rate reached 70.89%.	Chapter3 Environmental Protection - Waste Management

Upstream impact: actual /potential ; the Company's impact: actual /potential ; downstream impact: actual /potential ;

Social Issues							
Theme	**GRI**	**Value Chain Impact**	**Significance and Importance**	**Target**	**Tracking Mechanism**	**Action Measures**	**Chapter**
Occupational Safety and Health	403	(+): A safe workplace improves employee job satisfaction and productivity. (−): Neglecting employee safety and health may lead to occupational injuries, employee attrition, and legal liability.	We are committed to creating a safe and healthy working environment for our employees, to complying with relevant international and local regulations, and to taking preventive measures to reduce occupational hazards. We will continue to provide safety training and health promotion programs to raise employees' safety awareness and well-being, so that every employee can work with peace of mind.	Short term: ●Complete 1 major occupational disaster response drill each year. ●No major occupational accidents. Medium and long term: ●Establish a long-term occupational health care system for all employees.	●Employee occupational safety and health training. ●Occupational injury and accident statistics.	●Occupational safety and health training at Pingzhen Plant - THT totaled 30 hours, with an average of 3 hours per participant-session; at Kaohsiung Plant - TGT it totaled 6 hours, with an average of 3 hours per participant-session. ●Recordable occupational injuries for the full year: 0 cases among employees.	Chapter 5 Social Inclusion - Safe Working Environment
Talent Development and Recruitment 8 合適的工作及經濟成長	401 404	(+): Enhances corporate competitiveness and innovation capability, and increases employee loyalty and productivity. (−): Inadequate training leads to a decline in employee capability, while talent attrition increases recruitment costs and affects corporate performance.	The Company places importance on talent cultivation, plans comprehensive education and training, and enhances employee capabilities. It has established complete promotion and compensation systems and provides equal employment opportunities regardless of gender or age, enabling employees to make full	Short term: ●Strengthen employees' professional and technical capabilities. ●Conduct regular performance evaluations each year to support employees' career development. Medium and long term: ●Expand diverse training channels and increase online course resources to provide employees with diverse	●Conduct regular employee performance evaluations as the basis for bonus payments, promotions, transfers, and dismissals. ●Encourage employees to learn in multiple areas through the Job Grade and Position Appointment Regulations.	●Internal and external training at Pingzhen Plant - THT totaled 148 hours, with average training hours per person of 16.44 hours; at Kaohsiung Plant - TGT it totaled 18 hours, with average training hours per person of 3.6 hours. ●A total of 9 employees at the Company's Pingzhen Plant applied for free	Chapter 5 Social Inclusion - Human Resource Development

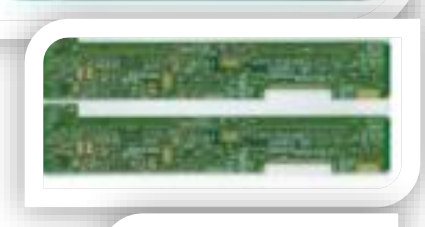
Social Issues							
Theme	GRI	Value Chain Impact	Significance and Importance	Target	Tracking Mechanism	Action Measures	Chapter
			use of their strengths and continue to progress at the Company.	and professional training courses. ●Continue to review and optimize the compensation system, linking it to market pay levels and making periodic adjustments with reference to industry benchmarks. ●Improve the employee benefits system and organize an Employee Welfare Committee to provide more diverse employee welfare programs. ●Integrate internal and external professional service resources to continue helping employees resolve issues arising from health, family,		health check-ups, accounting for 100%.	

Chapter 1 About Us

1-1 About the Company
1-2 Economic Performance
1-3 External Engagement









1-1 About the Company

T-Flex Techvest PCB Co., Ltd. (Stock Code: 3276) is mainly engaged in the manufacturing and sales of electronic components and printed circuit boards (PCBs), with end products widely applied in fields such as TFT-LCD display modules, automotive electronics, and industrial control systems. Since its inception, the Company has adhered to the core values of "Quality First, Service Foremost," continuously cultivating professional expertise, enhancing product quality and delivery efficiency, and striving for customer satisfaction and sustainable business operation.

With "Steady Development, Professional Service, and Sustainable Growth" as its core strategy, the Company not only focuses on its primary business operations, but also enhances overall operational flexibility and competitiveness through resource integration and supply chain collaboration, aspiring to become a trusted long-term partner for customers.

For detailed information regarding the Company's long-term and short-term business strategies and financial performance, please refer to the 2025 Annual Report.

The Company's Business Philosophy	
Sustainability	Adhere to continuously improving professional skills and services to foster overall operational stability and growth, achieve a win-win-win outcome for customers, shareholders, and employees, and ensure the sustainable operation of the Company.
Service	With a spirit of dedication around the clock and a commitment to keeping promises, achieve the goal of total customer satisfaction.

▼Basic Information of the Company

Company Name	T-Flex Techvest PCB Co., Ltd. (Stock Code: 3276)
Date of Establishment	December 29, 1999
Headquarters Location	No. 12, Gongye Second Road, Pingzhen District, Taoyuan City
Major Products and Services	Manufacturing and sales of electronic components and printed circuit boards
Paid-in Capital	NT$697,126,660
Net Sales (NT$ thousand)	NT$505,097 thousand
Global Number of Employees	14 Persons

▼ 2025 Operating Locations of the Company

Operating Locations	Address	Phone
Taoyuan Pingzhen Plant (THT)	No. 12, Gongye Second Road, Pingzhen District, Taoyuan City	+886-3-4698860
Kaohsiung Plant (TGT Techvest)	No. 4, Nan Second Road, Qianzhen District, Kaohsiung City	+886-7-8217111

1-2 Economic Performance

The Company adheres to the principles of prudent operations, implements corporate governance and information transparency mechanisms, regularly updates financial information on its official website, and proactively discloses operating results and future outlooks to investors and shareholders through diverse communication platforms such as investor conferences and annual general meetings of shareholders, so as to safeguard shareholder rights and investor confidence.

2025 Operational Performance

In 2025, affected by the slowdown in global demand for electronic end products, customers adopted a conservative ordering approach. Coupled with the impact of reciprocal tariffs in the United States leading to continuous increases in raw material prices, the Company's operational performance came under pressure. Annual consolidated revenue was NT$505,097 thousand, decreasing by NT$388,857 thousand compared to 2024, representing a year-on-year decrease of 43.50%; consolidated net loss after tax was NT$20,710 thousand, a decrease in loss of NT$29,516 thousand with an improvement rate of 58.77% compared to the net loss after tax of NT$50,226 thousand in 2024. The Company will continue to strengthen its operational structure, prudently control costs and expenses, and actively expand market opportunities, so as to enhance overall competitiveness and operational performance, ensuring the sustainable development of the Company.

Stable Return to Shareholders

The Company places great importance on shareholder rights and has stably distributed cash dividends for five consecutive years since 2021. The 2026 Annual General Meeting of Shareholders approved a cash dividend of NT$0.06 per share for 2025, with the total distribution amount reaching approximately NT$4,183 thousand.

▼ Cash Dividends Distributed by the Company in the Past 5 Years (Currency: NT$)

Year	Unit	2021	2022	2023	2024	2025
Dividend Per Share	NT$	0.4	0.5	0.2	0.02	0.06
Cash Dividend Amount Paid	NT$ thousand	27,885	34,856	13,943	1,394	4,183

▼ Consolidated Financial Statements of the Company in the Past 3 Years (Currency: NT$ thousand)

Year	Unit	2023	2024	2025
Revenue	NT$ thousand	1,289,657	893,954	505,097
Operating Gross (Loss) Profit	NT$ thousand	53,717	-31,780	-7,244
Operating Profit (Loss)	NT$ thousand	-18,456	-133,640	-98,844
Income Tax	NT$ thousand	1,081	607	-
Net (Loss) Profit After Tax	NT$ thousand	46,898	-50,226	-20,710
Earnings Per Share	NT$	0.79	-0.14	0.21

▼ Direct Economic Value Generated and Distributed

Item (Unit: NT$ thousand)		2023	2024	2025
Direct economic value generated	Revenue	1,283,861	891,165	503,662
	Other Income	3,771	9,564	2,590
Economic value distributed	Operating costs	1,072,198	910,390	582,516
	Employee wages and benefits	226,955	111,748	17,542
	Payments to providers of capital	7,116	4,346	3,426
	Payments to government	1,844	1,110	457
	Donations to charitable organizations, art and educational activities, and community recreational facilities	0	0	0
Economic value retained		-20,481	-126,865	-97,689

Note: Economic value retained = Direct economic value generated – Economic value distributed

Product Quality Control

Printed Circuit Boards (PCBs) serve as essential substrates for electronic component assembly, interconnecting and integrating various electronic components through circuit design to enable the proper functioning of electronic products. PCBs are widely applied in fields such as computers and peripherals, communications equipment, consumer electronics, automotive electronics, aerospace and defense, precision instruments, and industrial equipment, and can be categorized by product characteristics into rigid boards, flexible boards, as well as single-sided, double-sided, and multilayer boards.

The subsidiary Kaohsiung Plant - TGT has obtained certifications including ISO 9001 Quality Management System and IATF 16949 Automotive Quality Management System, continuously building a comprehensive quality management framework in accordance with quality management standards to enhance product quality, reliability, and customer satisfaction.

The Company adheres to the quality policy of "Providing Excellent Products, Complying with Green Regulations, and Satisfying Customer Needs." The quality control, quality inspection, quality assurance, and customer service teams jointly promote quality management mechanisms. By convening regular quality meetings, analyzing the root causes of quality issues and scrap, formulating corrective and improvement measures, and tracking improvement effectiveness, the Company continuously refines product quality management processes, reduces defect rates, and enhances process stability and product quality standards.

Comprehensive Product Quality Certification	
Quality Management System ISO 9001	Automotive Quality Management System IATF 16949
	

▼ Production Value of the Company in the Past Three Years

Unit: Square Feet / NT$ thousand

Year	2023			2024			2025		
	Capacity	Production Volume	Output Value	Capacity	Production Volume	Output Value	Capacity	Production Volume	Output Value
Printed Circuit Board	4,800,000	4,799,083	1,067,802	2,300,000	2,274,710	440,110	0	0	0

Note: The capacity, production volume, and production value in this table only account for printed circuit boards manufactured in-house by the Company, excluding products with fully outsourced manufacturing processes. The subsidiary Kaohsiung Plant - TGT adjusted its operational model in mid-2024, gradually transitioning from in-house manufacturing to fully outsourced manufacturing processes. There was no in-house manufacturing in 2025; therefore, the relevant figures for 2025 are 0.

1-3 External Engagement

External Initiatives

▼International Initiatives Supported by the Company

ESG	**1. United Nations 17 Sustainable Development Goals (SDGs), advocating for integrated sustainability indicators across social, economic, and environmental dimensions, and global collaborative efforts towards sustainability.** **2. United Nations Global Compact, promoting sustainable governance by addressing issues related to human rights, labor, environment, and anti-corruption within organizations.**
Environmental Aspect	1. Task Force on Climate-related Financial Disclosures (TCFD), assisting investors and decision-makers in understanding an organization's climate-related risks, opportunities, and financial impacts to help them navigate transformational challenges. 2. European Union RoHS Directive, restricting the use of various hazardous substances in electronic and electrical equipment products, promoting the recycling and reuse of electronic products and their waste, and strengthening the safe substitution of hazardous substances. 3. Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH), the European Union framework on substances of very high concern, prohibiting the use in manufacturing of chemicals that pose greater toxicity and higher risk to the environment and human health.
Social Aspect	1. International Labour Organization (ILO), continuously improving the working and living conditions of colleagues while safeguarding their rightful rights. 2. Responsible Business Alliance (RBA), ensuring a safe working environment, respecting and dignifying workers, conducting business operations in an environmentally friendly manner, and adhering to ethical principles.
Governance Aspect	1. Supporting the United Nations Convention against Corruption (UNCAC), establishing a robust governance system for prevention and zero corruption. 2. The Principles for Responsible Investment (PRI), assisting investors in obtaining clear ESG information and incorporating it into their investment considerations.

Eligibility in Trade Unions/Associations

▼Key Participating Public Associations and Advocacy Organizations

Item No.	Organization Name	Membership Eligibility
1	Taoyuan City Pingzhen Industrial Zone, Industry Development Association	Ordinary Member
2	Taiwan Computer Emergency Response Team/Coordination Center	Ordinary Member



Chapter2

Corporate Governance

2-1 Governance Structure
2-2 Functional Committees
2-3 Integrity Management
2-4 Internal Control and Internal Audit
2-5 Compliance with Laws and Regulations
2-6 Risk Management
2-7 Information Security Policy

2-1 Governance Structure

Governance Policies and Commitments

The Company has established its Corporate Governance Best Practice Principles in accordance with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies, building a comprehensive governance structure and information disclosure mechanism. Adhering to the principles of accuracy, completeness and fairness, it promptly provides key information such as operations, financial position, board

resolutions and management philosophy, so as to enhance operational transparency, protect shareholders' rights, strengthen the functioning of the Board of Directors and respect the interests of stakeholders. To improve governance effectiveness, the Board of Directors has appointed Vice General Manager HU, HSIU-HSING

as the Corporate Governance Officer, responsible for safeguarding shareholders' rights and strengthening the functions of the Board of Directors. As of the end of 2025, the Corporate Governance Officer had completed 3 external training courses totaling 12 hours.

In terms of sustainable development, the Company follows international initiatives and standards in establishing its Sustainable Development Best Practice Principles, publicly committing that all business conduct throughout its operations demonstrates care for economic governance, human rights, culture and environmental conservation. It has also

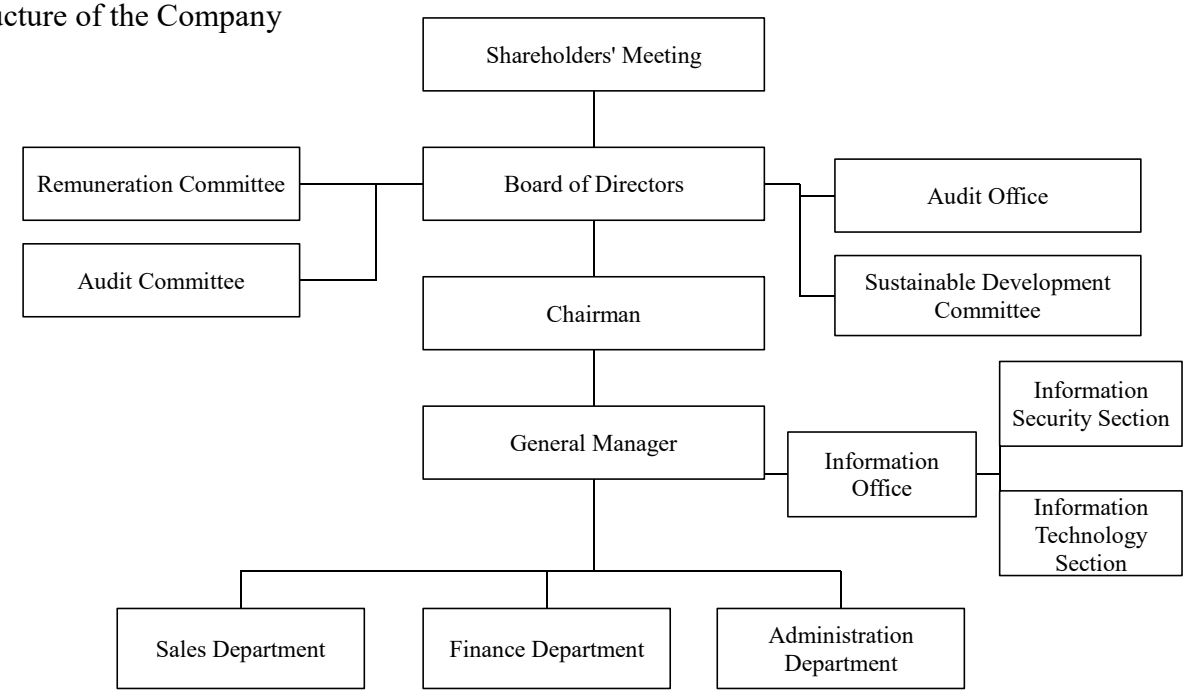
incorporated the relevant standards into the Articles of Incorporation, the Ethical Corporate Management Best Practice Principles, the Corporate Governance Best Practice Principles and the Code of Ethical Conduct, and has integrated them into the internal control system, operational guidelines and workflows, with implementation overseen by the Sustainable Development Committee

. All internal policies and the Sustainable Development Best Practice Principles are announced only after review and approval by the Board of Directors. They apply to all employees and are communicated through channels including email, meetings, the corporate website, the intranet and contractual terms.

▼International Initiatives and Guidelines Referenced by the Company's Sustainable Development Best Practice Principles

United Nations Global Compact	**Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies**
International Labour Organization	Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
United Nations Universal Declaration of Human Rights	Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
United Nations Guiding Principles on Business and Human Rights	Guidelines for the Adoption of the Code of Ethical Conduct for TWSE/TPEx Listed Companies

▼Organizational Structure of the Company



Note: For more information on the corporate governance structure and the responsibilities of the various departments, please refer to the Company's official website.

Professional and Diverse Board

The highest governance body of the Company is the Board of Directors, chaired by the Chairman. The Board is responsible for decision-making, oversight and the management of the Company's impacts on the economy, the environment and human rights/society. The current Board of Directors comprises 7 directors, of whom 3 are independent directors, accounting for 43%; there are 2 female directors, accounting for 43%; and directors who concurrently hold employee status account for 27.57%. In 2025, the Board of Directors held a total of 7 board meetings, an average of 1 meeting every 1.7 months, with an average attendance rate of 95%. The meetings primarily reviewed operating performance and internal controls, assigned and confirmed the responsible units, and continued to supervise the implementation thereafter. No critical or major events requiring communication with the Board of Directors occurred during the year. For further details, please refer to the Company's official website.

▼Members of the Board of Directors

Job Title	Name	Gender	Age	Board Meeting Attendance Count	Concurrent Employee Title
Chairman	HSU, CHENG-MIN	Male	51↑	5	Chief Executive Officer
Director	LEE, MING-HSI	Male	51↑	7	General Manager
Director	HSU, MING-CHIEH	Male	31~50	7	None
Director	HU, HSIU-HSING	Female	51↑	7	Deputy General Manager
Independent Director	SHIH, CHEN-SHENG	Male	31~50	4	None
Independent Director	HSU, CHE-WEI	Male	31~50	4	None
Independent Director	WENG, CHIA-YU	Female	31~50	4	None

Note: 1. No member of the Board of Directors identifies as belonging to a socially disadvantaged group, such as Indigenous peoples, immigrants, ethnic or racial minorities, persons of diverse gender identity or sexual orientation, or persons with disabilities.

