

tpt 2024

Sustainability Report

TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD.



Contents

Special Issue	3
Chairman's Message	5
Sustainability Management	7
Stakeholder Engagement	12

About Us

About TPT	25
Economic Performance	27
External Engagement	30
External Initiatives	
Eligibility in Trade Unions/Associations	

Corporate Governance

Governance Structure	32
Governance Policies and Commitments	
Professional and Diverse Board of Directors	
Board of Directors Directors Continuing Education	
Board of Directors Performance Review	
Remuneration Policy for Directors and Managerial Officers	
Functional Committees	40
Audit Committee	
Remuneration Committee	
Integrity Management	41
Dedicated Unit for Integrity Management	
Anti-Corruption and Anti-Bribery Policy	
Prevention of Insider Trading	
Internal Control and Internal Audit	45
Compliance with laws and regulations	46
Legal Compliance Training	
Complaints and Suggestions Channel	
Risk Management	48
Information Security Policy	52
Personal Data Management Policy	
Information Security Management Measures	

1

2

Supply Chain Management

Sustainable Value Chain	59
Supply Chain Management Policy	
Supplier Risk Assessment	
Supply Chain Assessment and Audit	
Sustainable Procurement	
Customer Service	67
Customer Satisfaction Survey	
Customer Rights and Interests Protection	

Environmental Protection

Task Force on Climate-Related Financial Disclosures (TCFD)	71
Four Core Elements	
Climate Scenario Analysis	
Financial Impacts of Climate-Related Risks and Opportunities	
Energy Management	79
Greenhouse Gas Emissions	81
Energy-saving and Carbon Reduction	
Air pollution control	84
Water Resource Management	85
Water Usage Overview	
Wastewater Treatment	
Waste Management	89
Waste Management Measures	
Etching Waste Liquid Recycling System	

Friendly Workplace

Human Resources Overview	94
Human Resource structure	
Employee Rights and Salary	97
Protection of Human Rights and Labor Rights	
Remuneration Levels	
Benefits Measures	
Human Resource Development	107
Diverse Training Channels	
Performance and Career Development	
Safe Workplace Environment	110
Occupational Health and Safety Management System	
Occupational Hazard Risk Control and Management	
Workplace Health Services	

Social Concern and Contribution

Giving Back and Creating Shared Value	124
Starting from the factory, building a friendly and collaborative community	
Enhancing student employability – Vocational training program at the Vietnam factory	
Public welfare collaboration	

Appendix

About this Report	131
GRI Standards Content Index List	133
General Disclosure	
Momentous Themes Disclosure	
Self-Disclosure Items	
SASB Standards Index	140
Sustainable Disclosure Index - Electronic Parts and Components Manufacturing	141

3

4

5

6

7

Special Issue: Vietnam Factory Inauguration and the Pursuit of Sustainability Through Production Transition



Adapting to Global Supply Chain Changes: Strengthening Local Resilience

In response to evolving geopolitical dynamics and shifts in the global supply chain, TPT established a subsidiary and built a new manufacturing facility in Northern Vietnam in 2023, ushering in a new phase of strategic expansion. More than a move to mitigate risk, this initiative reflects a comprehensive approach that integrates economic efficiency with a long-term commitment to sustainability.

With growing customer demand for production capacity outside of the Greater China region, TPT extended its production line to Vietnam and officially commenced operations in the fourth quarter of 2023. This strategic move enables the company to better serve clients in Vietnam and neighboring markets. The establishment of the Vietnam factory not only effectively responds to the order shifts caused by trade tensions but also shortens supply distances, reducing both logistics time and costs. As demand continues to shift, TPT is concurrently expanding the factory's capacity to steadily support the evolving global market.

The establishment of the Vietnam factory marks TPT's strategic response to global uncertainties and a key step toward its vision of "local production, global service". By prioritizing economic stability, environmental sustainability, and employee well-being, the company continues to build long-term resilience and strengthen its commitment to sustainable growth.

From Carbon Reduction to Tree Planting: Planning Green Spaces to Strengthen Environmental Protection

TPT actively integrates green thinking into its operational model at the Vietnam factory, with a core strategy of "local production, just-in-time supply". This approach replaces the previous reliance on long-distance transportation, effectively reducing greenhouse gas emissions.



▲ Over 500 Trees Planted at the Vietnam Facility to Enhance Environmental Greening.

In addition to transportation models, we also prioritize cultivating an internal culture focused on sustainability. We regularly organize environmental awareness education and outreach activities for our employees, covering topics such as energy conservation, carbon reduction, resource efficiency, and tree planting initiatives.

As part of our tree planting efforts, the factory has specially designated over 17,000 m² of green space, planting more than 500 trees, including varieties such as agarwood, longan, mango, and cherry blossoms. This initiative not only injects vitality into the ecosystem balance of the site but also contributes to local environmental greening and biodiversity.

Language-Friendly and Unionized Systems: Building an Inclusive Local Workplace

In the context of multinational operations, language and cultural differences often pose challenges for corporate management. TPT is committed to creating a language-friendly workplace at the Vietnam factory, ensuring the protection of employee rights and fostering an inclusive work environment.

To ensure smooth communication across different languages, the factory has implemented a trilingual document management system in Chinese, Vietnamese, and English. Automated translation tools and bilingual staff are utilized to support daily operations. Approximately 40 local managers at the site are fluent in both Chinese and Vietnamese, serving as communication bridges and facilitating cross-cultural collaboration. In addition, to encourage employees to proactively learn a second language, a language allowance program has been introduced to enhance individual competitiveness and strengthen team cohesion. Bilingual announcements are also used throughout the facility to create a work environment free from language barriers, allowing every employee to work with confidence and clarity.

To safeguard labor rights, the Vietnam factory officially established a labor union in September 2024, with an organizational structure that includes a Chairperson, Secretary-General, Women's Committee, and employee representatives. The union holds Executive Committee meetings twice a year and organizes an annual employee dialogue event every June, serving as a key platform for communication and coordination between labor and management.



▲ Bilingual Announcements Create a Workplace Free of Language Barriers.

Chairman's Message



In 2024, the global political and economic landscape remains turbulent, with geopolitical risks and persistent inflationary pressures creating a challenging market environment. Despite these headwinds, we remain committed to prudent management, continuing to invest in technological innovation and production optimization while staying true to our long-term sustainability goals.

We have witnessed the rapid advancement of AI applications, which is driving strong growth in demand for high-speed, high-frequency circuit boards. In response, TPT is actively strengthening its R&D capabilities in AIPC, high-performance computing, and smart city applications. Our focus on delivering innovative products with high signal integrity and low latency positions us for long-term competitive advantage.

In the face of shrinking profit margins and evolving labor dynamics, we continue to advance automation and smart manufacturing to improve operational efficiency and product quality. At the same time, we are optimizing production at our Vietnam factory and strategically reallocating capacity across the group to provide faster, more localized services for our global customers.

TPT firmly believes that sound corporate governance is the cornerstone of sustainable development. We actively promote a culture of integrity, implement anti-corruption education and training, and have achieved 100% integrity communication coverage with both employees and suppliers. This ensures that ethical conduct serves as a guiding principle for all, from senior leadership to frontline staff.