2. Chairman HSU, CHENG-MIN concurrently served as an employee of the subsidiary TGT Techvest Co., Ltd. The former Chairman, Mr. HSU, CHENG-MIN, passed away, as announced on February 21, 2026; on February 23, 2026, the incumbent directors elected from among themselves Mr. LEE, MING-HSI to serve as the new Chairman.

3. The current Board of Directors was elected in May 2025 for a term running until May 2028; the 3 independent directors of the previous term, HU, CHIA-LI, TSENG, HSIU-MIN and WU, YA-CHUAN, were discharged from office upon expiry of their term.

In accordance with the Company's Corporate Governance Best Practice Principles, directors shall generally possess the knowledge, skills and character necessary to perform their duties. To achieve the Company's corporate governance objectives, the Board of Directors as a whole should possess the following competencies: operational judgment, accounting and financial analysis skills, business management capabilities, crisis management skills, industry knowledge, a global market perspective, leadership, decision-making ability, and marketing, sales, investment and financial capabilities.

▼Professional Competencies of the Company's Board Members

Job Title	Name	Professional Knowledge and Skills									
		Operational Judgment	Accounting and Financial Analysis	Management	Crisis Management	Industry Knowledge	International Market View	Leadership	Decision	Marketing Operations	Investment and Finance
Chairman	HSU, CHENG-MIN	✓		✓	✓	✓	✓	✓	✓		
Director	LEE, MING-HSI	✓		✓	✓	✓	✓	✓	✓		
Director	HSU, MING-CHIEH			✓		✓				✓	
Director	HU, HSIU-HSING		✓				✓				✓
Independent Director	SHIH, CHEN-SHENG		✓	✓			✓	✓	✓	✓	
Independent Director	HSU, CHE-WEI									✓	
Independent Director	WENG, CHIA-YU									✓	

Board Nomination and Selection

Members of the Board of Directors are nominated under a candidate nomination system in accordance with the Articles of Incorporation, and are elected by cumulative voting with open ballots pursuant to the Regulations for Election of Directors and the Corporate Governance Best Practice Principles adopted by the shareholders' meeting. Independent and non-independent directors are elected concurrently, but the number of seats is calculated separately. In addition to possessing professional knowledge, skills and character traits aligned with the Company's operations, business model and development needs, director candidates are also assessed with reference to stakeholder opinions, so as to ensure the diversity and independence of the Board of Directors and thereby reduce overall operational risk. The competencies required of Board members cover operational judgment, financial analysis, business management, crisis management, industry expertise, a global market perspective, leadership, decision-making ability, and marketing, sales, investment and financial capabilities. Among the elected directors, more than half may not be spouses or relatives within the second degree of kinship; where this rule is violated, the candidate representing the lower number of votes shall be disqualified. For details of the selection procedures, please refer to the Regulations for Election of Directors in the Investor Relations section of the Company's website.

Conflict of Interest

In accordance with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies, the Board of Directors has established the Ethical Corporate Management Best Practice Principles and the Procedures for Ethical Management and Guidelines for Conduct, which clearly define the principles governing conflict of interest avoidance by directors. If a director or managerial officer violates the code of ethical conduct, the Company will take disciplinary action in accordance with the disciplinary measures prescribed in the Code of Ethical Conduct, and will disclose the relevant information and the handling results on the Market Observation Post System (MOPS). The Company currently has no material conflict of interest risk, and through a comprehensive conflict of interest avoidance mechanism it requires Board members to exercise self-discipline and to perform their duties with due care. Where a director has a conflict of interest with a stakeholder of the Company, the director must explain the nature of the interest at the meeting and deal with the related matters appropriately, and may not act as a proxy in exercising the voting rights of other directors.

Board Training

The Company provides directors with a variety of training programs on an as-needed basis, enabling them to gain a deeper understanding of economic, environmental and social issues and to stay abreast of the latest trends. Based on the needs and feedback of the independent directors, it strengthens the transmission of information and adjusts its training plans, ensuring that directors have the professional capabilities required to fulfill their supervisory and leadership responsibilities. These programs enhance the Board's agility in responding to market changes and in managing risk, and raise the standard of governance. As of the end of 2025, the Board of Directors had accumulated 45 hours of training, an average of 6.4 hours per director. The Company will continue to deepen the Board's understanding of ESG and climate-related risks, enhancing the sustainability knowledge of the governance level and advancing toward its corporate sustainability goals.

▼2025 Board of Directors Training Overview of the Company

Course Name		Hours
Environmental / Economic / Governance / Social	2025 Cathay Sustainable Finance and Climate Change Summit	24.0
	Analysis of International Financial Reporting Standard No. 18, "Presentation and Disclosure in Financial Statements" (IFRS 18)	3.0
	Legal Liability for Corporate "Workplace Bullying" and Case Analysis	3.0
	Common Types of Litigation and Legal Liability Arising from Corporate "Commercial Contracts"	3.0
	Practical Applications and Risk Analysis in the "Age of Artificial Intelligence"	3.0
	Corporate Governance and Securities Regulations	9.0

Board Performance Evaluation

In accordance with the Board Performance Evaluation Guidelines, the Company enhances operating effectiveness through clearly defined performance targets. The evaluation mechanism takes the form of an annual internal questionnaire covering the Board of Directors as a whole, self-assessment by individual directors, and the performance of the functional committees (the Audit Committee and the Remuneration Committee). In 2025, all evaluations exceeded the standards and were reported to the Board of Directors on March 11: the Board of Directors scored 88.90 overall, the average director self-assessment score was 91.90, the Remuneration Committee scored 89.00 and the Audit Committee scored 89.10. The evaluations show that all governance units are functioning well and that directors strongly endorse the evaluation indicators, meeting corporate governance requirements, effectively strengthening the functions of the Board of Directors and safeguarding shareholders' rights.

▼2025 Board Performance Evaluation Metrics

Board of Directors	Board Members
1. Participation in the operation of the Company **2. Improvement of the quality of the Board of Directors' decision-making** **3. Organization and structure of the Board of Directors** **4. Election and continuing education of the directors** **5. Internal control**	1. Alignment with the goals and missions of the Company 2. Awareness of the duties of a director 3. Participation in the operation of the Company 4. Management of internal relationships and communication 5. The director's professionalism and continuing education 6. Internal control
Remuneration Committee	Audit Committee
1. Participation in the operation of the Company **2. Awareness of the duties of the Remuneration Committee** **3. Improvement of the quality of decisions made by the Remuneration Committee** **4. The makeup of the Remuneration Committee and the election of its members** **5. Internal control**	1. Participation in the operation of the Company 2. Awareness of the duties of the Audit Committee 3. Improvement of the quality of decisions made by the Audit Committee 4. The makeup of the Audit Committee and the election of its members 5. Internal control

Remuneration Policy for Directors and Executives

The remuneration policies, systems, standards and structures for the Company's directors and senior executives are established and reviewed by the Remuneration Committee; the annual remuneration of Board members and the remuneration of senior executives are regularly disclosed in the Company's annual report. The performance evaluation and reasonableness of directors' remuneration and managerial officers' compensation are reviewed by the Remuneration Committee and the Board of Directors, and are reviewed in a timely manner in light of operating conditions and regulations, so as to balance sustainable management with risk control.

Director Compensation

Pursuant to Article 32 of the Articles of Incorporation, the Company allocates no more than 3% of its pre-tax net profit for the current year (before deducting directors' and employees' remuneration) as directors' remuneration. The distribution of remuneration follows the Director Compensation and Remuneration Allocation Procedures and is disbursed after approval by the Board of Directors and the Remuneration Committee, and reported to the shareholders' meeting.

The procedure for determining directors' remuneration follows the Board Performance Evaluation Guidelines. After the end of the fiscal year, the board secretariat evaluates the effectiveness of Board members through 3 self-assessment questionnaires (Board Performance Evaluation, Board Member Evaluation and Functional Committees Performance Evaluation). Those whose average total score reaches 70 or above receive directors' remuneration allocated at the ratio prescribed in the Articles of Incorporation; where the threshold is not met, the Remuneration Committee submits the matter to the Board of Directors for discussion and the ratio is adjusted accordingly.

The remuneration ratio of each individual director is assessed and adjusted by the Remuneration Committee on the basis of the Board Member Self-Evaluation Questionnaire

Senior Management Compensation

The salaries of the General Manager and Vice General Managers comprise base salary, seniority allowance and position allowance, and are paid monthly according to their qualifications and performance, with reference to industry levels and in accordance with the Managerial Salary Standards, Year-End Bonus and Employee Remuneration Distribution Procedures. Adjustments to managerial salary standards, year-end bonuses and the grade standards for distributing employee remuneration are proposed and assessed by the Remuneration Committee and approved by the Board of Directors, as are any further adjustments. The performance evaluation and reasonableness of directors' remuneration and managerial officers' compensation are reviewed by the Remuneration Committee and the Board of Directors, and the remuneration system is reviewed at any time in light of actual operating conditions and the relevant regulations, so as to strike a balance between the Company's sustainable management and risk control.

Clawback Policy for Unjust Enrichment Bonuses

To strengthen the ethical standards, professional competence and codes of conduct of the Company and its employees, the Company has established the Labor Ethical Conduct Guidelines and the Work Rules. Those who violate these rules must not only return the improperly obtained benefits to the party from whom they were taken or to the Company, but will also be subject to disciplinary action according to the severity of the violation, including warning, demerit, reassignment, demotion, suspension, salary reduction or dismissal, which serve as matters for internal review. Where the violation also breaches laws or the relevant rules of the competent authorities, the offender must further face prosecution or penalties by the judicial or administrative authorities. The Company expects all employees and management to diligently fulfill their management and supervisory responsibilities and to strictly observe ethical standards, so as to ensure the Company's sustainable management and long-term development.

2-2 Functional Committees

The Company has established the Audit Committee and the Remuneration Committee under the Board of Directors to effectively manage business risks and monitor economic, environmental, and social impacts on the Company. Through daily business communications, internal meetings, questionnaires, document signings, and whistleblowing mechanisms, the Company conducts due diligence to collect stakeholder feedback and recommendations regarding significant events involving positive and negative risk impacts arising from company operations. The two major committees are responsible for formulating, approving, and updating relevant strategies and policies to address impacts, while the Board of Directors oversees the impact management procedures and outcomes of each committee and comprehensively reviews the effectiveness of the management mechanism at least 1 time per year during the outcome reporting meeting.

Audit Committee

The Audit Committee consists of 3 independent directors, with a term of office from May 2025 to May 2028. The committee convenes at least 1 time each quarter. In 2025, the Audit Committee held a total of 4 meetings, with an average member attendance rate of 100%. The main responsibilities, resolutions, and the annual Audit Committee review report are detailed on the Company's official website.

▼ Members of the Audit Committee

Name	Job Title	Gender
SHIH, CHEN-SHENG	Independent Director (Convener)	Male
HSU, CHE-WEI	Independent Director (Committee Member)	Male
WENG, CHIA-YU	Independent Director (Committee Member)	Female

Note: On May 7, 2025, a comprehensive re-election of directors was conducted, and the Audit Committee was formed by the newly elected independent directors.

Remuneration Committee

The Remuneration Committee consists of 3 independent directors, with a term of office from May 2025 to May 2028. The committee convenes at least 2 times each year. In 2025, the Remuneration Committee held a total of 2 meetings, with an average member attendance rate of 100%. The main responsibilities and resolutions of the Remuneration Committee are detailed on the Company's official website.

▼ Members of the Remuneration Committee

Name	Job Title	Gender
SHIH, CHEN-SHENG	Independent Director (Convener)	Male
HSU, CHE-WEI	Independent Director (Committee Member)	Male
WENG, CHIA-YU	Independent Director (Committee Member)	Female

Note: On May 7, 2025, a comprehensive re-election of directors was conducted, and members of the Remuneration Committee were reappointed in accordance with the law.

2-3 Integrity Management

To prevent unethical conduct, the Company adopted the "Ethical Corporate Management Best Practice Principles" approved by the Board of Directors and disclosed relevant information on its official website, explicitly requiring the Board of Directors, management, and employees to strictly adhere to and implement these principles. It also established the "Procedures for Ethical Management and Guidelines for Conduct" to regularly analyze and evaluate operating activities carrying higher risks of unethical conduct within its business scope. In addition, the Company established the "Procedures for Handling Reports of Illegal, Immoral or Unethical Conduct." Training is provided to all new employees upon onboarding to remind them to strictly comply with the "Labor Ethical Code of Conduct" and "Work Rules." Employees who violate these regulations are subject to disciplinary action corresponding to the severity of the offense, and such matters are reviewed internally for corrective action.

Dedicated Unit for Integrity in Business

To promote ethical corporate management, the Company designates the Sustainable Development Committee as the dedicated unit responsible for regularly auditing and overseeing internal business operations. The Sustainable Development Committee champions ethical management and professional integrity, ensures balanced stakeholder interests, and reports on relevant operations and oversight to the Board of Directors 1 time per year. In accordance with the "Ethical Corporate Management Best Practice Principles," the Company regularly conducts annual awareness campaigns and testing for directors and employees to foster workplace professional conduct and business ethics. Any violations of professional ethics or matters subject to reporting are reported directly to the Board of Directors.

Implementation of Ethical Management in 2025

1. Integrating integrity and ethical values into business strategies and establishing mechanisms to prevent wrongdoing and malpractice in accordance with regulations: The "Corporate Governance Best Practice Principles," "Ethical Corporate Management Best Practice Principles," "Labor Ethical Code of Conduct," and "Code of Ethical Conduct" are established to ensure ethical management, with details available in the "Investors" section of the official website.
2. Establishing an ethical management mechanism and setting standard operating procedures and codes of conduct: The "Procedures for Handling Material Inside Information" and "Regulations Governing Related Party Transactions" are in place to prevent unethical behavior and ensure that stakeholders adhere to ethical standards.
3. Strengthening internal governance and establishing oversight checks and balances: The "Work Rules" and "Labor Ethical Code of Conduct" set forth employee codes of conduct, and employment contracts and non-disclosure agreements are signed.
4. Promoting ethical policy communication and educational training: Ethical management policies are explained when new employees onboard, and the values of ethical management are continuously promoted through meetings and lectures. In 2025, the Company and its consolidated subsidiaries conducted ethical management-related training, accumulating 71 person-times and 166 hours.
5. Improving the whistleblowing system to ensure effective operation: The Company has established the "Procedures for Handling Reports of Illegal and Unethical Conduct" and the "Employee Grievance System," setting up employee mailboxes and a whistleblower mailbox on the Company's website.

Anti-Corruption Mechanism

Anti-Corruption and Anti-Bribery Policy

The Company has always placed great importance on ethical management, adhering to high ethical standards and principles in all business conduct, maintaining a zero-tolerance stance toward corruption and bribery, and formulating corresponding ethical management policies in accordance with its "Procedures for Ethical Management." Through documents such as the "Procedures for Ethical Management and Guidelines for Conduct" and the "Ethical Corporate Management Best Practice Principles," clear anti-corruption and anti-bribery guidelines are established to provide communication and training to employees and business partners, helping them prevent bribery and corrupt practices. In 2025, the Company conducted corruption-related assessments for its operating sites, including the Company and the Kaohsiung Plant; no incidents of corruption or bribery occurred, no employees were penalized or dismissed as a result, and no suppliers had contracts terminated or not renewed due to such issues.

▼ The Company's Ethical Commitments and Policies

Commitment Standards	Content	Business Locations
Confidentiality Agreement	All new personnel are required to sign a "Non-Disclosure Agreement" upon onboarding, and the Human Resources Department simultaneously communicates the importance of ethical management and the consequences of violations. In addition, the Company organizes "Corporate Ethics and Social Responsibility" awareness sessions at least 1 time each year to ensure employee compliance with relevant regulations.	The Company and its subsidiary TGT

▼ Effectiveness of Communication and Training on the Company's Anti-Corruption Policies and Procedures

Employee Category	Number Communicated Persons / Companies	Total Persons / Companies	Communication Ratio (%)	Number Trained Persons / Companies	Total Persons / Companies	Training Completion Rate (%)
Governance Unit (Board of Directors)	7	7	100.00%	0	0	0%
Senior Management	0	0	0%	0	0	0%
Middle Management	0	0	0%	0	0	0%
General Employees	6	14	42.86%	6	14	42.86%
Business Partners	0	0	0%	0	0	0%

Prevention of Insider Trading

To ensure the consistency and accuracy of external information disclosure and prevent insider trading, the Company established a material information handling and disclosure mechanism based on the "Procedures for Preventing Insider Trading and Handling Material Inside Information," conducting awareness training for internal personnel 1 time per year. To strictly prohibit internal personnel from trading using undisclosed information, the Company complies with the provisions of Article 157-1 of the "Securities and Exchange Act," stipulating that any designated person who actually knows material information that would affect stock prices shall not trade the Company's shares or other equity-type securities after the information is definite and prior to public disclosure, or within 18 hours after public disclosure. In addition, the Company communicates insider trading regulations via email and bulletin boards on an as-needed basis to enhance employee compliance awareness, safeguarding shareholder rights and the principle of fair trading.

2-4 Internal Control and Internal Audit

The Company's Internal Audit Office reports directly to the Board of Directors and is responsible for routine and special audits covering the nine major cycles of internal control as well as ad hoc assignments from management. Staffed with 1 dedicated internal auditor who upholds the principles of independence and objectivity, the office conducts regular and ad hoc audits to ensure the effective implementation of the internal control system. Audit findings are accurately documented in audit reports, submitted to relevant executives, tracked regularly for remediation progress, and reported to the Board of Directors and the Audit Committee. In accordance with the annual audit plan, the Internal Audit Office also investigates internal control deficiencies and anomalies, provides recommendations for improvement, and evaluates operational efficiency to ensure the effective operation of internal control mechanisms. In addition, the Internal Audit Office assists the Board of Directors and management in fulfilling their oversight responsibilities, ensuring smooth operations in compliance with internal control standards and regulatory requirements.

2-5 Compliance with Laws and Regulations

The Company regards regulatory compliance as the cornerstone of sustainable operations, continually strengthening its compliance framework and practices with reference to standards such as ISO 14001 and ISO 45001. Each department is responsible for monitoring the enactment and amendment of regulations relevant to its operations, ensuring that business activities comply with local statutory requirements. The Company has established a dual oversight mechanism comprising annual departmental compliance self-assessments and periodic spot audits by the Internal Audit Office, effectively ensuring that operational practices across all units strictly comply with relevant regulations, mitigating legal risks, and supporting corporate sustainable development goals.
In 2025, no major non-compliance incidents occurred at the Company; however, there was 1 regulatory incident involving fire safety, 1 involving gender equality, 1 involving mass redundancy protection, and 1 involving building safety, with fines totaling NT$290 thousand imposed by regulatory authorities. All fines were paid in full within 2025.

Legal Compliance Training

Through initiatives such as setting up an internal intranet portal, compiling FAQs, and publishing regulatory announcements, the Company provides compliance consultation and informational resources needed across all departments, ensuring employees stay informed of the latest regulatory requirements to review and improve operational practices and mitigate compliance risks. In addition, the Company conducts annual training sessions to encourage managers and frontline staff to adhere to statutory principles and strengthen ethical awareness.

Communication Channels and Grievance Mechanism

The Company has established the "Procedures for Handling Reports of Illegal, Immoral or Unethical Conduct" to encourage internal and external stakeholders to report unlawful acts or breaches of ethical management. In addition, all new employees receive training on the code of ethical conduct, and violators are subject to disciplinary measures in accordance with company rules, reinforcing corporate integrity culture at the source and ensuring comprehensive protection of stakeholder rights.
The Company has established diverse and accessible reporting channels, including in-person reporting, telephone reporting, mail reporting, and a public whistleblower mailbox (3276@tpt-pcb.com.tw). Committed to protecting whistleblowers, the Company provides comprehensive confidentiality safeguards to prevent any form of adverse treatment or retaliation. All whistleblowing cases are investigated through independent channels, with case details strictly restricted to authorized personnel involved in the investigation. In addition, the Company provides appropriate rewards to individuals who report unlawful conduct in accordance with the Work Rules, demonstrating its commitment to ethical governance. As of the end of 2025, the Company had not received any complaints or whistleblowing cases.

▼ The Company's Whistleblowing and Complaint Handling Units and Procedures

Receiving Unit	**Spokesperson and Acting Spokesperson** **Handling whistleblowing reports from stakeholders such as shareholders and investors** **President's Office** **Handling whistleblowing reports from internal employees, customers, suppliers, contractors, etc.**	**Reporting Channel**	● **In-Person Reporting** ● **Telephone Reporting** ● **Mail Reporting**
Processing Procedures	● Anonymous Reports: If a report involves material concerns and is deemed necessary for investigation upon assessment, a formal investigation will be initiated and utilized as a reference for internal review.	● Named Reports: The receiving unit shall review the allegations and concrete evidence; where there is reason to believe that unlawful, immoral, or unethical conduct may have occurred, it shall compile supporting evidence and submit the case to the President for further action.	
Reporting Acceptance and Protection Mechanism	● Whistleblowing cases are handled under strict confidentiality protocols and verified through independent channels to fully protect whistleblowers and ensure their identities remain confidential. ● If the whistleblower is an internal employee, the Company guarantees that their employment status will not be adversely affected nor will they be subject to unfavorable treatment as a result. ● To safeguard the rights and interests of parties involved in a whistleblowing investigation and prevent unfounded accusations or retaliation, the Company provides an opportunity for appeal and, if necessary, convenes the Personnel Evaluation Committee for a hearing. ● If the allegations are substantiated upon investigation, the matter will be handled in accordance with relevant laws and company regulations; if the report is found to be fabricated or false, appropriate action will likewise be taken pursuant to regulations.		

2-6 Risk Management

To strengthen corporate governance and enhance the risk management oversight function of the Board of Directors, with sustainable operations as its core objective, the Company identifies and defines various risk categories in alignment with overall operational guidelines. It has established a risk management framework encompassing risk identification, measurement, monitoring, and control. Operating within its defined risk tolerance, the Company prevents potential losses and continually refines management practices in response to internal and external environmental changes, thereby safeguarding the rights and interests of employees, shareholders, partners, and customers, enhancing sustainable enterprise value, and optimizing resource allocation.

Risk Items	Risk Management Policy and Response Strategies	Responsible Unit
Financial Stability	To safeguard corporate assets and ensure information transparency, the Company has established various management procedures, including the "Procedures for Acquisition or Disposal of Assets," "Procedures for Endorsements and Guarantees," and "Procedures for Loaning of Funds to Others," which serve as the basis for risk control and risk measurement standards when operational and audit units carry out relevant business activities. In addition, the Company's response measures to mitigate financial risks are as follows: 1. The Company analyzes interest rate risks by simulating multiple scenarios, including evaluating refinancing and other financing alternatives, to calculate the impact of specific interest rate movements on profit and loss.	Finance Department

Risk Items	Risk Management Policy and Response Strategies	Responsible Unit
	In 2025, net interest income and expense accounted for approximately 0.06% of consolidated revenue and -0.71% of net profit after tax, respectively, representing a relatively minor financial impact. 2. The Finance Department monitors the Company's cash liquidity needs, conducting forecasts and prudent planning to ensure that the Company maintains sufficient funding for operations. 3. As exchange rate fluctuations are an uncontrollable external factor, the Company utilizes the transfer and outright sale of financial assets, and enters into foreign currency hedging transactions (such as forward exchange contracts) for procurement and sales to offset foreign exchange differences in receivables and payables, while actively managing foreign currency positions to mitigate exchange rate fluctuation risks.	
Social, Economic, and Legal Compliance	The Company implements robust internal control mechanisms to ensure that all personnel and operations strictly comply with relevant laws and regulations. It has established the "Procurement Procedures" and "Supplier Code of Conduct," incorporating key standards such as ISO 9001 and ISO 14001 into supplier selection criteria, avoiding the use of conflict minerals, ensuring products contain no hazardous substances regulated by the Company, upholding human rights and environmental protection, and safeguarding consumer health and safety.	Departments
Information Security	The information and communication security policy encompasses: strengthening employee cybersecurity awareness, maintaining effective and reliable daily operations, conducting and enforcing cybersecurity audits, and ensuring operational continuity. For details, please refer to the Information Security Policy section. The Information Office serves as the primary driver of cybersecurity policies, responsible for coordinating the implementation of information security strategies, disseminating security notices, enhancing cybersecurity awareness across all employees, and continuously evaluating and improving the integrity of the organization's cybersecurity framework. In accordance with the internal control system's "Information and Communication Security Procedures," the Internal Audit Office conducts systematic annual security audits to evaluate the effectiveness of the Company's IT control mechanisms. To mitigate cybersecurity risks, the Company implements the following concrete protective measures: 1. Conduct regular monitoring and testing of the official website backend and internal systems by dedicated cybersecurity personnel to prevent malicious intrusion and Trojan infections. 2. Optimize maintenance and warranty processes by adopting the principle of minimal personal data collection and establishing rigorous confidentiality mechanisms to strengthen customer trust. 3. Implement classified management of confidential information and strictly enforce confidentiality standards for internal and external communications.	Information Technology Section Audit Office

Risk Items	Risk Management Policy and Response Strategies	Responsible Unit
	4. Deploy antivirus software comprehensively across enterprise endpoint devices, with unified evaluation and procurement by the cybersecurity team to ensure consistent protection. 5. Actively participate in the cybersecurity ecosystem by joining the Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC) to obtain real-time threat warnings and vulnerability intelligence, enhancing defense capabilities.	
Product Safety	All products of the Company comply with government statutory requirements as well as EU RoHS requirements and contain no hazardous substances. Through a rigorous quality management system, the Company ensures consistent product quality to meet customer needs. Meanwhile, to enhance customer satisfaction, the Company conducts annual customer satisfaction surveys. By strengthening partnerships with customers, the Company is committed to achieving mutual benefit and shared prosperity, serving as a cornerstone of sustainable development.	Administration Department Sales Department
Supply Chain Management	The Company attaches great importance to supply chain quality management, requiring major suppliers to hold ISO 9001 Quality Management System certification and provide valid certification documents to ensure product quality and supply stability. The Company conducts regular supplier evaluations covering areas such as quality management, delivery performance, and product quality, which serve as a reference for supplier management and ongoing collaboration. To mitigate supply chain risks, the Company continuously monitors suppliers' regulatory compliance and operational status. If a supplier is found to have committed material violations of laws, ethical management principles, or other matters that may impair the business relationship, the Company conducts a risk assessment and reassesses future cooperation as appropriate to maintain stable supply chain operations.	Administration Department Sales Department
Environmental Protection and Ecological Conservation	The Company continuously focuses on environmental protection issues, adheres to relevant environmental laws and regulations, and promotes practices such as power conservation, paper reduction, resource recycling, and digital workflows in daily operations to reduce the environmental impact of its business activities. In supply chain management, the Company continuously monitors suppliers' environmental management and regulatory compliance, encouraging suppliers to implement environmental protection and sustainability principles to jointly reduce environmental risks and fulfill corporate social responsibility.	Administration Department
Occupational Safety	The Company places great emphasis on workplace health and safety, consistently complies with occupational safety and health regulations, and enhances employees' safety awareness and emergency response capabilities through training programs, workplace safety campaigns, and emergency drills. The Company regularly conducts fire safety awareness sessions and relevant training while continuously monitoring work environment safety and employee well-being, striving to provide a safe and healthy workplace to mitigate the risk of occupational accidents.	Administration Department

2-7 Information Security Policy

The Company attaches great importance to information security and privacy. To enhance information security management and strengthen cybersecurity, the Company formulated the "Information and Communication Security Procedures" with reference to the Cybersecurity Management Guidelines for TWSE/TPEx-listed Companies, and established a cross-departmental "Cybersecurity Implementation Team" responsible for reviewing the information security governance policies of all units. Led by the Deputy General Manager of the Administration Division, the team coordinates and deliberates on information security policies, plans, resource allocations, and related matters.

The operational scope of the Cybersecurity Implementation Team includes conducting information security audits, promoting information security awareness, and reporting cybersecurity incidents; establishing cybersecurity systems, including network and system management; overseeing cybersecurity policies, standards, and planning; effectively enforcing control mechanisms; enhancing overall employee cybersecurity awareness; verifying implementation outcomes; and collecting relevant information to improve the integrity of the organization's cybersecurity systems.

Information Security Policy	Main Operational Scope of the Cybersecurity Implementation Team	Responsibilities of the Dedicated Information Security Unit
● Strengthen cybersecurity literacy and foster employee information security awareness ● Establish information system security safeguards and enforce access control management ● Establish cybersecurity incident response mechanisms, data backup, and restoration plans to ensure operational stability ● Comply with regulatory requirements, implement personal data protection, and implement all cybersecurity measures required by the Competent Authority ● Enhance cybersecurity management effectiveness, continuously improve the information security management system, strengthen the cybersecurity governance framework, and ensure the effective operation of the management system	● Information security audits ● Information security awareness promotion ● Cybersecurity incident reporting ● Implementation of cybersecurity systems	● Risk management ● Regulatory compliance and adherence ● Incident response and recovery capabilities ● Ensuring business continuity

Cybersecurity Personnel Training

Course	Number of Participants	Total Training Hours
Artificial Intelligence and Cybersecurity Risks	1	1
How to Identify Social Engineering Emails and Implement Preventive Measures	1	3
Personal Data Protection and Management—Connecting Everything, Internet of Everything: IoT Applications, Trends, and Security Issues	1	2
Information Security Management System	1	2
Website and Browser Security Precautions	1	3
Digital Forensics Fundamentals	2	6
AI Development Trends and Cybersecurity Risks	2	2
Mobile Phone and Application Cybersecurity Risks	1	1
Uncovering Online Shopping Scams and Social Media Privacy	1	3
Wireless Network Usage and Security Awareness	1	5
Cloud Service Management: Risks of Moving Data to the Cloud	1	1
Cybersecurity Incident Overview and Preventive Measures	1	2.5
Information Security Awareness, Essential Knowledge, and Responsibilities	1	2
Impact of AI on Information Security and Response Strategies	1	2
Overview of the Guidelines for Information Security Management for TWSE/TPEx Listed Companies	1	0.5
Artificial Intelligence and Cybersecurity Risks	1	1
Social Engineering Drill	1	1
Practical Insights into Cybersecurity Management for Small and Medium Enterprises	1	1
No Fear of Hacking: An Overview of Corporate Information Security	1	3
No Fear of Hacking: Learning Cybersecurity Concepts Made Easy	1	1
Network Security, Malware, and Hacker Behavior	1	2

Personal Data Management Policy

The Company has established the "Personal Data Protection Management Measures" in compliance with relevant regulations to safeguard the personal privacy and data security of directors, employees, and stakeholders. Guided by international information security standards and regulatory requirements, the Company continuously strengthens its information security safeguards to properly protect confidential corporate information and trade secrets.

Daily Communication	Training	Prevention of Peeping	Prevent Outflow
Promote awareness of confidential information and compliance requirements throughout daily operations and company activities.	Conduct employee cybersecurity training and incorporate confidential information control topics into mandatory training for new hires to enhance employees' cybersecurity awareness and capabilities.	Remind employees to shut down computers and monitors or enable password protection when leaving their workstations or finishing work to prevent unauthorized viewing of important data.	Information personnel regularly inspect servers storing employee and customer personal data for attacks and data theft, and strengthen server room access controls to prevent the leakage of sensitive personal data.

Information Security Management Measures

To ensure the effective implementation of information security management, the Company complies with the "Information and Communication Security Procedures" and implements various information security safeguards and control measures accordingly. The scope of control encompasses: antivirus software, network firewalls, office IT operations, electronic file access, system development, vulnerability scanning, system maintenance, account permission management, network communications, email security and filtering mechanisms, IT equipment authorization, intrusion detection, defense against cyber threats and attacks, cybersecurity incident reporting, and emergency response. Through strict data usage controls, continuous information security maintenance, and regular system updates, the Company ensures a secure and robust information security environment. In 2025, no major cybersecurity attacks occurred.

▼Information Security Management Measures of the Company

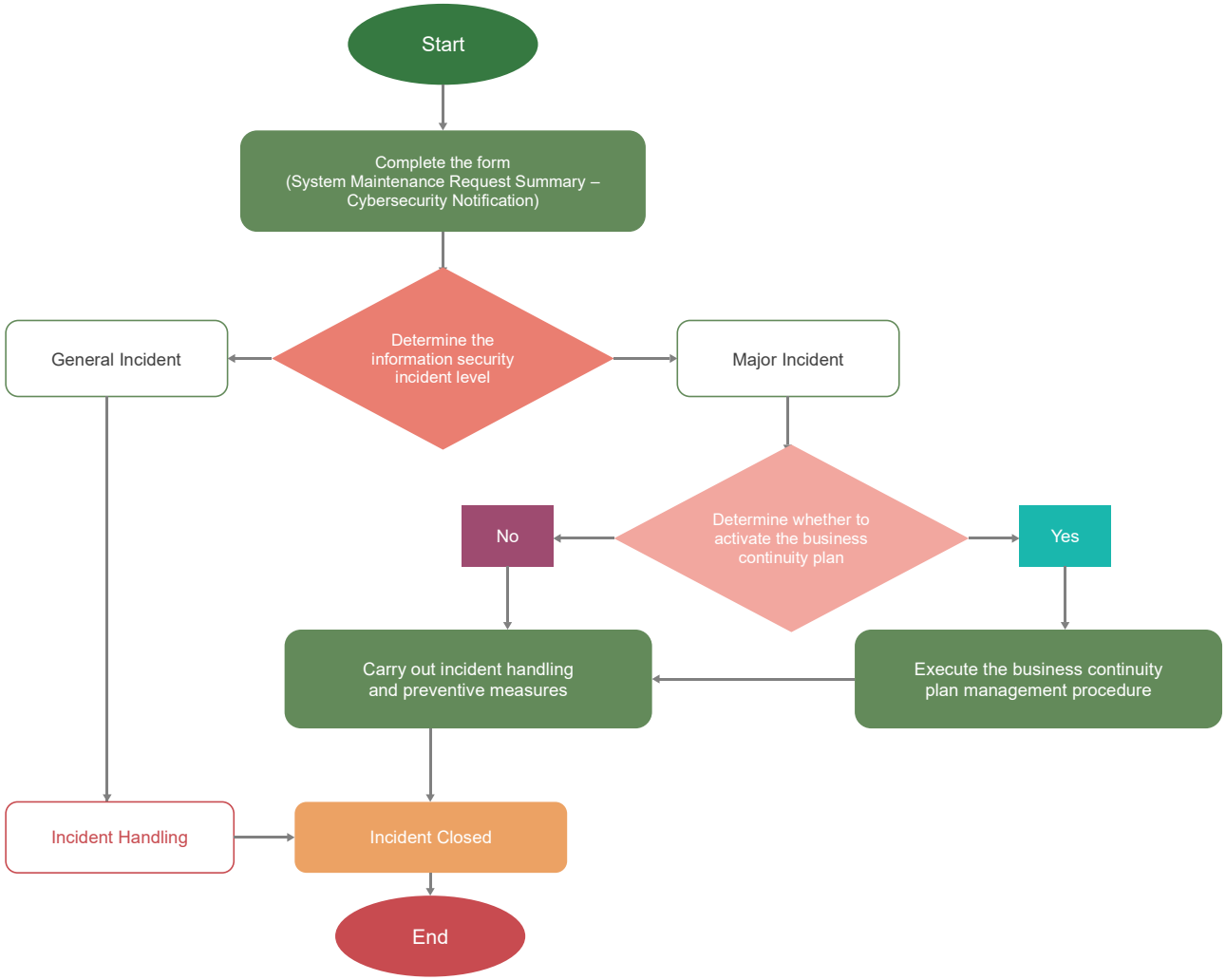
Item	Content Description
Cybersecurity Governance	● Server Room Environmental Monitoring and Management: Regularly inspect temperature, humidity, and fire safety equipment; enforce strict physical access control; review entry and exit records; immediately report anomalies ● System Security Maintenance: Regularly conduct vulnerability scanning and patch management for core systems; define basic user maintenance responsibilities ● Hardware and Software Management Principles: Prohibit the use of unauthorized equipment and software; ensure legitimate software licensing; prohibit unauthorized modification of system settings
Data Access Control	● Personnel Access Rights Management: Establish onboarding, in-service, and offboarding procedures; sign non-disclosure agreements; require formal application and approval for permission changes ● Asset and System Security Management: Establish asset inventories with regular stocktaking; securely dispose of decommissioned equipment; incorporate cybersecurity requirements into system development; properly manage related documentation ● Centralized Software Licensing Management: Legally licensed software is centrally managed by the Information Office