In terms of customer relations, we continue to enhance our customer-centric service strategy. By integrating customer satisfaction surveys with our information systems, we are able to deliver stable, high-quality products and services. In 2024, we achieved an average customer satisfaction rate of 84%.

Amid the cybersecurity challenges of the digital era, TPT prioritizes the establishment of a robust information security governance framework. Comprehensive cybersecurity training and risk drills are conducted to enhance operational resilience.

Furthermore, we strictly enforce procurement best practices, ensuring both compliance and quality. At the same time, we are working to strengthen the ESG capabilities of our supply chain partners, aiming to build a sustainable supply ecosystem together.

On the environmental front, in response to global climate change and carbon management trends, we proactively audited our energy usage and greenhouse gas emissions. In 2024, we implemented multiple energy-saving and carbon reduction initiatives, including our first purchase of renewable electricity—demonstrating our commitment to achieving net-zero emissions.

To advance toward a circular economy, we continued to optimize our production processes and material usage, striving to increase the reuse and recycling rate of waste. This includes the effective recovery of etching waste

liquids to minimize environmental impact. In certain facilities, tree-planting initiatives were also undertaken to support carbon reduction and enhance local biodiversity.

On the social front, we believe that talent is the core of business operations. We continue to build a fair and transparent career development system. In 2024, employee training hours increased significantly, and we further enhanced compensation and benefits. With a goal of "zero accidents", we promoted on-site medical services, health promotion programs, and a wide range of occupational safety training. We are committed to fostering a health and safety culture based on full employee participation, ensuring that every worker can thrive in a safe, supportive workplace.

In addition, TPT continues to invest in educational philanthropy. Through both self-initiated programs and partnerships with social organizations, we support schools by promoting after-school care, offering scholarships for underprivileged students, and improving educational facilities—all with the aim of creating a better learning environment for the next generation.

Looking ahead, we will continue to strengthen sustainable governance and resilient operations, taking concrete actions to address key sustainability issues. We see ourselves not only as a competitor in the industry, but as a committed advocate for environmental protection, social inclusion, and transparent governance.

We sincerely thank all our stakeholders for their continued trust and support, which empower us to move forward through challenges and co-create a more sustainable future.

Chairman Cheng-Min, Hsu



❖ Sustainability Management

:: Sustainability Strategy and Goals

TPT continues its relentless pursuit of corporate sustainability, integrating sustainability into core business decisions. With a philosophy of "sustainability, innovation, and service", the company has established its Sustainable Development Best Practice Principles. Through comprehensive evaluation across environmental, social, and corporate governance dimensions, TPT aims to develop unique sustainability strategies. These efforts are dedicated to achieving sustainable business goals and fulfilling corporate social responsibilities.

In our quest to create long-term sustainable value for TPT, we aim for industry leadership in all our product offerings. We prioritize resource integration, transparency, independence, and fairness in our corporate governance. While we strive for revenue and profitability, we are actively committed to addressing environmental sustainability issues and complying with green product standards, thus building a sustainable supply chain.



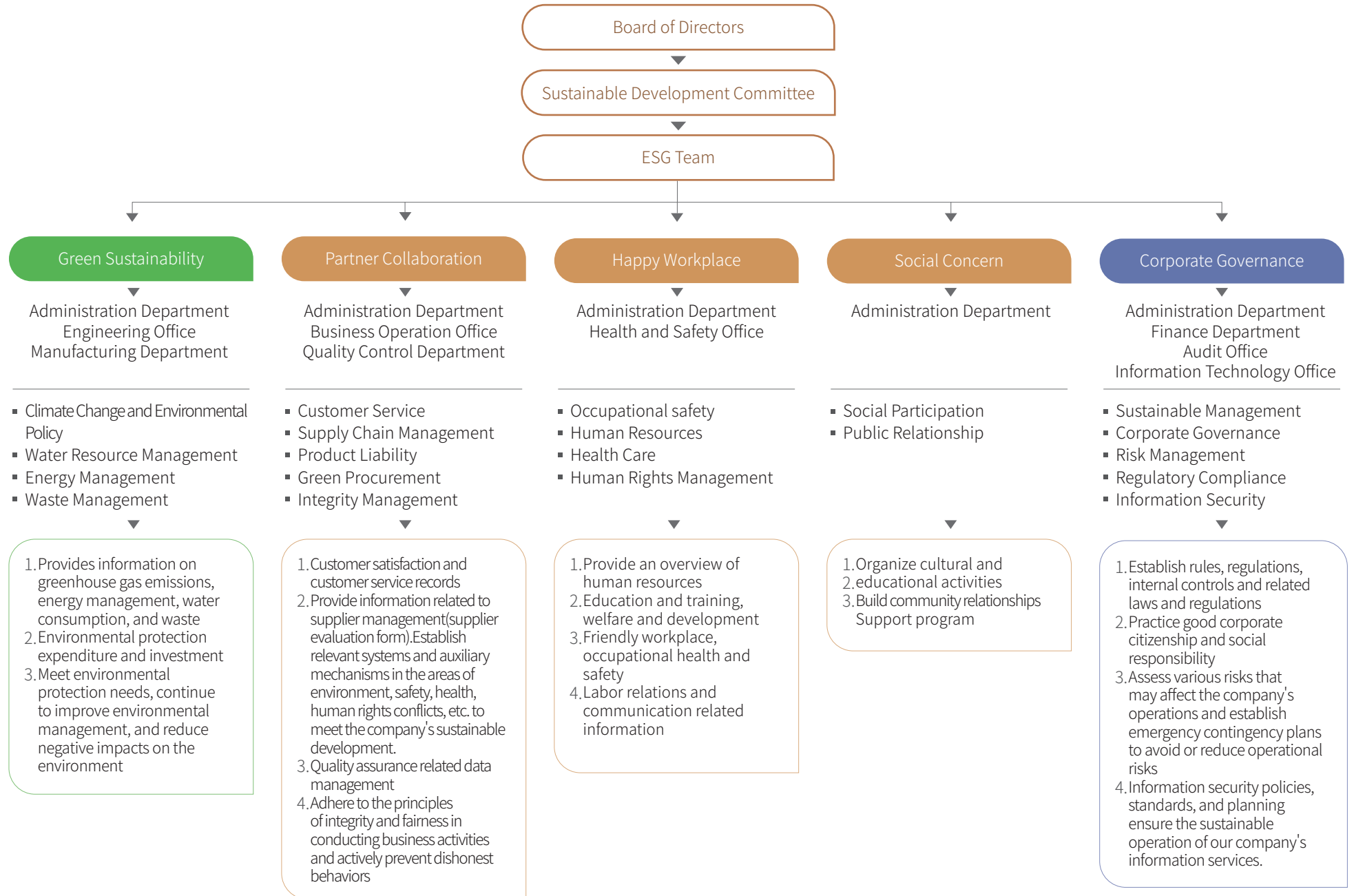
:: Sustainable Development Committee

TPT has established the "Sustainability Development Committee Charter" as the foundation for forming its Sustainability Development Committee and staffing structure. The committee operates under the Board of Directors and must consist of no fewer than three members. The Chairperson of the committee is the Chairman of the Board, while the Vice Chairperson is the General Manager. Other members are appointed by the Chairman.





Under the committee, five specialized subgroups have been formed: the Corporate Governance Group, Social Care Group, Green Sustainability Group, Partner Collaboration Group, and Happy Workplace Group.





The Sustainable Development Committee, authorized by the Board of Directors, is chaired by the Chairman and is responsible for formulating and overseeing the execution of ESG-related sustainable development initiatives. The Committee convenes relevant department heads or designated personnel to plan and implement sustainability policies, systems, management guidelines, and specific initiatives. Annually, the Committee reports to the Board of Directors on the economic, environmental, and social issues arising from operational activities.

To ensure the sustainable operation of TPT's information business, meetings were held to present and discuss key sustainability topics. These included the material issues for the 2024 Sustainability Report, the status of integrity management and sustainability initiatives, and the 2023 Annual Report. Each topic was submitted to the Board of Directors for review and discussion.



● SDGs x ESG Action Performance

Orientation	SDGs Indicators	2024 Sustainability Performance
 Environmental Protection		<ul style="list-style-type: none"> Continued maintenance and upkeep of public spaces and roadside trees surrounding the factory. The procedures and standards for the handling and disposal of waste, chemicals, and other hazardous substances—as well as for emissions and pollutant treatment—must meet or exceed the minimum legal requirements. Implementation of a total of 12 energy-saving and carbon reduction programs across the various facilities, resulting in a total reduction of carbon emissions by 9,137.48 metric tons CO₂e. Emphasized circular economy practices, achieving a waste recycling rate of 85.86%. Executed the company's first large-scale procurement of renewable electricity, with a total purchase of 2.782 million kilowatt-hours (kWh) of green energy. The Suining factory upgraded its treatment systems for organic waste gases, resulting in a reduction of VOC (volatile organic compound) emissions. The Wuxi factory increased its usage of municipal reclaimed water by 192.54 million liters compared to the previous year, while reducing its tap water consumption by 176.11 million liters. All manufacturing sites within the Group have completed ISO 14064-1 greenhouse gas (GHG) inventories. A total of 223 suppliers have obtained ISO 14001 Environmental Management System Certification.
 Social Responsibility		<ul style="list-style-type: none"> Provided a total of 23 health consultations. Established a partnership with a nearby high-quality kindergarten to provide convenient childcare services for employees. A total of NT\$14,970,000 was allocated from the employee welfare fund. The average training hours per employee atTPT were 52.7 hours at the Taiwan facilities, 44.4 hours at the China facilities, and 33.8 hours at the Vietnam facility. A total of 500 employees at the Suining factory participated in the new apprenticeship training program, with 430 successfully obtaining certification. A total of 2,406 employees from the TPT Group participated in special health examinations. To ensure occupational safety, a total of 24 workplace safety improvement and preventive measures were implemented across the group's facilities. The total charitable donations amounted to NT\$ 3,464,000.

Orientation	SDGs Indicators	2024 Sustainability Performance
 <p>Corporate Governance</p>	  	<ul style="list-style-type: none"> • No employees were penalized or laid off due to corruption, and no suppliers had their contracts terminated or not renewed due to corruption. • No major cybersecurity incidents were reported. • Customer satisfaction reached 84%, surpassing the group's target of 82%. • The manufacturing departments of Wuxi Factory 3, Suining Factory, and the Vietnam Factory have implemented and launched the MES system. • All relevant suppliers for the year completed the "Declaration of Non-Use of Conflict Minerals" and "Declaration for Green Hazardous Substance-Free Product" without any exception. • The Taiwan, China, and Vietnam facilities achieved a 100% green procurement rate for key raw materials in the annual evaluation. • The Taiwan facilities achieved a 94.20% rate for locally sourced key raw materials, while the China facilities achieved a 95.78% rate for locally sourced key raw materials. The Vietnam factory's 19.59% is due to the local supply chain not yet being fully established.



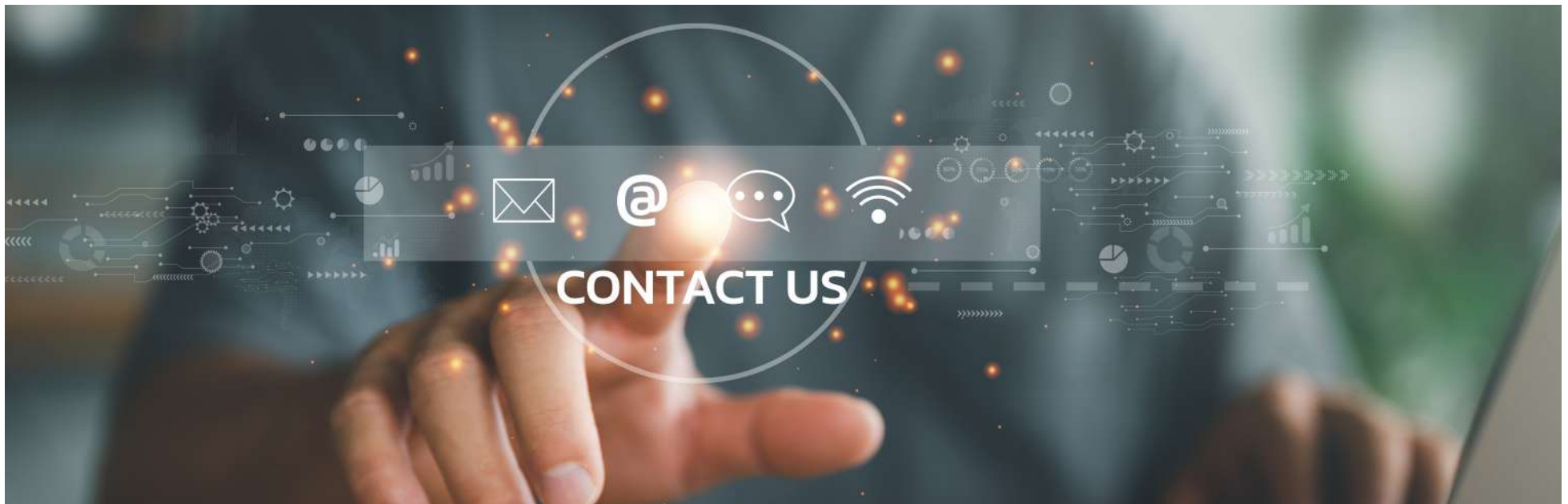
Stakeholder Engagement

This report is based on the sustainability issues outlined in the GRI Standards and SASB Standards. It adheres to the AA1000 Accountability Principle (2018), employing inclusivity, materiality, responsiveness, and impact as the four guiding principles to identify material topics. Following the requirements of the GRI Universal Standards 2021, the material topics are prioritized and each one is disclosed with its impacts, management strategies, and practices.

Subsequently, the sustainability goals and strategies of TPT are calibrated based on the findings to strengthen the effectiveness of external communication.

TPT assesses its key industrial attributes based on the 5 principles of the AA1000 Stakeholder Engagement Standard (SES) 2015 edition, considering factors such as their dependence on the company, responsibility, level of concern, influence, and diverse perspectives. This assessment has identified 5 key stakeholders, including (1) employees, (2) investors, (3) customers, (4) buyers/subcontractors, (5) competent authority.