Item	Content Description
Response and Recovery Mechanism	● System Recovery Timeframe Specifications: Complete recovery or damage containment within 36 hours for core business and within 72 hours for general business ● Data Backup and Restoration Strategy: Daily file backups, annual restoration testing, and off-site backups for core business ● Disaster Prevention and Response: Establish redundancy mechanisms to prevent network disconnection risks, configure servers for mutual backup, and equip systems with Uninterruptible Power Supply (UPS) units
Notification and Response of Cybersecurity Incidents	● Cybersecurity Intelligence Collection and Sharing: Join TWCERT/CC to obtain cybersecurity intelligence, analyze incident impacts, and implement control measures ● Incident Handling Procedure: Immediately report incidents and submit request forms upon occurrence, report major incidents in accordance with established procedures, and notify the Information Office of equipment abnormalities ● Problem Resolution Mechanism: When the Information Office is unable to resolve an issue, engage external vendors for maintenance in accordance with established procedures
Outsourcing of Information Technology Systems or Services	● Outsourced Security Management: Clearly define vendor cybersecurity responsibilities, confidentiality obligations, and audit rights ● Termination Management: Ensure the secure return, transfer, or destruction of data upon termination of outsourcing relationships
Promotion and Verification	● Regular Promotion of Cybersecurity Education and Training: Send monthly cybersecurity awareness emails, conduct social engineering drills, and provide annual training for dedicated cybersecurity personnel ● Risk Assessment and Executive Oversight: Conduct annual cybersecurity risk assessments, report implementation status to the Board of Directors, and engage external experts for consultation when necessary

▼ Overview of the Company's 2025 Information Security Measures

Category	Content Description
Information Security Management System	Regular Cybersecurity Risk Assessment
	Social Engineering and Phishing Email Drills
Network and Device Security	Firewall Rule Review and Update (Including Internet Usage Management)
	SSL VPN Security Enhancement (Adding Multi-Factor Authentication (MFA) and Restricting External Connections)
Anti-Virus and System Updates	Deployment of Antivirus Software (OfficeScan, Huorong, NOD)
	Regular Updates of Virus Definitions and System Patches
Cybersecurity Awareness Enhancement	Regular Cybersecurity Awareness Communications (Emails, Training)

▼ Operational Procedure for Notification and Response of Cybersecurity Incidents



Chapter 3 Supply Chain Management

3-1 Sustainable Value Chain

3-2 Customer Service



Sustainability



Service



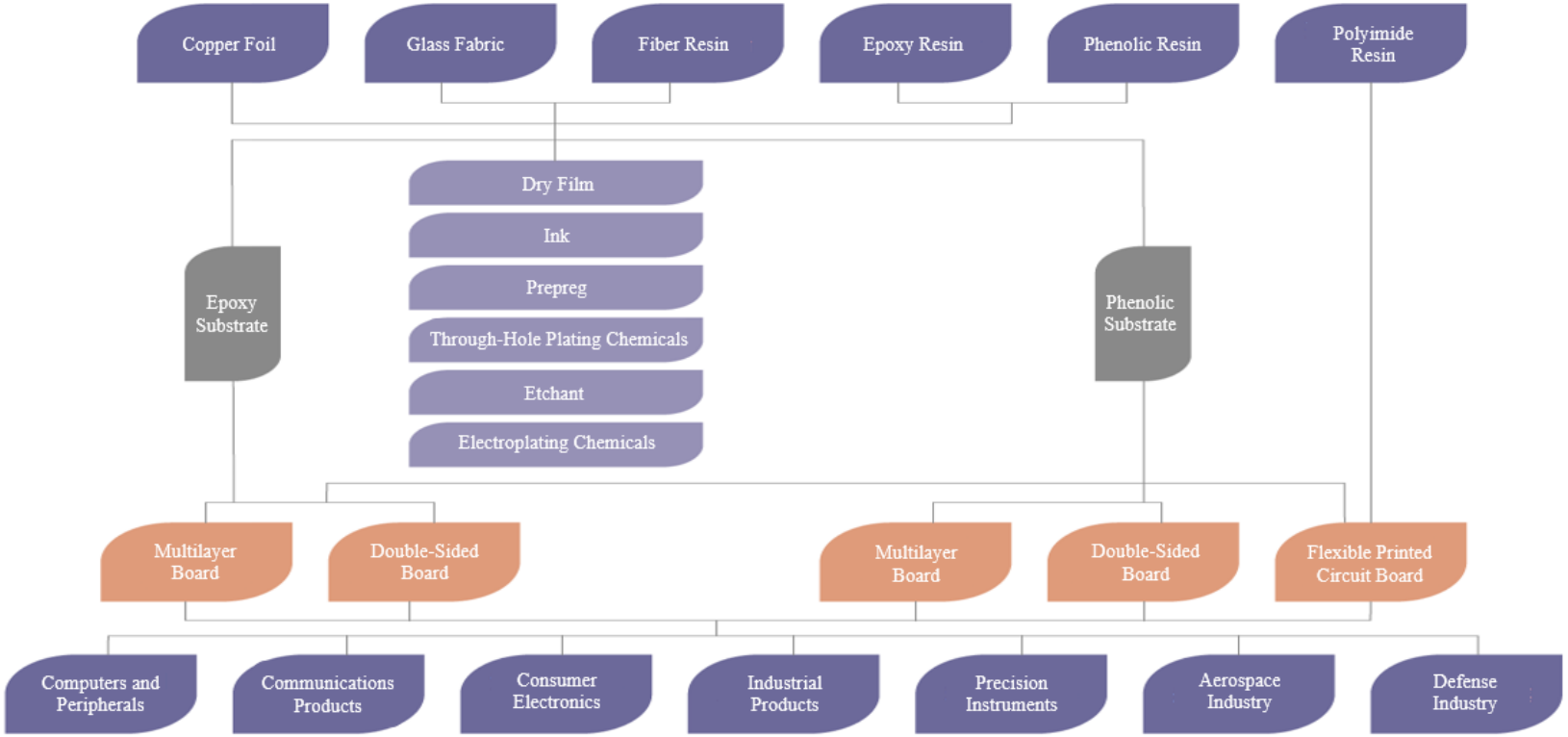
Hazardous
Substance Free

3-1 Sustainable Value Chain

The Company is mainly engaged in the sales and supply chain management of printed circuit board (PCB) products, with products widely applied in fields such as computer peripherals, communications equipment, consumer electronics, industrial equipment, aerospace, and defense industries. The upstream segment of its supply chain encompasses suppliers of electronic materials, chemical materials, and electronic components, while the downstream segment comprises customers across various electronic product manufacturing and application industries.

The Company continuously monitors supplier performance in quality management, regulatory compliance, and sustainability-related issues, maintaining product quality, supply stability, and supply chain resilience through supplier management mechanisms. As of 2025, the Company's supply chain structure and upstream and downstream business relationships remained stable, with no significant changes occurring.

▼The Company's Value Chain



Supply Chain Management Policy

The Company is committed to building a responsible and sustainable supply chain. Through management mechanisms such as the "Procurement Procedures," "Supplier Code of Conduct," and "Supplier Corporate Social Responsibility Commitment," it incorporates sustainability requirements—such as quality management, environmental protection, labor and human rights, ethical business practices, and product responsibility—into its supplier management practices.

In 2025, all raw material suppliers had obtained ISO 9001 Quality Management System certification; among them, 4 raw material suppliers obtained ISO 14001 Environmental Management System certification, 4 raw material suppliers complied with relevant requirements of the Responsible Business Alliance (RBA), and all raw material suppliers signed the "Supplier Corporate Social Responsibility Commitment."

Supplier Risk Management

During supplier selection and collaboration, the Company continuously evaluates suppliers' quality management capabilities, regulatory compliance, and sustainability-related issues, so as to mitigate supply chain risks and enhance supply chain resilience.

Supplier Evaluation and Management

The Company regularly conducts supplier performance evaluations. Evaluation criteria include metrics such as the number of quality nonconformities, responsiveness in handling quality issues, completeness of outgoing inspection documentation, timeliness of corrective action responses for defects, and on-time delivery rates, serving as an important basis for supplier management and subsequent collaboration.

In 2025, the overall evaluation results for raw material suppliers met the Company's management requirements, with no major supply anomalies, significant quality incidents, or major supply chain disruptions occurring.

Sustainable Procurement

To support local business development and reduce carbon emissions associated with long-distance transportation, the Company's major operating sites (including the reporting boundary defined in this report) adopt local procurement wherever feasible. In addition, the Company actively procures environmentally friendly products, striving to reduce negative environmental impacts through its procurement practices.

▼ Sustainable Procurement Overview of the Company in the Past 3 Years

Unit: New Taiwan Thousand Yuan

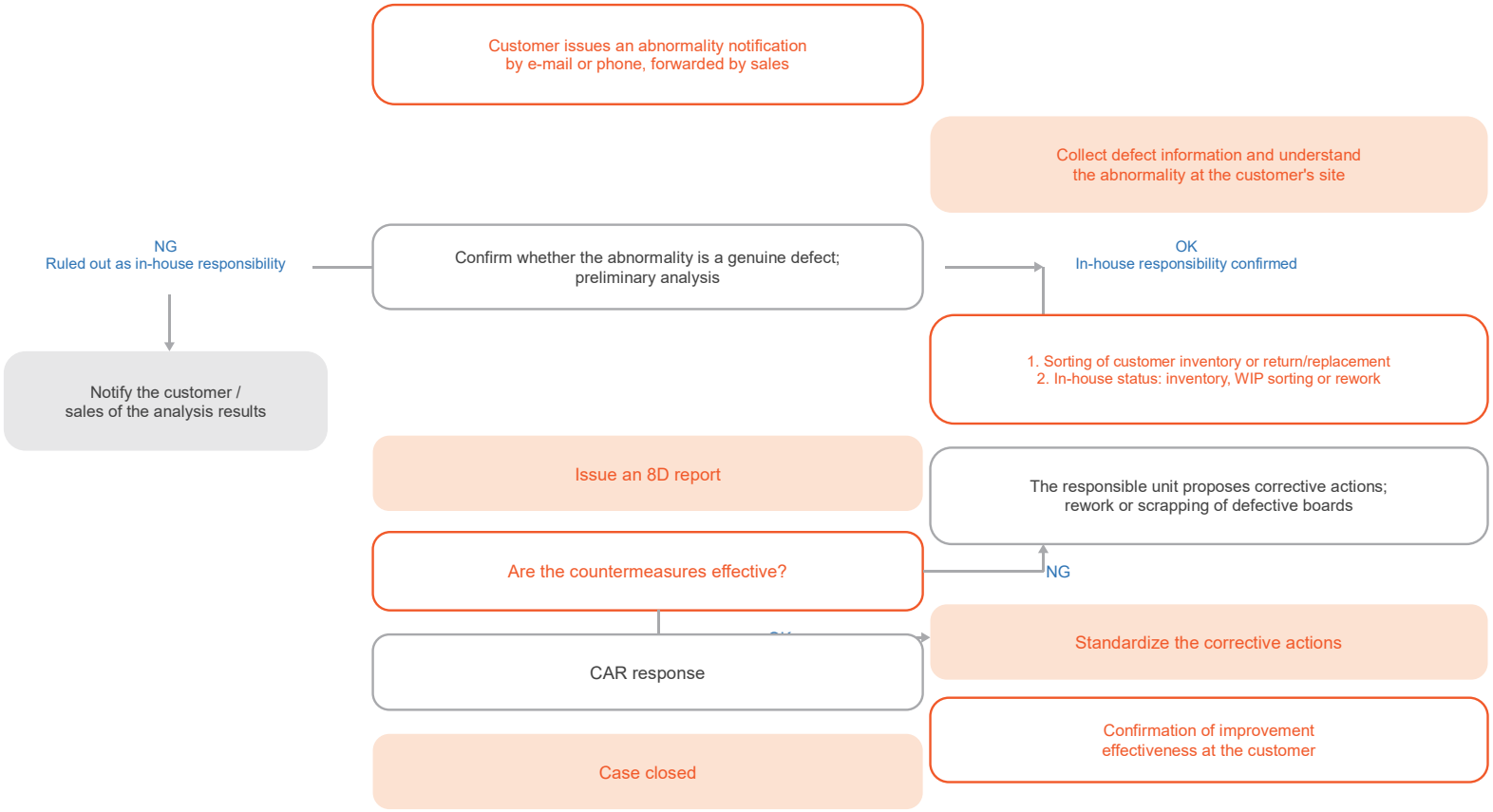
Procurement Type		Local Procurement			Green Procurement		
Year		2023	2024	2025	2023	2024	2025
Pingzhen Plant - THT	Procurement Amount	0	0	0	86,173	76,438	28,307
	Total Procurement Amount	86,173	76,438	28,307	86,173	76,438	28,307
	Procurement Amount Ratio	0.00%	0.00%	0.00	100.00%	100.00%	100.00%
Kaohsiung Plant - TGT	Procurement Amount	687,330	453,196	258,919	699,868	606,744	359,994
	Total Procurement Amount	699,868	606,744	359,994	699,868	606,744	359,994
	Procurement Amount Ratio	98.21%	74.69%	71.92%	100.00%	100.00%	100.00%

Note: 1. Pingzhen Plant - THT conducts procurement locally as it provides on-site customer services.

3-2 Customer Service

The Company has established clear customer service standards and regards customer satisfaction as its primary objective. To ensure prompt responses to customer needs, customer service personnel are required to provide updates on the handling status of customer complaints within 3 business days, establishing an immediate response mechanism to resolve customer issues in the shortest possible time, examine root causes, and conduct ongoing follow-up.
The Company is committed to ensuring that customers and end users receive comprehensive product and service information in a timely manner, including safe use, disposal methods, material composition and sourcing, and associated social and environmental impacts. In 2025, the Company had no incidents of non-compliance with product and service labeling regulations or health and safety regulations for products.

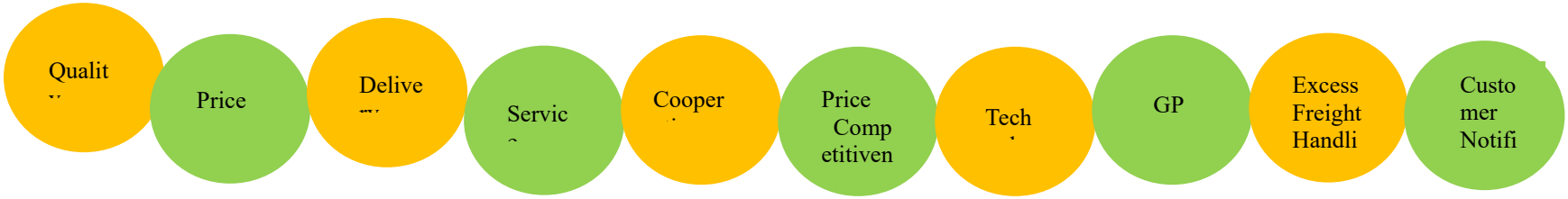
▼ Customer Complaint Handling Process of the Company



Customer Satisfaction Survey

The Company values all customer feedback as an essential foundation for strengthening customer relationships. To gain deep insight into customer needs, the Company collects feedback through multiple channels and maintains handling mechanisms for after-sales service issues and complaints. In addition, the Company conducts annual customer satisfaction surveys, analyzes the results, and prepares 8D reports, with designated responsible departments formulating improvement strategies and reviewing effectiveness to establish a robust customer response and resolution process.

▼ 10 Major Dimensions of the Customer Satisfaction Survey:



▼ Customer Satisfaction Survey Results of the Company in the Past 3 Years

Year	2023	2024	2025
Customer Satisfaction	90%	84%	78%

Note: The disclosure scope of this table covers the Company and its consolidated subsidiaries.

Customer Rights Protection

The Company is committed to safeguarding customer rights and interests, regarding this as a core responsibility. The Company designs and manufactures products based on customer requirements and strictly complies with non-disclosure agreements to ensure the security of customer privacy and product information. Meanwhile, to ensure products comply with international regulations and customer requirements and to reduce health and safety impacts throughout the product life cycle, the Company regularly conducts compliance audits for environmental, health, and safety regulations. In 2025, there were no incidents of non-compliance with regulations and standards concerning marketing communications, nor were there any incidents of infringement upon customer rights and interests.



Chapter 4 Environmental Protection

4-1 Climate-Related Financial Disclosures
4-2 Greenhouse Gas (GHG) Emissions
4-3 Energy Management
4-4 Waste Management
4-5 Water Resource Management
4-6 Air Pollution Control

4-1 Climate-Related Financial Disclosures

In recent years, disasters caused by climate change have occurred with increasing frequency. To proactively respond to climate disasters and prevent related financial losses, the Company has adopted the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), established by the Financial Stability Board (FSB) in 2015. The Company voluntarily discloses its response policies and preventive measures when facing climate-related risks, appropriately discloses their financial impacts, and identifies opportunities to secure profitability after proper climate adaptation and disaster recovery, thereby enhancing the Company's climate resilience to cope with potential disasters.

Four Core Elements

▼ Core Elements of Climate-Related Financial Disclosures

Core Elements	Action Plan
Governance	● The Company, through the Sustainable Development Committee, convenes members responsible for environment-related risks to discuss potential internal and external impacts of various issues on an as-needed basis, including identifying and assessing climate change risks and responding to climate impacts. After identifying climate-related impacts, meetings are held with senior executives to study climate-related risks and opportunities, proposing improvement recommendations and measures for potential hazards to adapt to and mitigate climate-related financial risks while identifying corresponding climate-related financial opportunities. ● The Sustainable Development Committee regularly reports full-year ESG performance and climate change-related issues to the Board of Directors.
Strategy	To chart forward-looking and proactive climate actions, the Company simulates potential future climate-related financial impacts through scenario analysis, incorporating potential climate change impacts into overall operational considerations. Risk probabilities and impact levels are estimated, risk response and mitigation plans as well as crisis management mechanisms are established, and physical and transition risks and opportunities are identified based on business types, risk strategies, and financial planning. These measures include actively promoting green energy and environmental policies, resource recycling and reuse, and developing innovative carbon reduction technologies to comprehensively reduce the carbon footprint of corporate operations, production, and sales. To address environmental impacts of global climate change and the greenhouse effect, and in compliance with regulatory environmental requirements, the Company purchases and replaces products with energy-saving and environmental protection labels, reduces waste, implements green and local procurement, and establishes and practices various energy-saving and carbon-reduction measures. For the Company's primary short-, medium-, and long-term risks and opportunities, please refer to "Financial Impacts of Climate-Related Risks and Opportunities."
Risk Management	To identify and assess material operational impacts or risks, the Sustainable Development Committee will regularly assess climate change risks to understand specific potential financial impacts as a basis for policy formulation and target setting, establishing climate management procedures and continuously monitoring the effectiveness and implementation of climate risk management.
Indicators and Targets	To reduce risk impacts caused by climate change and achieve carbon reduction and energy saving goals, metrics are used to manage climate change-related risks and opportunities: The Company has long promoted "energy saving and carbon reduction measures," with major measures as follows: ● Energy: Lighting products with energy-saving and environmental protection labels are selected; plant equipment is replaced and maintained to improve energy efficiency. ● Water resources: Water-saving and electricity-saving devices are installed on equipment to automatically shut off power and water supply during non-production periods. Regarding greenhouse gas reduction targets, strategies, and concrete action plans: In accordance with the Financial Supervisory Commission's directive No. 11203852314 dated November 13, 2023, the Company has not yet established such plans.

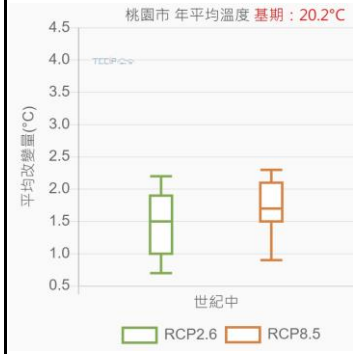
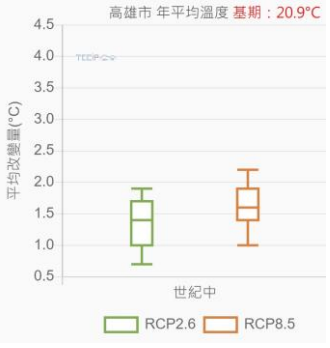
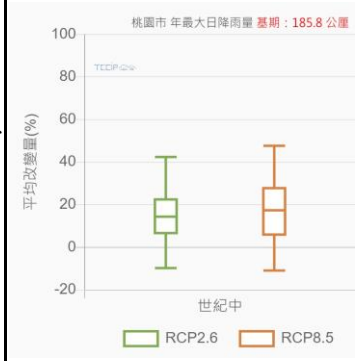
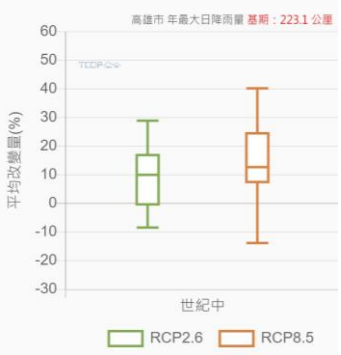
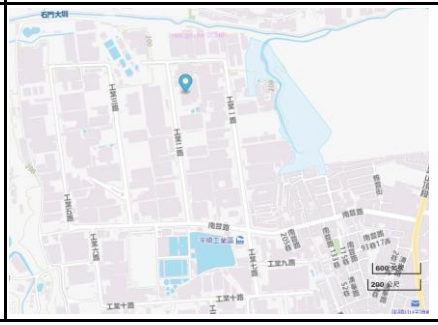
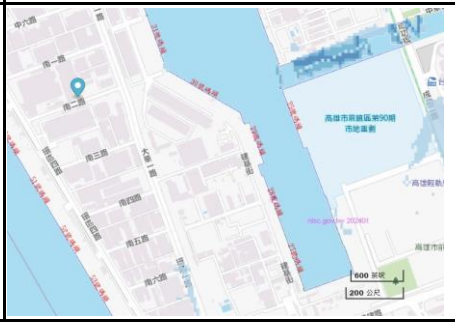
Climate Scenario Analysis

Physical Climate Risk Scenarios

The Sustainable Development Committee assesses potential climate disaster impacts based on the RCP climate scenarios selected by the Company. Utilizing public climate models and data platforms such as the "Taiwan Climate Change Projection and Adaptation Information Platform (TCCIP)" and "3D Disaster Potential Map," the Committee simulates climate scenarios under RCP 2.6 and RCP 8.5 to project changes in average maximum daily rainfall and annual mean temperature by mid-century.

▼ IPCC RCP Climate Scenario Types and Related Metrics Adopted by the Company

Scenario		RCP 2.6		RCP 8.5	
		Taoyuan	Kaohsiung	Taoyuan	Kaohsiung
Temperature	Average Annual Temperature Variation	0.7～2.2°C	0.7～1.9°C	0.9～2.3°C	1～2.2°C
	Average Annual Temperature Forecast	20.9°C～22.4°C	21.6°C～22.8°C	21.1°C～22.5°C	21.9°C～23.1°C
Precipitation	Daily Maximum Rainfall Variation	-9.7%～42.4%	-8.4%～28.9%	-10.9%～47.7%	-13.8%～40.2%
	Maximum Daily Rainfall Forecast	167.8mm～264.6mm	204.4mm～287.6mm	165.5mm～274.4mm	192.3mm～312.8mm

Plant	Pingzhen	Kaohsiung
Estimated Annual Mean Temperature Change In terms of annual mean temperature, Taoyuan City and Kaohsiung City where the plants are located may experience a temperature increase of 2°C before mid-century. This could result in higher air conditioning electricity costs, reduced lifespan of instruments and equipment, write-offs and early retirement of existing assets, increased infrastructure costs, and potential reductions in the production of certain products. Source: Taiwan Climate Change Projection and Adaptation Information Platform (TCCIP)		
Estimated Maximum Daily Rainfall The increase in average maximum daily rainfall by mid-century across sites in Taiwan does not exceed the disaster-causing criteria of the "3D Disaster Potential Map" (650 mm of rainfall in 24 hours). Therefore, there is no immediate flood risk; however, there remains a possibility of site shutdowns, transportation difficulties, supply chain disruptions, and employee absenteeism due to typhoons or surrounding flooding. Source: Taiwan Climate Change Projection and Adaptation Information Platform (TCCIP)		
Inundation Potential Map for Daily Maximum Rainfall Source: 3D Disaster Potential Map		

Transition Climate Risk Scenario

A scenario analysis based on Nationally Determined Contributions (NDCs) under the Paris Agreement and relevant domestic regulations (such as the Greenhouse Gas Reduction and Management Act and Renewable Energy Development Act) was conducted to project the financial impact of electricity costs in Taiwan. Under the target of a 50% reduction in greenhouse gas emissions from BAU by 2030, if Taiwan's renewable energy proportion increases from 5.6% in 2019 to 40% in 2030 as planned under national energy policy, the Company's purchased electricity costs in Taiwan are projected to rise due to higher renewable energy costs. Based on the results of this scenario analysis, the Company will continue to implement various energy-saving measures to mitigate the financial impact of increased electricity costs.

Financial Impacts of Climate-Related Risks and Opportunities

The Company conducts risk assessments on climate risk and opportunity items, analyzing and ranking them based on impact level and likelihood. Impact level is categorized into 3 levels: low, medium, and high; likelihood is categorized into 3 levels: unlikely, possible, and highly likely. Medium-to-high risk items are identified and analyzed, followed by the formulation of appropriate response measures to enhance the Company's resilience in addressing climate change risks and opportunities.

After reviewing risks, the impacts of climate change on the Company's financial condition and annual adaptation and response actions are analyzed and disclosed under "Climate-Related Risks and Financial Impacts" and "Climate-Related Opportunities and Financial Impacts" respectively.

▼ Climate-Related Risk and Opportunity Matrix

Impact Level		Unlikely	Possible	Very Likely
	High		⑦	②③④⑨
	Medium		⑤⑥⑧	①
	Low			
		Likelihood		

▼ Climate-Related Risk and Opportunity List

Climate-Related Risk and Opportunity Items
① Renewable Energy and Regulations ② Carbon Fees and Carbon Pricing ③ Customer Low-Carbon Requirements ④ Rising Energy Prices ⑤ Environmental and Water Resource Regulations ⑥ Reputation and Financing ⑦ Extreme Weather ⑧ Water Resource Changes ⑨ Rising Temperatures

▼ Climate-Related Risks, Opportunities, and Financial Impacts

Type	Issue	Risk Content	Operations and Financial Impact	Impact Period	Occurrence Potential	Impact Level	Management Measures	Opportunity
Transition Risk	Renewable Energy and Regulations	As renewable energy policies and major electricity user provisions advance, suppliers' increased use of green electricity will be reflected in product prices. If procurement strategies are not properly managed, the Company will face upward cost pressure.	1. Increased product procurement costs 2. Higher price premiums for green products 3. Impact on price competitiveness	Medium-to-Long Term	Very Likely	Medium	1. Prioritize procurement from Group and suppliers using renewable energy 2. Evaluate supplier energy mix and incorporate into vendor selection criteria 3. Collaborate with major suppliers to increase the proportion of green electricity use	1. Provision of low-carbon product portfolios 2. Increased proportion of green procurement 3. Expansion of cooperation opportunities with sustainability-focused customers
	Carbon Fee and Carbon Pricing	After carbon fees and carbon pricing mechanisms are implemented, suppliers' carbon costs will be passed on to product prices, affecting procurement costs and gross margin.	1. Rising product procurement costs 2. Compression of gross margins 3. Pressure to adjust pricing strategies	Medium-to-Long Term	Very Likely	High	1. Conduct inventory of supply chain carbon emissions 2. Prioritize low-carbon suppliers 3. Negotiate cost-based price adjustments with customers	1. Reduced risk of embodied carbon costs 2. Establishment of low-carbon supply chain advantages
	Customer Low-Carbon Requirements	International customers require disclosure of product carbon footprints and supply chain carbon reduction information; failure to comply may affect securing orders.	1. Risk of order loss 2. Increased information disclosure and management costs 3. Pressure to adjust product portfolios	Short-to-Medium Term	Very Likely	High	1. Collect supplier carbon emission data to support customer disclosure requirements 2. Introduce product carbon footprint management mechanisms 3. Provide low-carbon product options	1. Enhanced competitiveness in securing orders 2. Increased proportion of high value-added products
	Rising Energy Prices	Energy price increases will be reflected in product costs through the supply chain, increasing pressure on operating costs.	1. Procurement price fluctuations 2. Rising operating costs 3. Decline in gross margins	Medium-to-Long Term	Very Likely	High	1. Diversify supply sources (Group and non-affiliated suppliers) 2. Strengthen price adjustment mechanisms 3. Enhance flexibility in inventory and procurement management	1. Optimization of procurement strategies 2. Enhanced price pass-through capabilities

	Environmental and Water Resources Regulations	Stricter environmental and water use regulations will increase suppliers' operating costs, indirectly affecting supply prices and stability.	1. Rising product procurement costs 2. Risk of supply disruption 3. Alternative supplier development costs	Mid-term	Possible	Medium	1. Evaluate supplier environmental compliance status 2. Establish alternative supply sources 3. Periodically conduct supply chain risk assessments	1. Enhanced supply chain resilience 2. Selection of highly compliant suppliers to reduce risk
	Reputation and Financing	Insufficient climate information disclosure or poor supply chain management may affect corporate image and investor trust.	1. Impact of ESG ratings on financing conditions 2. Rising cost of capital 3. Decline in customer trust	Mid-term	Possible	Medium	1. Periodically disclose climate-related information 2. Strengthen supply chain sustainability management 3. Enhance ESG information transparency	1. Enhanced corporate image 2. Strengthened investor trust 3. Improved financing conditions
Physical Risk	Extreme Weather	Extreme weather may affect supplier production and logistics, resulting in delivery delays or supply disruptions.	1. Risk of stockouts 2. Logistics delay costs 3. Risk of customer contract breaches	Short-to-Medium Term	Possible	High	1. Establish diversified supply sources 2. Increase safety stock levels 3. Establish emergency response mechanisms with suppliers	1. Enhanced supply stability 2. Strengthened customer service capabilities
	Water Resource Changes	Water shortages may affect supplier production capacity, thereby impacting supply stability.	1. Reduced product supply 2. Rising procurement costs 3. Increased alternative procurement costs	Medium-to-Long Term	Possible	Medium	1. Evaluate supplier water risk 2. Diversify procurement regions 3. Establish backup supply chains	1. Reduced risk of supply disruption 2. Enhanced procurement flexibility
	Rising Temperature	Rising temperatures affect transportation and warehousing conditions, potentially increasing management costs.	1. Increased warehousing and transport costs 2. Rising costs for product quality management 3. Increased energy costs for warehousing	Long-Term	Very Likely	Medium	1. Strengthen warehouse environmental management 2. Optimize logistics distribution strategies 3. Enhance inventory turnover efficiency	1. Enhanced logistics efficiency 2. Reduced operational losses

4-2 Greenhouse Gas (GHG) Emissions

Strategies, Methods and Targets for Greenhouse Gas Management

In accordance with the Financial Supervisory Commission's directive No. 11203852314 dated November 13, 2023, the Company has not yet established such plans.

Greenhouse Gas Emissions

Greenhouse Gas Emissions of the Company and Its Consolidated Subsidiaries Over the Past 3 Years

Greenhouse Gas Emissions	2023	2024	2025
Scope 1 (tCO_2e)	1,632.358	138.275	0
Scope 2 (tCO_2e)	15,881.283	5,830.017	356.10
Scope 3 (tCO_2e)	18,198.127	8,860.306	6,058.66
Total Emissions (tCO_2e)	35,711.768	14,828.598	6,414.76
Emission Intensity (tCO_2e / NT$ million revenue)	27.68	16.59	12.71

Note: 1. Scope 1, 2, and 3 data boundary: 2023 and 2024 disclose only the Kaohsiung Plant - TGT Techvest Co., Ltd.; 2025 discloses the Pingzhen Plant - T-Flex Techvest PCB Co., Ltd. and Kaohsiung Plant - TGT Techvest Co., Ltd.

2. Source of conversion factors: Greenhouse Gas Emission Factor Management Table Version 6.0.4 published by the Ministry of Environment.

3. The consolidation approach for greenhouse gas emissions is the operational control approach; the Global Warming Potential (GWP) for various greenhouse gases is based on values from the IPCC Sixth Assessment Report.

4. Electricity emission factor for each plant (kgCO2e / kWh): 0.494 in 2023; 0.494 in 2024; 0.474 in 2025.

5. Carbon emission intensity calculation formula: Total greenhouse gas emissions (tCO2e) / Revenue (NT$ million).

6. Scope 2 figures are calculated using the location-based method.

4-3 Energy Management

In 2025, purchased electricity was the sole energy source used across the Company's consolidated plants, with total energy consumption of 2,704.558 GJ. No diesel, natural gas, gasoline, purchased steam, or purchased renewable energy was used throughout the year.
In 2025, continuing the adjusted operating model from 2024 (with the subsidiary transitioning from in-house production to a fully outsourced manufacturing delivery model), total energy consumption decreased by 94.01% compared to 2024, and energy intensity decreased by 89.39% compared to 2024.

▼2025 Energy Use at the Company's Consolidated Plants (Scope 1 + Scope 2)
Unit: Billion Joules (GJ)

Energy Type		2023	2024	2025
Non-renewable Energy	Purchased Electricity	115,500.240	42,485.954	2,704.558
	Diesel	64.656	1,603.617	0
	Natural Gas	1,906.271	966.263	0
	Purchased Steam	0	0	0
	Gasoline	680.704	113.68	0
Renewable Energy	Purchased Renewable Energy	0	0	0
Total Energy Consumption		118,151.871	45,169.514	2,704.558
Revenue (NT$ million)		1,290	894	505
Energy Intensity		91.59	50.53	5.36

Note: 1. Source of conversion factors: Greenhouse Gas Emission Factor Management Table Version 6.0.4 published by the Ministry of Environment.
2. Energy intensity calculation formula: Energy consumption / Revenue (NT$ million).

4-4 Waste Management

Waste Management

In compliance with the Waste Disposal Act and relevant environmental protection regulations, the Company manages waste sorting, storage, clearance, and disposal operations, and commissions legally licensed clearance and disposal organizations to conduct waste removal and final disposal, while completing statutory waste flow declarations in accordance with the law to ensure the compliance and traceability of disposal operations.

In 2025, continuing the adjusted operating model from 2024, the total amount of waste generated decreased by 98.99% compared to 2024, and the total waste intensity decreased by 98.15% compared to 2024.

The Company continuously promotes waste reduction, resource circularity, and regulatory compliance to reduce the environmental impact of its operations.

▼The Company's 2025 Waste Classified by Composition

Unit: Metric Tonnes (t)

Plant	Waste			
	Composition	Total Volume of Disposal and Transfer	Total Direct Disposal	Total
Pingzhen Plant - THT	Hazardous Waste	0	0	0
	Non-Hazardous Waste	0	0	0
Kaohsiung Plant - TGT	Hazardous Waste	6.9	6.9	6.9
	Non-Hazardous Waste	2.8	2.8	2.8
Total Waste		9.7	9.7	9.7

▼Waste Disposal of the Company and Its Consolidated Subsidiaries over the Past 3 Years Unit: Metric Tonnes (t)

Year			2023		2024		2025	
Category	Treatment Site	Handling Method	Quantity Generated	Percentage Share (%)	Quantity Generated	Percentage Share (%)	Quantity Generated	Percentage Share (%)
Hazardous Industrial Waste	Offsite	Recycling and Reuse	2,073.6	76.28	709.2	73.49	6.9	70.89
		Incineration	0	0	0	0	0	0
		Landfill	0	0	0	0	0	0
		Other	427.1	15.71	151.4	15.69	0	0
General Industrial Waste	Offsite	Recycling and Reuse	0	0	0	0	0	0
		Incineration	217.5	8.00	100.6	10.42	2.8	29.11
		Landfill	0	0	0	0	0	0
		Other	0.4	0.01	3.8	0.40	0	0
Total Waste			2,718.5	100.00	965	100.00	9.7	100.00
Recycling Rate (%)			76.28		73.49		70.89	

Note: 1. Disposal site: On-site (in-house treatment within the plant), Off-site (outsourced treatment).

2. Disposal method: Recycling (converted into new materials through reprocessing), Incineration, Landfill, Others.

3. Recycling rate (%) = Total volume of recycled and reused waste / Total volume of waste * 100%

4. Hazardous industrial waste and general industrial waste are identified in accordance with Taiwan's Waste Disposal Act and Standards for Defining Hazardous Industrial Waste.