TPT actively engages with various stakeholders through diverse and continuous channels in its daily operational practices. This proactive approach ensures ongoing two-way communication to gather and respond to issues of concern to stakeholders. By doing so, TPT comprehensively understands the topics that stakeholders care about and assesses their actual or potential impacts, thereby confirming their significance.



The Stakeholder Engagement Situation

Stakeholder	Key Concerns	Communication Channels and Methods	Communication Frequency	Communication Performance in 2024
Employees	Employee Welfare	Labor-Management Communication Meetings Employee Welfare Committee	Quarterly	<ul style="list-style-type: none"> Conduct 4 labor-management communication meetings. Hold 4 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	Intermittent	<ul style="list-style-type: none"> No complaints or reports have been received.
	Training and Development Human Rights and Equality	Free Health Check-ups Health consultation	Once a year Intermittent	<ul style="list-style-type: none"> Number of employees who received the health check:299, accounting for 98% of the total number of employees Intermittent health consultations: 3 times for legal requirements, and 20 times for health promotion
	Workplace Environment Performance Evaluation	Company Trips Educational Training	Intermittent	<ul style="list-style-type: none"> Total training hours: 162,162 hours The Taiwan facilities accumulated a total of 14,946 hours of occupational safety and health training, including 94 hours of labor safety certification refresher courses. The China facilities completed 16,595 hours of occupational safety and health training, with 6,840 hours dedicated to labor safety certification refresher courses. The Vietnam facility logged 2,918 hours of occupational safety and health training, including 304 hours of labor safety certification refresher courses.
		Major Events and Operational Policies: Bulletin Board, Supervisor's Email Inbox	Intermittent	<ul style="list-style-type: none"> Posted 55 relevant pieces of information on the bulletin board. Sent out 36 relevant pieces of information through supervisors' email.

Stakeholder	Key Concerns	Communication Channels and Methods	Communication Frequency	Communication Performance in 2024
Investors	Operational Performance and Future	Holding Investor Conference	Intermittent	<ul style="list-style-type: none"> Held the annual corporate briefing on May 23rd.
		Annual Shareholders Meeting	Once a year	<ul style="list-style-type: none"> Held the annual Shareholders Meeting on June 12th.
	Development Shareholder Equity Information Disclosure	Market Observation Post System Official company website	Intermittent	<ul style="list-style-type: none"> All required corporate actions for a listed company were disclosed as scheduled. There were no regulatory penalties imposed by the Securities Authority
Customers	Product quality	Annual Customer Satisfaction Survey	Semi-annually	<ul style="list-style-type: none"> The average satisfaction rate for both the first and second half of the year was 84%.
		Customer Satisfaction	In coordination with customer audits, jointly implement prevention and improvement measures.	Intermittent
	Complaints Channel Hazardous Substances	Business contact email	Intermittent	<ul style="list-style-type: none"> Before purchasing raw materials, we request suppliers to provide a 10-item RoHS list plus a list of four halogenated hazardous substances annually. In the current year, there were no instances of hazardous substances present.
Buyers/ Subcontractors	Fair and Ethical Procurement Integrity Management	In compliance with the "Procurement Procedures"	Intermittent	<ul style="list-style-type: none"> Existing raw materials and consumables: Negotiations are conducted based on market prices. New materials: They are procured following the operation specifications for new material verification. All procurement activities adhere to the "Procurement Procedures."
		Annual Supplier Audits	Primary materials are audited once a year; other materials are audited irregularly based on demand.	<ul style="list-style-type: none"> The supplier audit rate is 100%. There are a total of 379 qualified suppliers, with 196 undergoing regular audits.

Stakeholder	Key Concerns	Communication Channels and Methods	Communication Frequency	Communication Performance in 2024
Buyers/ Subcontractors	Fair and Ethical Procurement	Supplier Environmental and Safety Management Questionnaire	Intermittent	<ul style="list-style-type: none"> The supplier response rate is 100%, with a total of 379 suppliers responding.
	Integrity Management	Supplier Corporate Sustainability Responsibility Commitment Letter	Intermittent	<ul style="list-style-type: none"> Both the engineering contracts and hardware maintenance contracts explicitly include this clause. During the year, a total of 74 contracts were signed.
Competent Authority	Regulatory Compliance Risk Management Honest Tax Practices Corporate Governance	Complying with securities regulatory requirements, track and audit company-related policies and operations.	Conducted annually according to the audit plan.	<ul style="list-style-type: none"> Every year, we conduct a self-assessment of the effectiveness of our internal control system design and execution. We then prepare an internal control system statement following regulations, which is published in the following year as our company's Internal Control System Statement
		Establish a comprehensive regulation compliance system and conduct regular audits to ensure strict adherence to relevant laws and regulations	An annual compliance audit is conducted once a year on a regular basis.	<ul style="list-style-type: none"> There were 5 penalties or actions taken by the competent authority related to labor safety, etc. The compliance audit of insurance and benefits-related regulations revealed no major irregularities. The Document Control Unit made additions and revisions to internal management documents related to ISO 14001 and ISO 45001 standards
		Regularly disclose company-related information on the Market Observation Post System and the company's website	4 times/regularly	<ul style="list-style-type: none"> The individual and consolidated financial reports of the company have been filed on time for each quarter
		Participate in meetings organized by the competent authority	Intermittent	<ul style="list-style-type: none"> In 2024, the company participated in a total of 4 promotional briefings (Taiwan Stock Exchange).
		<u>Investor Conference</u>	Once a year	<ul style="list-style-type: none"> The event took place on May 23rd during the current year. For detailed information, please refer to the company's website
		<u>Important Announcements</u>	Intermittent	<ul style="list-style-type: none"> According to the obligations required for listed companies, announcements were made on time. For more details, please visit the company's website

:: Identification and Prioritization of Material Topics

We conducted standardized and quantitative evaluations of 17 identified sustainability issues—determined through stakeholder engagement—using the "Sustainability Issue Concern Assessment Questionnaire" and the "Sustainability Materiality Assessment Questionnaire". This process helped us identify and prioritize 8 key material topics to be disclosed in this report, including 2 environmental topics, 2 social topics, and 4 governance topics.

Following this, internal departments and external consultants jointly reviewed the related procedures and standards to ensure their relevance and completeness. Once the material topics were confirmed to be comprehensive, the results were submitted to the Sustainability Development Committee for review before proceeding with the preparation of this report.

Furthermore, to ensure effective communication with a wide range of stakeholders through the sustainability report, we have established a "Stakeholder Zone" on our official website. This provides stakeholders with a dedicated contact channel: ir@tpt-pcb.com.tw. For any questions, suggestions, or complaints related to material topics or other report content, stakeholders can maintain open and constructive interaction through this email address.

■ Analytical procedures and outcomes

Assessment	For the impact assessment of multiple sustainability issues identified through engagement with stakeholders, senior managers at the department-head level and above were invited to conduct internal evaluations. These assessments considered various dimensions such as the significance of impact, likelihood, and potential economic implications for each issue.
Identification	Based on development strategies, industry status, value chain practices, and expert advice, discussions were conducted to systematically assess the economic, environmental, societal, and human rights impacts of these identified concerns. Through this process, the annual material topics were identified and prioritized accordingly.
Verification	We engaged external consultants to jointly review and examine the identified material topics and the appropriateness of the threshold standards. This was done to ensure that there were no omissions or inadequacies in the material topics that should be prioritized for reporting. The goal was to ensure the completeness, inclusiveness, and alignment of these topics with our company's sustainability development strategy.
Establishment	The material topics identified by tpt in 2024 were confirmed by the Sustainability Development Committee and subsequently reported to the Board of Directors. This report discloses each material topic individually, detailing the related impacts, as well as the company's corresponding policies, commitments, management actions, indicators, and targets.

■ Changes in Material topics at TPT in 2024


Sort	Material topics of 2023 (previous year)	Material topics of 2024 (reporting year)	Orientation	Explanation of changes
1	Operational Performance	Customer Relationship Management	G	New
2	Procurement Practices and Management	Integrity Management	G	New
3	Human Rights	Occupational Safety and Health	S	New
4	Talent Cultivation and Recruitment	Information Security Management	G	New
5	Energy and Greenhouse Gas Management	Procurement Practices and Management	G	▼3
6	Product Lifecycle Management	Talent Cultivation and Recruitment	S	▼2
7		Energy and Greenhouse Gas Management	E	▼2
8		Waste Management	E	New


Management Approach for Material Topics

Upstream Impact: Actual ■/Potential ■ ; TPT's Own Impact: Actual ■/Potential ■ ; Downstream Impact: Actual ■/Potential ■

Governance Issues							
Issue	GRI	Value Chain Impact	Significance and importance	Goals	Tracking Mechanisms	Actions and Measures	Chapters
Customer Relationship Management	416	<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: green; margin-right: 5px;"></div> <div style="width: 15px; height: 15px; background-color: blue; margin-right: 5px;"></div> </div> <p>(+) : To enhance customer satisfaction and mutual trust, we provide a high-quality and reliable service mechanism. (-) : If not managed properly, it may lead to customer attrition or the spread of negative word-of-mouth.</p>	We are committed to delivering outstanding products and services by establishing a transparent, honest, and customer-centric communication mechanism to ensure that customer needs and expectations are met. We pledge to regularly collect customer feedback and take proactive measures to continuously improve the customer experience and enhance satisfaction.	<p>Short-term :</p> <ul style="list-style-type: none"> Maintain customer satisfaction at no less than 82%. Conduct comprehensive customer satisfaction surveys for automotive sheet customers regardless of shipment amount or frequency. <p>Medium to long-term :</p> <ul style="list-style-type: none"> Customer satisfaction consistently remains above 82%. Customer service and information are integrated into the system to achieve supply chain information transparency and co-create sustainable value. 	<ul style="list-style-type: none"> Customer Satisfaction Survey 	<ul style="list-style-type: none"> Achieved an average satisfaction rate of 84%, exceeding the target of 82%. No violations of product labeling or health and safety regulations, maintaining a high level of compliance. No incidents of customer rights infringement or inappropriate marketing communications. MES manufacturing execution systems have been implemented at Wuxi Factory 3, Suining Factory, and the Vietnam Factory to enhance supply chain transparency and information timeliness. 	Chapter 3 Supply Chain Management – Customer Service
Integrity Management	205 206	<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: orange; margin-right: 5px;"></div> <div style="width: 15px; height: 15px; background-color: green; margin-right: 5px;"></div> <div style="width: 15px; height: 15px; background-color: blue; margin-right: 5px;"></div> </div> <p>(+) : Significantly enhance the company's reputation, reduce legal risks, and attract more investment and partnership opportunities. (-) : Violations of integrity will damage the company's reputation and may lead to legal disputes.</p>	Integrity is the core value of our business operations. We are committed to complying with all relevant laws and regulations, maintaining a transparent and open business environment, and preventing any form of misconduct. Through internal training and strict supervisory mechanisms, we ensure that both employees and partners adhere to the principles of integrity.	<p>Short-term :</p> <ul style="list-style-type: none"> All new employees complete integrity management training. Conduct integrity awareness campaigns annually. <p>Mid-term:</p> <ul style="list-style-type: none"> Regularly assess corruption risks at all operational sites. Strengthen integrity communication and training mechanisms with suppliers to enhance overall integrity safeguards. <p>Long-term :</p> <ul style="list-style-type: none"> Establish a highly transparent culture of integrity management. 	<ul style="list-style-type: none"> Integrity management training status Communication and training status of anti-corruption policies and procedures 	<ul style="list-style-type: none"> Conducted anti-corruption and anti-bribery training sessions with a total of 3,674 participants (including 235 business partners). No incidents of corruption or bribery occurred. No violations related to integrity management were reported. Communication coverage reached 100% among governance units, senior management, middle management, general employees, and business partners; training completion rates were 100% for senior and middle management and business partners, and 96.31% for general employees. 	Chapter 2 Corporate Governance – Integrity Management

Governance Issues


Issue	GRI	Value Chain Impact	Significance and importance	Goals	Tracking Mechanisms	Actions and Measures	Chapters
Information Security Management	418	 <p>(+) : Protect customer and company data security to enhance trust and reduce the risk of business interruptions. (-) : Information breaches can lead to reputational damage and legal disputes.</p>	We fully recognize the importance of information assets and are committed to employing the most advanced technologies and management practices to protect sensitive information of our customers and partners from threats. We will continuously optimize our information security systems and regularly conduct risk assessments and drills to ensure the integrity, availability, and confidentiality of information security.	<p>Short-term :</p> <ul style="list-style-type: none"> Strengthen the reporting and response procedures for cybersecurity incidents to minimize damage. Enhance employees' information security awareness. <p>Mid-term:</p> <ul style="list-style-type: none"> Optimize the information security management system and governance framework to ensure consistent cybersecurity management across all sites and enhance cross-regional collaborative defense capabilities. <p>Long-term :</p> <ul style="list-style-type: none"> Establish a resilient information security system with capabilities for early warning, defense, and recovery. 	<ul style="list-style-type: none"> Information security awareness activities Information security training status Number of major cybersecurity incidents 	<ul style="list-style-type: none"> Conduct monthly cybersecurity awareness emails to strengthen employees' preventive awareness. Completed social engineering drills and annual training for dedicated cybersecurity personnel. Implemented regular antivirus database and system updates across all sites. Enhanced SSL VPN security by enabling multi-factor authentication and restricting external access. Introduced a multi-layered email security protection system at the Wuxi factory to improve defense against communication-based attacks. Applied refined access controls to electronic documents based on department and hierarchy levels. Performed daily data backups and annual restoration drills to ensure data recovery feasibility. 	Chapter 2 Corporate Governance –Information Security Policy