5. In 2025, total waste intensity was: 0.02 (metric tonnes / NT$ million revenue)

Waste Management Measures

The Company requires all plant employees to strictly comply with waste management measures, minimizing the negative impacts of hazardous waste and fulfilling its corporate environmental responsibility. The waste management measures formulated by the Company are as follows:

Management Items	Management Measures
Classification and Storage	Waste is sorted and stored according to its properties and properly managed in accordance with relevant regulations to reduce environmental risks.
Outsourced Management	Commission legally licensed clearance and disposal organizations to conduct waste removal and final disposal, and complete statutory waste flow declarations in accordance with the law.
Continuous Improvement	Continuously review waste management operations, implement waste reduction and resource circularity, and enhance environmental management performance.

4-5 Water Resource Management

The Company's operational water is primarily sourced from municipal tap water systems for daily operations and office use. According to the assessment using the World Resources Institute (WRI) Aqueduct Water Risk Atlas, Taiwan is classified as having low-to-medium water stress (10–20%), and overall water consumption has had no significant impact on surrounding water resources.

In 2025, continuing the adjusted operating model from 2024, water consumption decreased by 82.85% compared to 2024; in addition, TGT at the Kaohsiung Plant initiated a soil improvement project in 2024 with an estimated project duration of 4 years to reduce environmental risks.

The Company continuously promotes water conservation management and water efficiency improvements to reduce the impact of operations on water resources.

▼Water Resource Usage of the Company

Plant		**Pingzhen Plant - THT Office**			**Kaohsiung Plant - TGT**		
Water Pressure Note 1		Low-Moderate (10-20%)			Low-Moderate (10-20%)		
Water Source		Pingzhen Water Plant			Chengqing Lake Water Treatment Plant		
Water Source Area		Shimen Reservoir			Gaoping River		
Discharge Watershed		Laojie Creek			Taiwan Strait (ocean discharge)		
Wastewater Treatment Unit		Pingzhen Industrial Park, Industrial Development Bureau, Ministry of Economic Affairs Sewer System Operation Center			Southern District Wastewater Treatment Plant		
Year		2023	2024	2025	2023	2024	2025
Water Withdrawal	Tap Water	0	0	0	302.02	119.57	20.51
	Urban Reclaimed Water	0	0	0	0	0	0
Total Water Withdrawal		0	0	0	302.02	119.57	20.51
Water discharge	Surface Water	0	0	0	0	0	0
	Seawater	0	0	0	302.02	119.57	20.51
Total water discharge		0	0	0	302.02	119.57	20.51
Water Consumption		0	0	0	0	0	0
Recycled and Reused Water Volume		0	0	0	0	0	0
Water Resource Recovery Rate		0%	0%	0%	0%	0%	0%
Effluent Quality	BOD	Compliant	Compliant	Compliant	57.9	<10	Compliant
	COD				204.0	<1.0	
	SS				19.4	8.8	

Note: 1. Water stress is calculated using Aqueduct tools: https://www.wri.org/aqueduct.

2. The units for water withdrawal, total water withdrawal, water discharge, total water discharge, water consumption, and recycled and reused water volume are all in megaliters, with figures rounded to two decimal places.

3. Within water withdrawal categories, both tap water and urban reclaimed water are classified as surface water.

4. Effluent Discharge Standards:

a. After being collected and treated by industrial park sewer systems, effluent from each plant complies with effluent discharge standards before being discharged into receiving water bodies.

b. Water quality data in the table above represent the analytical results of water samples taken from the plants and analyzed by certified testing laboratories.

c. COD: Chemical Oxygen Demand; BOD: Biochemical Oxygen Demand; SS: Suspended Solids.

d. Local standards for the Company's office at the Pingzhen Plant: BOD 240 mg/L, COD 400 mg/L, SS 160 mg/L; local standards for the Kaohsiung Plant: BOD 450 mg/L, COD 600 mg/L, SS 450 mg/L.

4-6 Air Pollution Control

Through various air pollution improvement measures, the Company not only monitors emissions with dedicated facilities but also reports air pollutant emissions in accordance with relevant provisions of the Air Pollution Control Act, including emissions of nitrogen oxides (NOx), sulfur oxides (SOx), volatile organic compounds (VOC), and particulate matter (PM) from the Pingzhen Plant and Kaohsiung Plant. In 2025, the Company and its consolidated subsidiaries had no recorded emissions of ozone-depleting substances (ODS), nor were there any violations or exceedances of regulatory emission limits for air pollutants.

▼2025 Air Pollutant Emissions of the Company and Its Consolidated Subsidiaries

Unit: Metric Tonnes (t)

Air Pollutant Types	2023	2024	2025
Nitrogen Oxides (NOx)	0	0	0
Sulfur Oxides (SOx)	0.40	0.12	0
Volatile Organic Compounds (VOC)	6.15	1.79	0
Particulate Pollutants	0.25	0.10	0.08

Note: 1. Figures represent actual values from January 1, 2025 to December 31, 2025, not the officially reported figures for 2025.

Chapter 5 Social Inclusion

5-1 Human Resources Overview
5-2 Employee Rights and Benefits
5-3 Human Resource Development
5-4 Safe Working Environment
5-5 Workplace Health Services



5-1 Human Resources Overview

The Company regards all of its employees as vital partners on the path toward sustainable development. Their collaboration in realizing the Company's core values and sustainability vision is the driving force behind its continued growth and progress. The Company is committed to fostering a diverse and equitable workplace culture: it opposes discrimination, upholds equality and respects diverse values, and ensures that the recruitment, development, promotion and retention of talent are free from differential treatment on the basis of race, nationality, gender, age, political affiliation or religious belief. It also places strong emphasis on talent development and on safeguarding compensation and benefits, enabling employees to make full use of their strengths, to keep advancing, and to work alongside the Company in creating performance and value.

Human Resources Structure

As of December 31, 2025, the Company and its consolidated subsidiaries had a total workforce of 14 employees.

▼Workforce Changes of the Company and Its Consolidated Subsidiaries Over the Past 3 Years

Worker Category	2023	2024	2025
Employees	326	10	14
Non-Employee Workers	4	0	0
Total	330	10	14

Note: 1. The headcount reflects the figures as of December 31, 2025.

2. Non-employee workers: the total number of workers who are not directly employed by the Company but whose work is controlled by the Company, including dispatched workers from labor agencies and contractors' subcontracted workers, mainly engaged in environmental cleaning, meal services and the like.

▼The Company's 2025 Employee Types by Plant

Employee Classification (Unit: Number of Persons)		Pingzhen - THT		Kaohsiung - TGT		Total		
		Male	Female	Male	Female	Male	Female	Total
In Accordance with Contract	Permanent Employees (Indefinite Contracts)	0	0	0	0	0	0	0
	Contractual Employees (Fixed-Term Contracts)	0	0	0	0	0	0	0
Based on Working Hours	Full-Time Employees (Full-Time)	0	9	4	1	4	10	14
	Part-Time Employees	0	0	0	0	0	0	0
	Non-Guaranteed Hours Employees (Temporary Workers)	0	0	0	0	0	0	0
Total by Gender for Each Plant		0	9	4	1	4	10	14

Note: 1. Full-time employees: employees working 40 hours per week, as defined by Taiwan's Labor Standards Act.

2. Part-time employees: employees working less than 40 hours per week.

3. Non-guaranteed hours employees: employees for whom no minimum or fixed working hours are specified, such as temporary workers and on-call workers.

Diversity and Equality Workplace Overview

The Company upholds the principles of "respecting differences and equal opportunities" and has established an employment environment free from distinctions based on gender, age or background.

▼ 2025 Employee Job Category Diversity of the Company and Its Consolidated Subsidiaries

Job Category/Diverse Category			Gender		Age			Other		
			Male	Female	Under 30 Years Old	31-50 Years Old	Above 51 Years Old	Ethnic Minorities	Foreign Migrant Workers	Persons with Disabilities
Supervisor	Senior Management	Number of Persons	1	0	0	0	1	0	0	0
		Ratio (%)	100.00%	0	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
	Non-Senior Management	Number of Persons	0	1	0	1	0	0	0	0
		Ratio (%)	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Non-Supervisor	Technical Staff	Number of Persons	0	0	0	0	0	0	0	0
		Ratio (%)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	All Other Employees	Number of Persons	3	9	1	9	2	0	0	0
		Ratio (%)	25.00%	75.00%	8.33%	75.00%	16.67%	0.00%	0.00%	0.00%
Number of Employees by Diversity Category			4	10	1	10	3	0	0	0
Proportion of Total Workforce			28.57%	71.43%	7.14%	71.43%	21.43%	0.00%	0.00%	0.00%

Note: 1. Employee categories: senior management refers to supervisors at the department head level and above; non-senior management refers to supervisors at the manager level and below; technical staff refers to personnel in the engineering and information technology departments; all other employees refers to personnel other than those
described above.

2. Ratio calculation method: number of persons in the given diversity category ÷ total number of persons in that job category.

▼ 2025 Employee Types by Region

Plant		Pingzhen - THT		Kaohsiung - TGT		Total
Employee Classification		Female	Male	Female	Male	
In Accordance with Contract	Indefinite-Term Contract Employees	0	0	0	0	0
	Regular Contract Employees	9	0	1	4	14
Subtotal		9	0	1	4	14

Region		Pingzhen - THT		Kaohsiung - TGT		Total
Employee Classification		Male	Female	Male	Female	
Based on Working Hours	Full-Time Employees (Full-Time)	0	9	4	1	14
	Part-Time Employees	0	0	0	0	0
	Non-Guaranteed Hours Employees (Temporary Workers)	0	0	0	0	0
Subtotal		0	9	4	1	14

Note: 1. Full-time employees: employees working 40 hours per week, as defined by Taiwan's Labor Standards Act. (Or adjusted in accordance with the statutory definitions of each individual country.)

2. Part-time employees: employees working less than 40 hours per week.

3. Non-guaranteed hours employees: employees for whom no minimum or fixed working hours are specified, such as temporary workers and on-call workers.

New Hires and Departures

In 2025, a total of 8 new employees were hired and 4 employees departed. Compared with the workforce changes in 2024 arising from the adjustment of the subsidiary's operating model, the Company's workforce stabilized in 2025 and the number of departures fell significantly. The Company continues to strengthen employee retention and organizational stability through talent development, compensation and benefits, and workplace-friendly measures.

▼The Company's Monthly Average New Hires / Departures and New Hire / Turnover Rates

2025															
Gender	**Age**	**New Employees**						**Gender**	**Age**	**Departing Employees**					
		THT		TGT		Total				THT		TGT		Total	
		Number of Persons	New Hire Rate	Number of Persons	New Hire Rate	Number of Persons	New Hire Rate			Number of Persons	Turnover Rate	Number of Persons	Turnover Rate	Number of Persons	Turnover Rate
Female	≤30	0	0.00%	0	0.00%	0	0.00%	Female	≤30	0	0.00%	0	0.00%	0	0.00%
	31-50	0	0.00%	0	0.00%	0	0.00%		31-50	0	0.00%	0	0.00%	0	0.00%
	≥51	0	0.00%	0	0.00%	0	0.00%		≥51	0	0.00%	0	0.00%	0	0.00%
Male	≤30	0	0.00%	0	0.00%	0	0.00%	Male	≤30	0	0.00%	0	0.00%	0	0.00%
	31-50	0	0.00%	0	0.00%	0	0.00%		31-50	0	0.00%	0	0.00%	0	0.00%
	≥51	0	0.00%	0	0.00%	0	0.00%		≥51	0	0.00%	0	0.00%	0	0.00%
Monthly Average New Hire Rate		0	0.00%	0	0.00%	0	0.00%	Monthly Average Turnover Rate		0	0.00%	0	0.00%	0	0.00%

2024																	
Gender	**Age**	**New Employees**						**Gender**	**Age**	**Departing Employees**							
		THT		TGT		Total				THT		TGT		Total			
		Number of Persons	New Hire Rate	Number of Persons	New Hire Rate	Number of Persons	New Hire Rate			Number of Persons	Turnover Rate	Number of Persons	Turnover Rate	Number of Persons	Turnover Rate		
Female	≤30	0.0	0.0%	1.0	0.6%	1.0	0.6%	Female	≤30	0.0	0.0%	4.0	2.4%	4.0	2.4%		
	31-50	0.0	0.0%	1.0	0.6%	1.0	0.6%		31-50	0.0	0.0%	12.0	7.1%	12.0	7.1%		
	≥51	0.0	0.0%	0.0	0.0%	0.0	0.0%		≥51	0.0	0.0%	2.0	1.2%	2.0	1.2%		
Male	≤30	0.0	0.0%	1.0	0.6%	1.0	0.6%	Male	≤30	0.0	0.0%	3.0	1.8%	3.0	1.8%		
	31-50	0.0	0.0%	1.0	0.6%	1.0	0.6%		31-50	0.0	0.0%	8.0	4.8%	8.0	4.8%		
	≥51	0.0	0.0%	0.0	0.0%	0.0	0.0%		≥51	0.0	0.0%	2.0	1.2%	2.0	1.2%		
Monthly Average New Hire Rate		0.0	0.0%	4.0	2.4%	4.0	2.4%	Monthly Average Turnover Rate		0.0	0.0%	31.0	18.5%	31.0	18.5%		

Note: 1. The statistics for total new hires and departures are monthly average headcounts; the monthly average for each figure is calculated by dividing the annual total for that figure by 12 and rounding to the nearest whole number.

2. Average monthly new hire rate = average monthly new hires ÷ annual average headcount; annual average headcount is defined as (beginning headcount + ending headcount) ÷ 2, where the beginning headcount is the ending headcount of the preceding year.

3. Average monthly turnover rate = average monthly departures ÷ annual average headcount; annual average headcount is defined as (beginning headcount + ending headcount) ÷ 2, where the beginning headcount is the ending headcount of the preceding year.

4. Departing employees include those who left the organization voluntarily or as a result of dismissal, retirement or death in the course of work.

5-2 Employee Rights and Benefits

Human Rights and Labor Rights Protection

The Company is committed to fulfilling its corporate social responsibility by safeguarding the fundamental human rights of all employees. It endorses and observes internationally recognized human rights standards, prohibits any act that infringes or violates human rights, and treats all employees with respect and dignity. The Company's human rights policy applies to its headquarters and all of its operating sites. The Company strictly complies with the labor and gender equality in employment regulations of the jurisdictions in which it operates, has formulated human rights protection and labor policies, and implements the related measures. New employee training covers the relevant regulations, including anti-discrimination and the understanding, prevention and handling of sexual harassment incidents; it also promotes the prevention of workplace bullying, helping employees to recognize and avoid bullying behavior so as to create a bullying-free workplace. Comprehensive occupational safety training is likewise conducted to build a safe working environment.

To put human rights protection into effect, the Company invites all of its business partners to join it in raising attention to human rights issues and in giving due weight to the related risk management. In 2025, neither the Company nor its suppliers experienced any material risk or incident of discrimination, child labor, forced labor, discrimination or other violation of workers' human rights.

▼Human Rights Protection Training Conducted by the Company Over the Past 3 Years

Year	2023	2024	2025
Number of Persons	213	5	11
Hours	213	9	22

▼Management of Human Rights Issues at the Company

Human Rights Issues	Management Statement
Employment Policy	The Company puts workplace diversity into effect and upholds the principles of openness and fairness, granting no differential treatment on the basis of race, class, language, ideology, religion, political affiliation, place of ancestral origin, place of birth, gender, sexual orientation, age, marital status, appearance, facial features or disability. It eliminates all forms of forced labor, eradicates discrimination in hiring and employment, prohibits harassment and respects the right to privacy, and is dedicated to creating a work environment of equal opportunity, dignity, safety and equality that is free from discrimination and harassment.
Diversity and Inclusion	Various benefit measures are organized or provided without differential treatment on the basis of gender; there shall be no gender-based difference in treatment with respect to an employee's retirement, severance, resignation or dismissal; and salaries shall not be paid on a gender-differentiated basis, equal pay being given for work that is the same or of equal value. This shall not apply, however, where the difference arises from seniority, rewards and penalties, performance or other legitimate reasons unrelated to gender; nor may the foregoing provision be circumvented by reducing the salaries of other employees.
Healthy Workplace	The Company has established explicit rules governing working hours and overtime, and regularly monitors and manages employee attendance. To mitigate the potential work-related risks associated with shift work, it periodically reviews employee health and safety risks and makes improvements based on the findings.

Human Rights Issues	Management Statement
Privacy Protection	To fully protect the privacy rights of customers and all stakeholders, the Company has established a comprehensive information security management mechanism and adheres to stringent control standards and protective measures.
Labor-Management Communication	The Company has established an employee grievance system to handle complaints concerning unreasonable disciplinary action, improper management, suggestions and measures that violate labor laws. In accordance with the Regulations for Implementing Labor-Management Meetings, labor-management meetings are held regularly every quarter. A labor suggestion box has also been set up to take up employee suggestions and broaden communication channels, thereby safeguarding the rights and interests of both parties.
Consultation Channel	Workplace Unlawful Infringement Complaint Channels:

Written	Verbal	Phone	Email
Complainants drop complaint details into the suggestion box. Designated personnel from the Administration Department open it weekly and submit it to the responsible supervisor based on the position of the respondent.	Report face-to-face to the responsible supervisor based on the position of the respondent.	03-4698860 Ext. 418 Fax 03-4698277	Send directly to 5186@tpt-pcb.com.tw. Designated personnel from the Administration Department open it weekly and deliver it to the responsible supervisor based on the position of the respondent.

▼Explanation of Measures Related to Labor Rights at the Company

Working Hours	●**Full-time employees have a regular workday of 8 hours and a working week of 40 hours.** ●**Where overtime is required due to special circumstances, total daily working hours shall not exceed 12 hours.** ●**In accordance with the Labor Standards Act, work in excess of 8 hours in a day is compensated with overtime pay, and employees shall not be compelled to work overtime.**
Retirement and Severance Measures	●Where any of the following circumstances arises: closure, losses or business contraction; a change of organization, dissolution or transfer in accordance with the law; suspension of work for more than 1 month due to force majeure; or a change in the nature of the business that makes a reduction in staff necessary and no suitable work is available for placement. Notice shall be given within the advance notice period prescribed by the Labor Standards Act, and severance pay or pension shall be paid in accordance with statutory standards.
Labor-Management Agreement	●Communication channels: the employee grievance system, quarterly labor-management meetings, and the labor suggestion box. ●No labor union has been established at the THT Taiwan Plants; accordingly, no collective agreement has been signed. ●Under Article 83 of the Labor Standards Act, labor-management meetings are held regularly every quarter, and ad hoc meetings may be convened where necessary, for two-way communication and consultation on topics such as promoting labor-management cooperation, harmonizing labor relations, improving working conditions and planning employee benefits. These include matters such as the signing of a labor-management agreement on the rescheduling of national holidays (the 2026 national holiday rescheduling), compensatory leave for national holidays, and extended working hours for employees.
Significant Operational Change	●No significant operational change occurred during the reporting period.