Governance Issues							
Issue	GRI	Value Chain Impact	Significance and importance	Goals	Tracking Mechanisms	Actions and Measures	Chapters
Procurement Practices and Management	204	 <p>(+) : Strictly enforce procurement policies and supplier management to minimize the negative environmental, human rights, and health impacts of raw materials, while ensuring high product quality. (–) : Inadequate procurement practices may have a direct negative impact on customers and an indirect impact on suppliers' employees.</p>	<p>We strictly comply with relevant domestic and international procurement regulations to ensure legality and compliance, eliminate the use of conflict minerals, and prioritize local and green procurement to reduce environmental and social impacts. Suppliers are also required to adhere to the same standards. An audit system has been established to regularly evaluate and inspect suppliers, ensuring they meet environmental and occupational safety standards. We are committed to continuously improving these performances to build a more sustainable and responsible supply chain.</p>	<p>Short-term :</p> <ul style="list-style-type: none"> Continue to promote local and green procurement of key raw materials annually. Incorporate ESG-related standards into supplier policies, evaluations, and audit criteria. <p>Medium to long-term :</p> <ul style="list-style-type: none"> Improve local and green procurement policies to advance toward green product certification. Increase the proportion of suppliers meeting ESG-related standards. Continuously promote suppliers' compliance with ESG-related standards to collaboratively build a sustainable supply chain. 	<ul style="list-style-type: none"> Selection of new suppliers Selection and management of qualified suppliers Regular supplier audits Declaration of hazardous substance use Declaration of non-use of conflict minerals 	<ul style="list-style-type: none"> A total of 223 suppliers have been certified under the ISO 14001 Environmental Management System. On-site audits were conducted for 138 suppliers and contractors. 100% of relevant suppliers have signed the "Declaration of Non-Use of Conflict Minerals." 100% of relevant suppliers have signed the "Green and Hazardous Substance-Free Product Guarantee." The proportion of local procurement for major raw materials at operational sites in Taiwan, China, and Vietnam reached 94.20%, 95.78%, and 19.59% respectively; green procurement reached 100% in all regions. 	Chapter 3 Supply Chain Management –Sustainable Procurement

Upstream Impact: Actual / Potential ; TPT's Own Impact: Actual / Potential ; Downstream Impact: Actual / Potential

Environmental Issues							
Issue	GRI	Value Chain Impact	Significance and importance	Goals	Tracking Mechanisms	Actions and Measures	Chapters
Energy and Greenhouse Gas Management	302 305	 (+) : Effective energy management can simultaneously reduce energy waste and lower operating costs. (-) : With increasing domestic and international attention on carbon footprints, failure to effectively manage carbon emissions may lead to rising related costs and potential loss of orders.	We prioritize energy and greenhouse gas management, committing to more effectively control energy use and reduce carbon emissions from daily operations and processes. We will adopt energy-saving technologies, optimize energy efficiency, and strictly comply with relevant air pollution control regulations to minimize the emission of harmful substances.	Short-term : Engage third-party verification agencies to conduct greenhouse gas inventories, replace high-energy-consuming equipment, and reduce energy intensity and carbon emissions. Mid-term : Using 2020 as the base year, the goal is to reduce carbon emissions by 42% for Scope 1 and Scope 2, and by 25% for Scope 3 by 2030. Long-term : Develop a comprehensive energy policy to maximize the combined effects of energy conservation and carbon reduction, purchase green electricity or explore the feasibility of developing green power, and achieve net-zero targets between 2050 and 2060 in accordance with government regulations applicable to each plant location.	<ul style="list-style-type: none"> Conduct independent inventories of energy use and greenhouse gas emissions to effectively monitor energy consumption and greenhouse gas usage. Use dedicated facilities to monitor exhaust gas emissions, measuring and reporting air pollution emissions quarterly. 	<ul style="list-style-type: none"> All sites have implemented a total of 12 energy and carbon reduction initiatives, resulting in a reduction of 56,499.78 GJ in energy consumption and approximately 9,137.48 tCO₂e in carbon emissions. Purchased renewable energy for the first time, acquiring a total of 2,782,000 kWh of green electricity. 	Chapter 4 Environmental Protection-Greenhouse Gas Emissions

Environmental Issues

Issue	GRI	Value Chain Impact	Significance and importance	Goals	Tracking Mechanisms	Actions and Measures	Chapters
Waste Management	301 306	 <p>(+) : Waste management is well implemented to reduce the environmental impact of corporate operations. (-) : Poor waste management can lead to environmental pollution and legal liabilities.</p>	To achieve sustainable development, we are committed to implementing waste reduction, segregation, and proper disposal, while actively promoting resource recycling and reuse. We will work together with employees, supply chain partners, and the community to minimize the environmental impact of our operations and create a greener future for the next generation.	<p>Short-term : Increase the waste recycling and reuse rate, reduce total waste volume year by year, and maintain a recycling and reuse rate above 80%.</p> <p>Mid-term : Effectively reduce total waste, maintaining a recycling and reuse rate above 80%.</p> <p>Long-term : Replan production and operational processes to gradually reduce waste generation, ensuring materials fully enter the recycling loop, progressing toward the goal of zero waste.</p>	<ul style="list-style-type: none"> Waste recycling and reuse rate Total waste generated 	<ul style="list-style-type: none"> Acidic etching waste liquid recovery volume: 12,670.2 m³; alkaline recovery volume: 3,726.5 m³. By reusing materials, waste generation is reduced. In 2024, the waste recycling and reuse rate at TPT reached 85.86%. 	Chapter 4 Environmental Protection- Waste Management

Upstream Impact: Actual /Potential ; TPT's Own Impact: Actual /Potential ; Downstream Impact: Actual /Potential

Social Issues							
Issue	GRI	Value Chain Impact	Significance and importance	Goals	Tracking Mechanisms	Actions and Measures	Chapters
Occupational Safety and Health	403	 (+) : A safe workplace can enhance employee job satisfaction and productivity. (—) : Neglecting employee safety and health may lead to occupational injuries, employee turnover, and legal liabilities.	We are committed to creating a safe and healthy work environment for our employees, complying with relevant international and local regulations, and implementing preventive measures to reduce occupational hazards. We will continuously provide safety training and health promotion programs to enhance employees' safety awareness and well-being, ensuring that every employee can work with peace of mind.	Short-term : <ul style="list-style-type: none"> 100% completion rate of occupational safety training for new employees. Conduct one major occupational disaster response drill annually. Zero major occupational accidents; reduction in minor incidents. Medium to long-term : <ul style="list-style-type: none"> Establish a long-term occupational health care system for all employees. 	<ul style="list-style-type: none"> Occupational safety and health training participation for employees and contractors Occupational injury incident statistics On-site physicians at the Taiwan facilities regularly provide workplace health services 	<ul style="list-style-type: none"> Taiwan facilities recorded a total of 14,946 hours of occupational safety and health (OSH) training, with an average of 13.21 hours per participant. A total of 15 participants completed labor safety certification refresher courses, totaling 94 hours. China facilities (including contractors) conducted 16,595 hours of OSH training, averaging 3.82 hours per participant. A total of 247 participants completed refresher courses, with a total of 6,840 hours of instruction. Vietnam facility recorded 2,918 hours of OSH training, with an average of 1.69 hours per participant. A total of 76 participants completed refresher courses, totaling 304 hours. Contractors received 1,179 total hours of OSH training. A total of 20 recordable occupational injury cases were reported for the year—14 involving employees and 6 involving non-employees—with no severe occupational injuries. The headquarters held 23 health consultation activities, including 3 regulatory-based and 20 health promotion sessions. 	Chapter 5 Friendly workplace-Safe and Secure Workplace Environment

Social Issues							
Issue	GRI	Value Chain Impact	Significance and importance	Goals	Tracking Mechanisms	Actions and Measures	Chapters
Talent Cultivation and Recruitment	401 404	<p>■</p> <p>(+): Enhance corporate competitiveness and innovation, while increasing employee loyalty and productivity.</p> <p>(-): Insufficient training can lead to a decline in employee capabilities, while talent loss increases recruitment costs and negatively impacts organizational performance.</p>	<p>We place great importance on talent development by providing comprehensive education and training programs to enhance employee capabilities. We have established a structured promotion and compensation system and ensure equal employment opportunities regardless of gender or age, enabling employees to fully realize their potential and continuously grow within the company.</p>	<p>Short-term :</p> <ul style="list-style-type: none"> Strengthen employees' professional and technical skills. Conduct regular annual performance evaluations to support employee career development. <p>Medium to long-term :</p> <ul style="list-style-type: none"> Expand diverse training channels by increasing online course resources, offering employees a wide range of professional training opportunities. Continuously review and optimize the compensation system, aligning it with market salary trends and adjusting it periodically based on industry benchmarks. Enhance the employee benefits system by organizing an employee welfare committee to provide a broader range of welfare services. Integrate internal and external professional service resources to continuously support employees in addressing issues related to health, family, legal matters, and mental well-being that may affect job performance. 	<ul style="list-style-type: none"> Conduct regular employee performance evaluations as a basis for determining bonuses, promotions, transfers, and terminations. Encourage employees to pursue diverse learning opportunities through the "Position and Rank Appointment Guidelines." 	<ul style="list-style-type: none"> In the Taiwan facilities, internal and external training totaled 18,274.0 hours, with an average of 52.7 hours per employee; In the China facilities, training hours reached 134,753.0, averaging 44.4 hours per employee; In the Vietnam facility, training totaled 9,135.0 hours, with an average of 33.8 hours per employee. The head office provided free health checkups to 299 employees, accounting for 98% participation. The proportion of employees undergoing regular performance and career development reviews was 99.42% in Taiwan, 89.33% in China, and 91.85% in Vietnam. 	Chapter 5 Friendly workplace- Human Resource Development

1 *About Us*

About TPT

Economic Performance

External Engagement



❖ About TPT

TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD. (Ticker: 8213) is a domestic manufacturer of printed circuit boards in Taiwan. Its products are used in various end applications, including LCDs (such as TVs, monitors, computers, public information displays - PIDs, etc.), information technology and RAM-related products (such as motherboards, touchpads, solid-state drives - SSDs, batteries, etc.), as well as automotive and industrial applications. Since its establishment, TPT has been committed to continuous improvement, upholding professionalism in manufacturing and services. The company has introduced state-of-the-art production and testing equipment, maintaining a mindset of quality first and service excellence. Its unwavering goal is to enhance customer satisfaction while pursuing sustainable business operations and growth. The short- and long-term business development plans of TPT can be found in detail in TPT's "2024 Annual Report".

■ TPT's Business Philosophy

Sustainability

Commitment to continuously improving our professional skills and services, promoting the stability and growth of our overall operations, achieving a triple win for customers, shareholders, and employees, and ensuring the long-term sustainability of the company.

Innovation

From manufacturing notebook computer motherboards, server motherboards, memory module boards, and other products, to now primarily manufacturing and selling LCD boards, we achieve our goal of pursuing top quality and optimal performance through continuous research and development with our customers, along with improvements in production technology and the use of the latest equipment, constantly striving for innovative thinking.

Service

With an unwavering commitment to working year-round and keeping our promises, we aim to achieve comprehensive customer satisfaction.

Basic Information on TPT

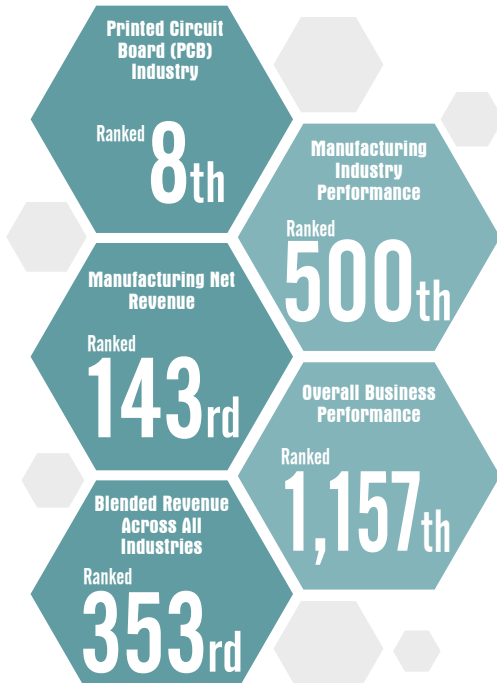
Company Name	TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD. (Ticker: 8213)				
Headquarters Location	No.12, Gongye 2nd Road, Pingzhen District, Taoyuan City	Date of Establishment	April 21, 1998	Paid-Up Capital	NT\$ 2,712,424,880
Main Products	Manufacturing and sales of electronic components and printed circuit boards	Global Number of Employees	3,654 persons	Net Sales	NT\$ 17,707,989,000

TPT's Global Operational Locations of 2024

Name of Operational Location		Address		Telephone
Taiwan	Head Office and Pingzhen Factory		No.12, Gongye 2nd Road, Pingzhen District, Taoyuan City	+886-3-4698860
	T-Flex Techvest PCB Co., Ltd.		No.12, Gongye 2nd Road, Pingzhen District, Taoyuan City	+886-3-4698860
	Kaohsiung Factory	TGT TECHVEST CO., LTD.	No.4, South 2nd Road, Qianzhen District, Kaohsiung City	+886-7-8217111
China	Suining Factory	Chi Chau Printed Circuit Board (Suining) Co., Ltd.	No.1, TPT Road, Star Boulevard, China National Economic and Technical Development Zone, Suining, Sichuan Province	+86-825-2361500
	Wuxi Factory	T-MAC TECHVEST (WUXI) PCB CO., LTD.	No.160, Zhongshan 3rd Road, Economic Development Zone of Xishan, Wuxi City, Jiangsu Province.	+86-510-81013688
	Suzhou Factory	Chi Chau Printed Circuit Board (Suzhou) Co., Ltd.	Suite 3024, 3F, Building C of Dongfang Knowledge & Innovation Community at No. 18, Jinfang Road, Suzhou Industrial Park, Suzhou District, Pilot Free Trade Zone, Jiangsu Province	+86-510-81013688
	Zhongshan Factory	CATAC Electronic (Zhongshan) Co., Ltd	Yanjiang East 2nd Road, Torch Hi-Tech Industrial Development Zone, Zhongshan, Guangdong Province	+86-760-23382869
Vietnam	Vietnam Fartory	Chi Chau Printed Circuit Board (Vietnam) Co., Ltd. (txt)	Lot II-CN-06.3, Thanh Liêm Industrial Zone Phase 2, Chau Son Ward, Ninh Binh Province, Vietnam.	+84-387250416

Economic Performance

TPT's 2024 Achievement: Ranked among the Top 5000 Large Enterprises in Taiwan



Recognized in the Taiwan High Compensation 100 Index for **11** Consecutive Years

In 2024, TPT reported consolidated operating revenue of NT\$17,707,989,000, with consolidated net profit after tax amounting to NT\$723,294,000. Earnings per share were NT\$2.75. Moving forward, we aim to continue robust financial management and operational decision-making to meet customer demands, strengthen the industry value chain, and effectively generate long-term returns.