Parental Support

In accordance with the Act of Gender Equality in Employment, the Company safeguards employees' entitlements to maternity leave, paternity leave and unpaid parental leave, and provides a childbirth congratulatory payment and a childbirth gift. In addition, for children under the age of 3 at the Taiwan plants and under the age of 6 at the Vietnam plant, employees may submit the relevant documents to apply for a child-rearing subsidy once every six months, easing the burden of child-rearing on families and supporting employees in balancing work and family needs. In 2025, the Company's child-rearing subsidy amounted to NT$16 thousand.

▼Regulations Related to Maternity Leave Categories at the Company

Maternity Leave	**Employees shall cease work before and after childbirth and are granted 8 weeks of maternity leave.** **In the case of a miscarriage after more than 3 months of pregnancy, 4 weeks of maternity leave is granted.** **In the case of a miscarriage after more than 2 months but less than 3 months of pregnancy, 1 week of maternity leave is granted.** **In the case of a miscarriage after less than 2 months of pregnancy, 5 days of maternity leave is granted.**
	Employees taking 8 weeks or 4 weeks of maternity leave who have been employed for half a year or more continue to receive their regular salary; those employed for less than half a year receive half of their salary. For those taking 1 week or 5 days of maternity leave, the leave is unpaid, but the full-attendance bonus is not deducted and the performance appraisal is not affected; alternatively, the leave may be handled under the sick leave rules.
Accompanying Prenatal Checkup Leave **Paternity Leave**	During the pregnancy of an employee's spouse, or within a total period of 15 days comprising the day of the spouse's childbirth and the days before and after it, the employee may take 7 days of leave. Regular salary is paid during accompanying prenatal checkup leave and paternity leave. After the salary for accompanying prenatal checkup leave and paternity leave has been paid, the employer may apply to the central competent authority for a subsidy in respect of the portion exceeding 5 days.
Prenatal Checkup Leave	During pregnancy, an employee is granted 7 days of prenatal checkup leave; where there is an actual prenatal checkup and a genuine need, the leave may be taken in units of half a day or of hours, and the unit chosen may not be changed thereafter.

▼Parental Leave of Absence Statistics in 2025

Item	Male	Female	Total
Number of Employees Eligible for Parental Leave in 2025 Note 1 (a)	0	1	1
Actual Number of Parental Leave Applicants in 2025 (b)	0	1	1
Parental Leave Application Rate (b/a)	0%	100%	100%
Number of Employees Expected to Return from Parental Leave in 2025 (c)	0	1	1
Number of Employees Who Actually Returned from Parental Leave in 2025 (d)	0	1	1
Parental Leave Return Rate (d/c)	0%	100%	100%
Number of Employees Who Actually Returned from Parental Leave in 2024 (e)	0	0	0
Number of Employees Note 2 Who Continued Working for One Year After Returning from Parental Leave in 2024[2] (f)	0	0	0
Parental Leave Retention Rate (f/e)	0%	0%	0%

Note: 1. Estimated based on the number of employees who applied for maternity or paternity leave over the past 3 years (2023–2025).

2. Refers to employees whose actual return-to-work date fell in 2024 and who remained employed for one full year after returning.

Compensation Level

The Company has established a fair and reasonable compensation system that puts the principle of equal pay for equal work into effect, free from disparities based on gender or ethnicity, and applies clear performance and compensation management mechanisms so that its salary design is both competitive in the market and linked to operating performance. Compensation and benefits for personnel at the manager level and above are subject to review and approval by the Remuneration Committee and the Board of Directors, enhancing governance transparency and ensuring the soundness of the system.

Training and internal communication mechanisms ensure that employees fully understand the compensation system. The salary structure is divided into fixed and variable pay: fixed pay is set according to job position, capability and market levels, while variable pay comprises year-end bonuses, employee remuneration and performance bonuses, and is linked to the Company's operating performance.

▼Salary Information for Full-Time Non-Managerial Employees

Year	2023	2024	2025
Number (Annual Average)	3	3	10
Average Salary (NT$ thousand)	969	765	713
Median Salary (NT$ thousand)	1,082	777	651

Note: 1. The data disclosed cover only the Company's Pingzhen Plant and exclude directors and managerial officers.

2. Compensation: annual salary, including base salary, meal allowances, year-end bonuses, performance bonuses, overtime pay and employee remuneration.

3. Salaries for employees with tenure of at least six months but less than one year are annualized for estimation purposes.

4. In 2025, the average salary decreased by NT$52 thousand and the median salary decreased by NT$126 thousand, mainly because certain employees, given their date of joining, did not receive employee remuneration or bonuses.

▼Gender-Based Compensation Ratios for Each Employee Category at the Company

Plant	THT		Kaohsiung	
Employee Category	Male	Female	Male	Female
Senior Management			Note 4	
Non-Senior Management			Note 4	1
Technical Staff				
Other Employees	Note 4	1	Note 4	1

Note: 1. Calculation method: average male compensation in each category ÷ average female compensation in each category.

2. Compensation: annual salary, including base salary, meal allowances, year-end bonuses, performance bonuses, overtime pay and employee remuneration.

3. Senior management: supervisors at the department head level and above; non-senior management: supervisors at the section level and above; technical staff: personnel in the information technology and engineering departments; all other employees: personnel other than the foregoing.

4. All other employees at the Company are female; at Kaohsiung, senior management is male, non-senior management is female and other employees are male.

▼ Ratio of Entry-Level Employee Starting Salary to Local Minimum Wage for the Company and Its Consolidated Subsidiaries

Plant		THT	Kaohsiung
Salary Currency		New Taiwan Dollar	
Ratio of Entry-Level Employee Starting Salary to Local Minimum Wage	Male	1	1
	Female	1	1
Local Minimum Wage		28,590	28,590
Legal Basis		Labor Standards Act	

Note: 1. The salaries of employees and other workers are set with reference to the statutory minimum wage for the year concerned, ensuring that they are not lower than the minimum wage.
2. Standard salary: regular compensation including base salary, meal allowances and similar items.
3. Legal basis: the Labor Standards Act.

Welfare Measures

The Company is committed to building a friendly and supportive workplace. To safeguard employee rights, in addition to the statutory basic entitlements such as labor and health insurance, special leave, maternity leave and parental leave, it has established an Employee Welfare Committee to administer a range of employee welfare programs, providing full-time employees with rich and diverse benefits and working to enhance employee well-being.

▼Employee Welfare Measures of the Company

Basic Benefits	**Insurance**	**●Basic labor and health insurance, together with group insurance services for employees and their dependents (including life insurance, medical insurance, accident insurance and travel accident insurance for business trips). Employees are entitled to the related insurance benefits, and when an insured event occurs, the Company handles the benefit claim procedures on their behalf in accordance with the law.**
	Leave	●In line with the Labor Standards Act, national holidays, special leave, marriage, bereavement, sick, personal and official leave, and parental leave are granted.
	Pension System	●For employees covered by the new system under the Labor Pension Act: contributions are made at a labor pension contribution rate of 6% of the employee's monthly salary, based on the monthly contribution wage classification table approved by the Executive Yuan, and deposited into the employee's individual labor pension account. ●The pension expense recognized in 2025 amounted to NT$277 thousand.
Compensation and Benefits	Bonus	●Year-end bonus: in accordance with the Labor Standards Act, employees without any fault throughout the year are granted a year-end bonus. ●Holiday bonus: bonuses are granted based on the Company's operating results for the year. ●Employee remuneration: distributed based on the profit of the preceding year.
Health Promotion	Health Check	Free annual health check-ups are provided to employees. In 2025, 9 employees underwent health check-ups, representing approximately 100%.
Complete Facilities	Workplace Health and Safety	Establishment of Breastfeeding Rooms
		Female night work areas that comply with occupational safety and health regulations are provided.
		Automated External Defibrillator (AED).

	Childcare-Friendly	The Company has entered into partnership agreements with quality preschools nearby to provide employees with convenient childcare facilities.
Welfare Committee	Welfare Fund	Employee welfare funds are allocated in accordance with the law, and an Employee Welfare Committee has been established to administer the various employee welfare programs. The organizational charter of the employee welfare body is separately prescribed under the relevant laws and reported to the competent authority for implementation. ●Funding sources: 0.5% of each employee's monthly salary, 0.05% of the Company's total monthly operating revenue, 20% of scrap income and interest income are allocated and deposited into a dedicated account, which is managed by the “Employee Welfare Committee" jointly established by labor and management. Total welfare fund income for the year was NT$736,987. ●Scope of disbursement: allowances and subsidies for weddings, funerals, celebrations and childbirth, child-rearing allowances for children under 3 years of age, birthday gift money, sickness and injury subsidies for hospitalization of 3 days or more, and gift money for the three major festivals and Labor Day. Total welfare fund disbursements for the year amounted to NT$565,210.

5-3 Human Resource Development

Diverse Training Channels

The Company has established the "Position and Rank Appointment Guidelines" to encourage employees to pursue diversified learning to cultivate talent and enhance employee capabilities. In 2025, internal and external education and training hours at the Company's Pingzhen Plant reached 148 hours, with average training hours per person of 16.44 hours; internal and external education and training hours at the Kaohsiung Plant reached 18 hours, with average training hours per person of 3.6 hours.

▼ 2024 Employee Training Overview

Region		Pingzhen Plant - THT			Kaohsiung Plant - TGT		
Employee Category		**Male**	**Female**	**Subtotal**	**Male**	**Female**	**Subtotal**
Senior Management	Actual Number of Employees during the Reporting Period (A1)	0	0	0	1	0	1
	Training Hours during the Reporting Period (B1)	0	0	0	0	0	0
	Average Training Hours during the Reporting Period (B1/A1)	0	0	0	0	0	0
Non-Senior Management	Actual Number of Employees during the Reporting Period (A2)	0	0	0	2	1	3
	Training Hours during the Reporting Period (B2)	0	12	12	0	0	0
	Average Training Hours during the Reporting Period (B2/A2)	0	0	0	0	0	0
Technical Staff	Actual Number of Employees during the Reporting Period (A3)	0	0	0	0	0	0
	Training Hours during the Reporting Period (B3)	0	0	0	0	0	0
	Average Training Hours during the Reporting Period (B3/A3)	0	0	0	0	0	0
Other Employees	Actual Number of Employees during the Reporting Period (A4)	0	10	10	4	0	4
	Training Hours during the Reporting Period (B4)	0	136	136	18	0	18

Region		Pingzhen Plant - THT			Kaohsiung Plant - TGT		
Employee Category		Male	Female	Subtotal	Male	Female	Subtotal
	Average Training Hours during the Reporting Period (B4/A4)	0	13.6	13.6	4.5	0	4.5
Total	Reporting Period Hours (Q)	0	148	148	18	0	18
	Total Number of Employees at the End of the Reporting Period (R)	0	9	9	4	1	5
	Average Training Hours per Employee (Q/R)	0	16.44	16.44	4.5	0	3.6

Performance and Career Development

▼ 2025 Employee Performance Evaluation System

Region	Plant	Assessment Frequency	Assessment Month	Description
Taiwan	Pingzhen Plant - THT Kaohsiung Plant - TGT	1 Year 1 Time	November	Employees who join in November–December are not included in that year's performance evaluation. In addition to the annual evaluation, monthly evaluations are conducted based on the achievement rate of performance goals and taking into account attendance and merit/demerit records.

▼ 2025 Employee Performance Evaluation Overview

Plant		Pingzhen Plant - THT			Kaohsiung Plant - TGT		
Employee Category	Calculation Method	Male	Female	Subtotal	Male	Female	Subtotal
Senior Management	Total Number of Employees at the End of the Reporting Period (A1)	0	0	0	1	0	1
	Number of Employees Receiving Regular Performance and Career Development Reviews (B1)	0	0	0	1	0	1
	Percentage (B1/A1)	0	0	0	100%	0%	100%
Non-Senior Management	Total Number of Employees at the End of the Reporting Period (A2)	0	0	0		1	1
	Number of Employees Receiving Regular Performance and Career Development Reviews (B2)	0	0	0		1	1
	Percentage (B2/A2)	0	0	0		100%	100%
Technical Staff	Total Number of Employees at the End of the Reporting Period (A1)	0	0	0		0	0
	Number of Employees Receiving Regular Performance and Career Development Reviews (B1)	0	0	0		0	0
	Percentage (B1/A1)	0	0	0		0	0
Other Employees	Total Number of Employees at the End of the Reporting Period (A1)	0	9	9	3	0	3
	Number of Employees Receiving Regular Performance and Career Development Reviews (B1)	0	9	9	1	0	1
	Percentage (B1/A1)	0	100%	100%	33%	0%	33%

Plant		Pingzhen Plant - THT			Kaohsiung Plant - TGT		
Employee Category		Male	Female	Subtotal	Male	Female	Subtotal
Calculation Method							
Total	Total Number of Employees at the End of the Reporting Period (R)	0	9	9	4	1	5
	Total Number of Employees Receiving Regular Performance and Career Development Reviews (Q)	0	9	9	2	1	2
	Percentage of Employees Receiving Regular Performance and Career Development Reviews (Q/R)	0	100%	100%	50%	100%	40%

5-4 Safe Working Environment

Occupational Health and Safety Management System

The workplace is where employees spend most of their daily time, and providing a safe and healthy working environment is a key management responsibility for the Company's sustainable development. In accordance with the Occupational Safety and Health Act and relevant regulations, the Company has established the "Safety and Health Management Operating Procedures" as the basis for implementing the occupational health and safety management system. Through measures such as hazard identification, safety and health education and training, equipment safety management, health promotion, and emergency response, the Company prevents occupational accidents and safeguards worker safety and health.

To implement occupational safety and health management measures, the Company regularly conducts self-inspections of equipment, safety and health education and training, and health examinations to reduce occupational accident risks and enhance workplace safety and health culture. Any unaddressed matters are handled in accordance with the Occupational Safety and Health Act and relevant regulations.

The scope of workplaces covered by the Company's occupational health and safety management system includes the Pingzhen Plant and Kaohsiung Plant, covering all (100%) employees and non-employees without excluding specific workers.

Employee Engagement, Consultation, and Communication

The Company values worker participation in occupational health and safety management. Through daily workplace communication, safety and health education and training, equipment self-inspections, and various safety promotions, it encourages employees to proactively report workplace safety and health issues and propose improvement suggestions to jointly maintain a safe and healthy working environment.

The Company encourages workers to participate in hazard identification, risk assessment, and incident reporting. Any potential hazards, safety concerns, or improvement suggestions identified in the workplace can be reported to supervisors or relevant management units, where responsible departments evaluate improvement measures and track execution status. For occupational accidents, near-misses, or other safety incidents, the Company continuously refines its occupational safety and health management system through incident investigation, root cause analysis, and tracking of corrective actions to reduce occupational accident risks and create a safe and healthy working environment.

▼ Workers Covered by the Occupational Health and Safety Management System Across the Company's Plants

Plant	Pingzhen Plant - THT	Kaohsiung Plant - TGT	Total
Number of Employees	9	5	14
Non-Employee Count	0	0	0
Total	9	5	14
Ratio	100%	100%	100%

Note: Non-employee headcount includes contractors and dispatched personnel working long-term in the plants.

Occupational Safety, Health, and Hygiene Training

To effectively prevent and control workplace safety and health risks, potential emergency situations and incidents are routinely identified and assessed, and specific contingency plans and emergency response procedures are prepared, including emergency reporting, employee notification and evacuation plans, employee training, and drills to mitigate potential hazards and risks. Relevant drills are conducted at least 1 time per year or in accordance with relevant laws, covering fire detection and extinguishing equipment, unobstructed emergency exits, adequate evacuation exit facilities, contact information for emergency personnel, and recovery plans.

The Company requires all colleagues to undergo occupational safety and health education and training, regularly holding industrial safety training for new employees and retraining for current employees so that staff effectively acquire necessary safety knowledge required for work. To avoid recurrence of similar accidents, the Company also regularly conducts accident education training and uses incident investigation and analysis techniques to help personnel understand the root causes of accidents, reducing safety incidents and strengthening employee health and safety. In 2025, total OHS training hours at the Company's Pingzhen Plant reached 30 hours, with an average of 3 hours per person-time; total OHS training hours at the Kaohsiung Plant reached 6 hours, with an average of 3 hours per person-time.

▼ 2025 OHS Education and Training for Personnel of the Company

Category		Pingzhen Plant - THT			Kaohsiung Plant - TGT		
Training Status		Average Hours Per Person	Person-times	Total Hours	Average Hours Per Person	Person-times	Total Hours
Workers	Training						
New Employees	General	0	0	0	0	0	0
	Specific	0	0	0	0	0	0
Current Employees	General	3	10	30	3	2	6
	Specific	0	0	0	0	0	0
Service Contractors	General	0	0	0	0	0	0
	Specific	0	0	0	0	0	0
Total		3	10	30	3	2	6

Occupational Safety and Health Hazard Risk Control

Its subsidiary TGT promotes workplace safety management and hazard prevention measures in accordance with occupational safety and health regulations and corporate OHS management systems to reduce the risks of occupational injuries and diseases.
For potential hazards such as chemicals, electricity, fire, manual handling, and falls, appropriate safety protection and management measures are adopted, and operational safety is strengthened through equipment inspections and daily management.
The Company has established incident reporting and investigation mechanisms to perform root cause analysis and improvements for occupational injuries, providing necessary assistance and return-to-work evaluations to help employees safely return to their duties.
At the same time, safety education training and emergency response drills are continuously promoted to enhance workplace safety awareness and reduce occupational accident risks.

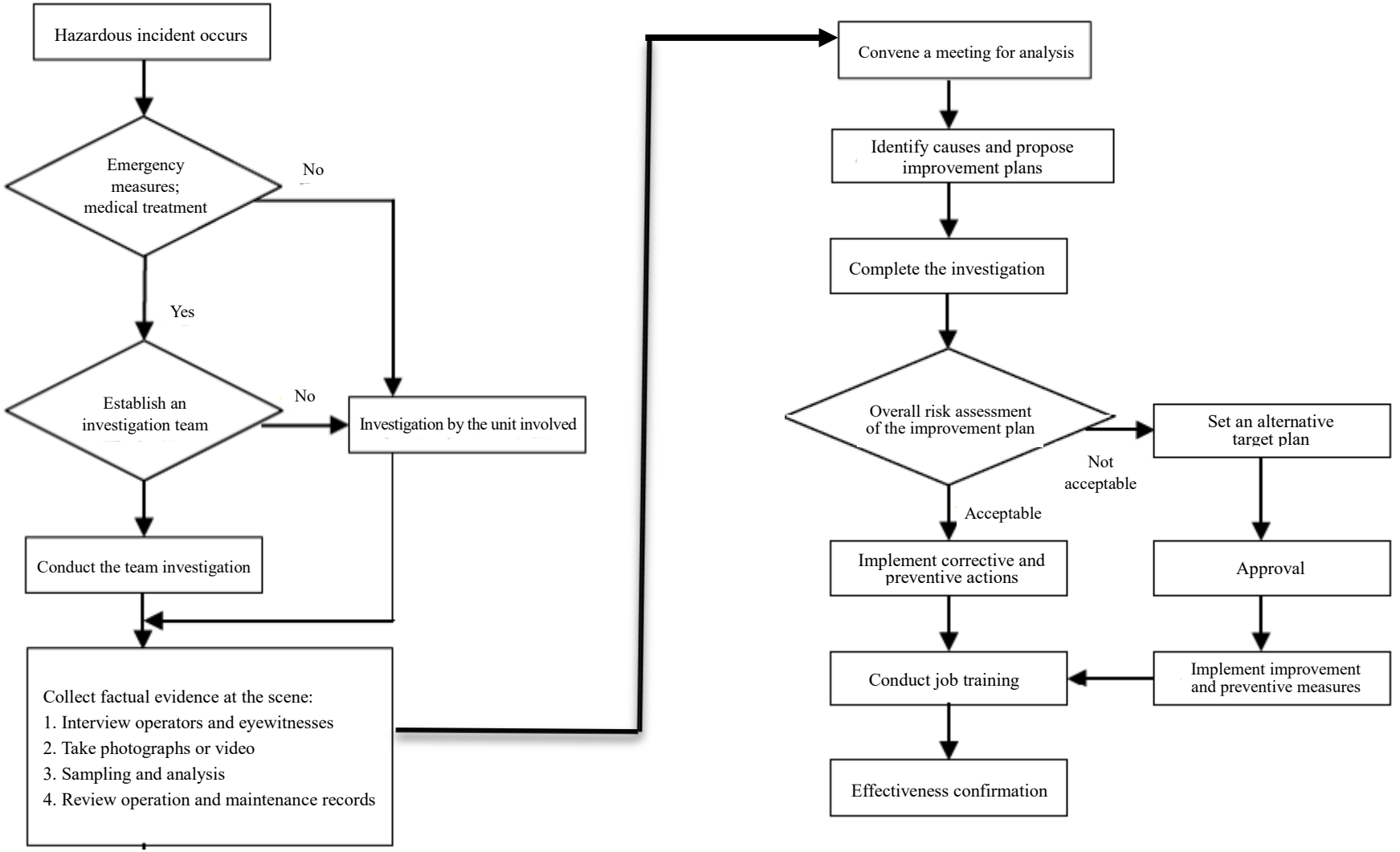
Chemical Management and Working Environment Monitoring

In accordance with occupational safety and health regulations and internal management systems, the Company manages and conducts necessary monitoring of potential hazardous substances and working environments to safeguard worker health and safety.

Occupational Incident Response

Its subsidiary TGT has established safety and health incident investigation procedures to ensure that relevant units respond promptly when occupational accidents occur and propose corrective measures based on root causes to prevent recurrence of similar incidents.

▼ Safety and Health Incident Investigation Procedure



Statistical Analysis of Occupational Injury Incidents

In 2025, total employee working hours at the Company's Pingzhen Plant were 16,448 hours, with 0 recordable occupational injuries for the full year; total employee working hours at the Kaohsiung Plant were 9,664 hours, with 0 recordable occupational injuries for the full year. In 2025, there were no serious occupational injuries and no fatalities resulting from occupational injuries.

▼ 2025 Occupational Injury Statistics for Workers of the Company

Region	**Pingzhen Plant - THT**		**Kaohsiung Plant - TGT**	
Worker Type	Employees	Non-Employees	Employees	Non-Employees
Person-times	98	0	58	0
Total Hours Worked	16,448	0	9,664	0
Number of Deaths	0	0	0	0
Mortality Rate	0	0	0	0
Number of Serious Occupational Injuries	0	0	0	0
Serious Occupational Injury Rate	0	0	0	0
Recordable Occupational Injury Count	0	0	0	0
Recordable Injury Rate	0	0	0	0
Injury Type	None		None	

Note: 1. Occupational injury refers to accidental injury occurring while workers perform duties or within the workplace; statistical criteria exclude commuting accidents to and from work.

2. Total Exposure Hours: Sum of full-year working hours for all workers; calculated for employees based on actual working hours and overtime; estimated for non-employees (contractors and dispatched workers) using 8 hours per day × (monthly headcount in plant × monthly working days) for full-year data estimation.

3. Serious Occupational Injuries: Refers to injuries caused by occupational accidents resulting in disability or inability to recover to pre-injury health status within 6 months (excluding fatalities).

4. Fatality rate = Number of fatalities resulting from occupational injury × 1,000,000 ÷ Total Exposure Hours.

5. Serious occupational injury rate = Number of serious occupational injuries × 1,000,000 ÷ Total Exposure Hours.

6. Total Recordable Injury Frequency Rate (TRIFR) = Number of recordable occupational injuries (including serious occupational injuries, fatalities, and other recordable occupational injuries) × 1,000,000 ÷ Total Exposure Hours.

7. Ratios at points 4-6 are calculated to 2 decimal places and not rounded.

8. The ratio of 1,000,000 working hours refers to the number of occupational injuries per 500 full-time workers in 1 year, based on the assumption that a full-time worker works 2,000 hours in 1 year.

▼ Statistics on Disabling Injury Frequency and Severity Rates for Workers Across the Company's Plants Over the Past 3 Years

Region	Year	Worker Type	No. of Lost Workdays due to Disabling Injuries	FR	SR	FSI
Pingzhen Plant - THT	2023	Employees	0	0.00	0.00	0.00
		Non-Employees	0	0.00	0.00	0.00
	2024	Employees	0	0.00	0.00	0.00
		Non-Employees	0	0.00	0.00	0.00
	2025	Employees	0	0.00	0.00	0.00
		Non-Employees	0	0.00	0.00	0.00
Kaohsiung Plant - TGT	2023	Employees	0	0.00	0.00	0.00
		Non-Employees	0	0.00	0.00	0.00
	2024	Employees	0	0.00	0.00	0.00
		Non-Employees	0	0.00	0.00	0.00
	2025	Employees	0	0.00	0.00	0.00
		Non-Employees	0	0.00	0.00	0.00

Note: 1. Lost Workdays: Number of days unable to work (rest days); calculation criteria include official injury leave for occupational accidents, excluding sick leave and menstrual leave.

2. Calculation Method:

a. Disabling Frequency Rate (FR) = Number of disabling injury person-times × 200,000 ÷ Total Exposure Hours (calculated to 2 decimal places, not rounded).

b. Disabling Severity Rate (SR) = Number of workdays lost due to disabling injuries × 200,000 ÷ Total Exposure Hours (taken as a whole number, not rounded).

c. The ratio of 200,000 working hours refers to the number of occupational injuries per 100 full-time workers in one year, based on the assumption that a full-time worker works 2,000 hours in 1 year.

3. Frequency-Severity Indicator (FSI) for disabling injuries = $\sqrt{[(FR \times SR) \div 1,000]}$.

Workplace Safety Improvement and Prevention

The Company attaches great importance to workplace safety, and has implemented the following specific measures for workplace safety improvement and prevention:

- Improve Fire Safety Facilities
- Equipment declaration and maintenance.

Fire Extinguisher Maintenance and Replacement

- Reproduce Evacuation Maps

5-5 Workplace Health Services

Occupational Injury and Disease Prevention Management

The Company regularly conducts annual health examinations for all employees, including health checks for current staff, special health risk hazard examinations, and night shift health checks, implementing health management levels according to law. Examination results are used by plant nurses and occupational medicine specialists to conduct health education and health follow-up checks, and on-site assessments of suspected work-related illnesses are conducted when necessary. Personnel classified under Level 3 or above health management are followed up the next year, while Level 4 Management personnel receive health consultation and guidance from professional physicians at the health center. As of the end of 2025, 0 individuals across the Company's plants participated in special health examinations.

▼ Health Management Classification for Special Health Examinations Across THT Taiwan Plants Over the Past 3 Years (Unit: Persons)

Region	**Pingzhen Plant - THT**			**Kaohsiung Plant - TGT**		
Year	2023	2024	2025	2023	2024	2025
Level 1 Management	0	0	0	23	0	0
Level 2 Management	0	0	0	21	0	0
Level 3 Management	0	0	0	0	0	0
Level 4 Management	0	0	0	0	0	0
Total Number of Inspected Individuals	0	0	0	44	0	0

Note: 1. Level 1 Management: Examination results overall determined to be normal.

2. Level 2 Management: Examination results overall determined to be abnormal, but unrelated to work.

3. Level 3 Management: Examination results overall determined to be abnormal with work-relatedness uncertain, requiring further evaluation by occupational medicine specialists.

4. Level 4 Management: Examination results overall determined to be abnormal and work-related.

Health Promotion Care

Achieving a balance across the 3 dimensions of work, health, and life for employees is key to retaining outstanding talent, and enhancing physical and mental health of colleagues is a responsibility the Company consistently values. The Company assigns dedicated nursing personnel in the plants and integrates internal and external professional service resources to help employees resolve health, family, legal, psychological, and other issues affecting work performance. Employee assistance dimensions include:

Service System	**Dedicated Nursing Personnel: Health consultation and care on an as-needed basis, as well as basic first-aid services.**
Self-Assessment	To ensure workplace health and safety, night workplaces for female employees complying with safety and health regulations have been established, and the Company's female employee night workplace safety and health self-inspection checklist has been formulated to regularly track and ensure the safety and health of female workers' workplaces. Professional operating environment testing companies are commissioned 2 times a year for testing to ensure the safety of employees' work environments.
Equipment Inspection	● AED automated external defibrillator testing and maintenance. ● Respiratory protective equipment fit testing. ● Firefighting equipment and system testing. ● High-pressure gas storage testing. ● Operating environment measurement.
Protective Equipment	To prevent workers from being harmed by materials, noise, dust, high temperatures, and toxic substances during work, all plant workers must correctly wear protective gear and regularly replace it according to usage.
Health New Information Sharing	Regularly promote the latest health notices on the Company bulletin board and internal emails. Other promotion items in 2025: **Health and Safety Promotion** ● COVID-19 pandemic prevention promotion ● 5 free cancer screening promotions ● Anti-drug prevention announcements and promotions ● Shingles and heat injury prevention promotion ● High blood pressure, high blood sugar, high blood lipids, and community adult health checkup promotion ● Stress relief promotion ● Dementia and hearing impairment prevention promotion

Appendix

GRI Standards Index Table

SASB Standards Index

Sustainability Disclosure Indicators - Electronic Components Industry

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GRI 205-2	Communication and training about anti-corruption policies and procedures	Anti-Corruption and Anti-Bribery Policy	P.32
GRI 205-3	Confirmed incidents of corruption and actions taken	Anti-Corruption and Anti-Bribery Policy	P.32
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No anti-competitive behavior, anti-trust or monopoly practices occurred in 2024	

GRI Disclosure No.	Disclosure Title	Corresponding Chapter	Page No.
Occupational Safety and Health			
GRI 403-1	Occupational health and safety management system	Occupational Health and Safety Management System	P.72
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Occupational Safety and Health Hazard Risk Control	P.74
GRI 403-3	Occupational health services	Occupational Injury and Disease Prevention Management	P.78
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Employee Engagement, Consultation, and Communication	P.72
GRI 403-5	Worker training on occupational health and safety	Occupational Safety, Health, and Hygiene Training	P.73
GRI 403-6	Promotion of worker health	Health Promotion Care	P.79
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Workplace Safety Improvement and Prevention	P.77
GRI 403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety Management System	P.72
GRI 403-9	Work-related injuries	Statistical Analysis of Occupational Injury Incidents	P.76
GRI 403-10	Work-related ill health	Occupational Injury and Disease Prevention Management	P.78
Information Security Management			
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Rights Protection	P.46
Procurement Practices and Management			
GRI 204-1	Proportion of spending on local suppliers	Sustainable Procurement	P.44

GRI Disclosure No.	Disclosure Title	Corresponding Chapter	Page No.
Talent Development and Recruitment			
GRI 401-1	New employee hires and employee turnover	New Hires and Departures	P.63
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Welfare Measures	P.69
GRI 401-3	Parental leave	Parental Support	P.67
GRI 404-1	Average hours of training per year per employee	Diverse Training Channels	P.70
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Human Rights and Labor Rights Protection	P.65
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Performance and Career Development	P.73
Waste Management			
GRI 306-1	Waste generation and significant waste-related impacts	Waste Management	P.56
GRI 306-2	Management of significant waste-related impacts	Waste Management	P.56
GRI 306-3	Waste generated	Waste Management	P.56
GRI 306-4	Waste diverted from disposal	Waste Management	P.56
GRI 306-5	Waste directed to disposal	Waste Management	P.56

Self-Disclosure Items

GRI Code	Disclosure Title	Corresponding Chapter	Page No.
GRI 201: Economic Performance 2016			
GRI 201-1	Direct economic value generated and distributed	Economic Performance	P.18
GRI 201-2	Financial implications and other risks and opportunities due to climate change	Financial Impacts of Climate-Related Risks and Opportunities	P.51
GRI 201-3	Defined benefit plan obligations and other retirement plans	Welfare Measures	P.69
GRI 202: Market Presence 2016			
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Compensation Level	P.68
Energy and Greenhouse Gas Management			
GRI 302-1	Energy consumption within the organization	Energy Management	P.55
GRI 302-3	Energy Intensity	Energy Management	P.55
GRI 305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions	P.54
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions	P.54
GRI 305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions	P.54
GRI 305-4	GHG emissions intensity	Greenhouse Gas Emissions	P.54
GRI 305-5	Reduction of GHG emissions	Strategies, Methods and Targets for Greenhouse Gas Management	P.54
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Air Pollution Control	P.59
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air Pollution Control	P.59
GRI 303: Water and Effluents 2018			
GRI 303-1	Interactions with water as a shared resource	Water Resource Management	P.58
GRI 303-2	Management of water discharge-related impacts	Water Resource Management	P.58
GRI 303-3	Water Withdrawal	Water Resource Management	P.58

GRI Code	Disclosure Title	Corresponding Chapter	Page No.
GRI 303-4	Water discharge	Water Resource Management	P.58
GRI 402: Labor/Management Relations 2016			
GRI 402-1	Minimum notice periods regarding operational changes	Human Rights and Labor Rights Protection	P.65
GRI 405: Diversity and Equal Opportunity 2016			
GRI 405-1	Diversity of governance bodies and employees	Human Resources Structure	P.61
GRI 405-2	Ratio of basic salary and remuneration of women to men	Compensation Level	P.68
GRI 406: Non-discrimination 2016			
GRI 406-1	Incidents of discrimination and corrective actions taken	Human Rights and Labor Rights Protection	P.65
GRI 407: Freedom of Association and Collective Bargaining 2016			
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights and Labor Rights Protection	P.65
GRI 408: Child Labor 2016			
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights and Labor Rights Protection	P.65
GRI 409: Forced or Compulsory Labor 2016			
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights and Labor Rights Protection	P.65
GRI 417: Marketing and Labeling 2016			
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	Customer Rights Protection	P.46
GRI 417-3	Incidents of non-compliance concerning marketing communications	Customer Rights Protection	P.46

SASB Standards Index

Indicator Code	Indicator Description	Disclosure Section	Page No.
Product Safety			
TC-HW-230a.1	Description of the approach to identifying and addressing data security risks in products	Not Applicable	
Employee Diversity and Inclusion			
TC-HW-330a.1	Percentage of employees by (1) gender and (2) diverse group across categories of (a) executive management, (b) general management, (c) technical employees, and (d) all other employees	Human Resources Structure	P.61
Product Lifecycle Management			
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Not Applicable	
TC-HW-410a.2	Percentage of eligible products, by revenue, that meet the requirements for EPEAT registration or equivalent	Not Applicable	
TC-HW-410a.3	Percentage of eligible products, by revenue, certified to an energy efficiency certification	Not Applicable	
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	Not Applicable	
Supply Chain Management			
TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent: (a) all facilities and (b) high-risk facilities	Supplier Evaluation and Management	P.44
TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	Supplier Evaluation and Management	P.44
Material Procurement			
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Supplier Risk Management	P.44

Activity Indicator Number	Disclosure Indicator	Unit	Disclosure Statement
TC-SC-000.A	Production Volume by Product Category	Quantity	Printed Circuit Boards: 0 ft2 (All processes outsourced for production and delivery)
TC-SC-000.B	Factory area	Square Feet (ft2)	Land: 158,832.11 ft2, Buildings: 243,288.68 ft2
TC-SC-000.C	Percentage of production from facilities (in-house production rate)	Percentage (%)	0% (All processes outsourced for production and delivery)

Sustainability Disclosure Indicators - Electronic Components Industry

No	Indicator	Indicator Type	Annual Disclosure Status	Unit	Notes
One	Total energy consumed, percentage of purchased electricity, and percentage of renewable energy used	Quantitative	2,704.558、100、0	Gigajoules (GJ), Percentage (%)	
Two	Total Water Withdrawal and Total Water Consumption	Quantitative	20.51、0	Thousand cubic meters (1,000 m³)	
Three	Weight of hazardous waste generated and percentage recycled	Quantitative	6.9、70.89	Metric Tonnes (t), Percentage (%)	
Four	Description of occupational injury categories, number of people affected, and rates	Quantitative	See Details: Statistical Analysis of Occupational Injury Incidents	Quantity, Ratio (%)	
Five	Disclosure of Product Lifecycle Management: Weight of end-of-life products and e-waste recovered, and percentage recycled Note 1	Quantitative	Not Applicable	Metric Tonnes (t), Percentage (%)	
Six	Description of the management of risks associated with the use of critical materials	Qualitative Description	See Details: Supplier Risk Management	Not Applicable	
Seven	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	New Taiwan Dollars 0	Reporting Currency	
Eight	Production volume of principal products by product category	Quantitative	Printed Circuit Boards: 0 ft2 (All processes outsourced for production and delivery)	By Product Type	

Note 1: Includes the sale of scrap materials or other recycling treatments; relevant explanations should be provided.


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