TPT's Consolidated Financial Statements for the Past 3 Years

Currency: NT\$

Year	Unit	2022	2023	2024
Operating Revenue	NT\$ 000's	21,977,467	18,933,840	17,707,989
Gross Profit	NT\$ 000's	3,391,841	2,866,199	2,187,652
Operating Income	NT\$ 000's	1,678,331	1,635,102	866,992
Income Tax	NT\$ 000's	478,334	523,494	265,975
Profit After Tax	NT\$ 000's	1,524,192	1,131,120	723,294
Earnings per Share	NT\$	5.44	4.03	2.75

The direct economic value generated and distributed by the organization

Unit: NT\$ 000's

Items		2022	2023	2024
Generated Direct Economic Value	Revenue from operations	21,797,760	18,847,498	17,931,388
	Non-operating income	158,804	215,357	234,049
Distributed Economic Value	Operating costs	16,545,969	13,866,320	13,923,028
	Employees salaries and benefits	3,009,572	2,530,638	2,341,994
	Payments to capital contributors	171,623	255,794	209,436
	Payments to government	562,977	639,832	363,075
	Donations to charitable organizations, arts and educational activities, community leisure facilities	8,995	6,154	3,464
Retained Economic Value		1,657,428	1,764,117	1,324,440

Note: Retained Economic Value = Generated Direct Economic Value - Distributed Economic Value

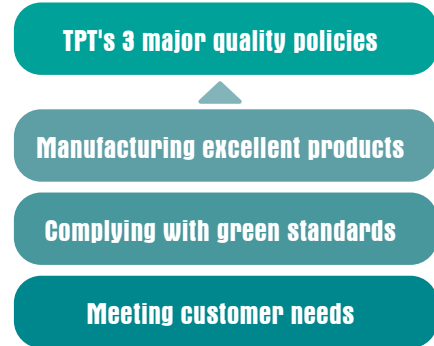
:: Product Quality Control

TPT prioritizes meeting customer needs and ensuring customer safety as its core mission. In response to technological advancements and evolving customer demands, the company continuously optimizes its production processes and technologies. Committed to delivering PCB products that meet customer specifications and offer competitive pricing, TPT also leverages its technological and quality advantages to develop a diverse range of niche products. These include high-layer-count LCDs, large-size thick-copper HDIs, and ultra-fine pitch high-resolution display solutions for advanced applications.

A "Quality Assurance Manual" has been established to define inspection procedures at each stage of production. This includes incoming material inspections, in-process quality control (IPQC) during manufacturing, electrical testing to ensure proper conductivity and check for short or open circuits, and final quality control (FQC) for visual inspection. Specific quality inspection items are clearly defined, and any products that fail to meet the standards are handled in accordance with non-conforming product control procedures.

As the dedicated department responsible for quality assurance, the Quality Management Department ensures product quality through four key teams: Quality Control (QC), Quality Inspection, Quality Assurance (QA), and Customer Service. Regular quality meetings are held in collaboration with the manufacturing department to analyze scrap causes, develop improvement plans, and track their effectiveness. For items requiring long-term monitoring, project-based management mechanisms are established.

Through thorough defect analysis and comprehensive improvement reports, the company maintains strong collaborative relationships with customers while continuously reviewing quality performance and enhancing manufacturing standards to meet market and customer expectations. In 2024, a total of 8 quality anomaly reports and 5 customer complaints were recorded, all of which have been resolved.



Comprehensive Product Quality Certification				
Quality Management System ISO 9001	Environmental Management System ISO 14001	Occupational Safety and Health Management System ISO 45001	Hazardous Substance Management System QC 080000	Automotive Quality Management System IATF 16949

TPT's Output Value for the past three years

Year	Printed Circuit Board		
	Production Capacity (ft ²)	Production output (ft ²)	Output Value (NT\$000's)
2022	64,098,170	59,891,881	18,125,602
2023	57,257,454	58,639,389	16,202,148
2024	53,230,603	57,537,729	15,623,301

:: Full Factory Automation Project

In response to the challenges of a tightening labor market and increasingly stringent quality requirements, TPT continues to drive a full-scale automation transformation across its facilities. By fully implementing advanced automated equipment, the company aims to enhance production efficiency, stabilize product yield, reduce human error and material waste, and minimize the need for employees to operate hazardous machinery—thereby improving occupational safety and the working environment. Automation not only strengthens TPT's production capabilities and corporate resilience but also contributes to energy conservation and carbon reduction, helping to minimize resource waste and environmental impact. This reflects TPT's strong commitment to sustainable development through technological innovation.

In 2024, TPT sustained its investment in automation technologies. The newly established Vietnam facility implemented automated equipment across key functions, including robotic arms, board loading/unloading, internal transport, and system interconnectivity. As a result, the plant achieved a 72% automation rate.



► Safety light curtains and protective switches have been installed on the access doors and material entry points of robotic arm enclosures to enhance safety protection and prevent accidents involving operators or maintenance personnel.



External Engagement

External Initiatives

International Initiatives Supported by TPT

ESG	<ol style="list-style-type: none"> 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, promotes sustainable governance by addressing issues related to human rights, labor, environment, and anti-corruption within organizations.
Environmental Aspect	<ol style="list-style-type: none"> 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 collection of electronic products and their waste, and strengthening the safe substitution of hazardous substances. 3. Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH), a high-level concern for substances used in manufacturing, prohibiting the use of chemicals that pose greater environmental and human toxicity risks during the production process.
Social Aspect	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 1. Supporting the United Nations Convention against Corruption (UNCAC), establishing a robust governance system for prevention and anti-corruption efforts. 2. The Principles for Responsible Investment (PRI), assisting investors in obtaining clear ESG (Environmental, Social, and Governance) 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	Taoyuan City Nurses Association	Ordinary Member
3	RBA-Online Platform	Ordinary Member
4	China Printed Circuit Association	Ordinary Member
5	Taiwan Computer Emergency Response Team/ Coordination Center	Ordinary Member

2 *Corporate Governance*

Governance Structure

Functional Committees

Integrity Management

Internal Control and Internal Audit

Compliance with laws and regulations

Risk Management

Information Security Policy

❖ Governance Structure

:: Governance Policies and Commitments

TPT as established the "Corporate Governance Best Practice Principles" in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" to build a sound governance framework and information disclosure mechanism. Adhering to the principles of accuracy, completeness, and fairness, the company provides key information in a timely manner, including business operations, financial performance, board resolutions, and management philosophy. This enhances operational transparency, ensures the protection of shareholders' rights, strengthens board functions, and respects the interests of stakeholders. To further improve corporate governance effectiveness, the Board of Directors appointed Vice General Manager Hu, Hsiu-Hsing as the Corporate Governance Officer, responsible for safeguarding shareholder rights and enhancing the board's performance. As of the end of 2024, the Corporate Governance Officer had completed two external training courses, totaling 12 hours.

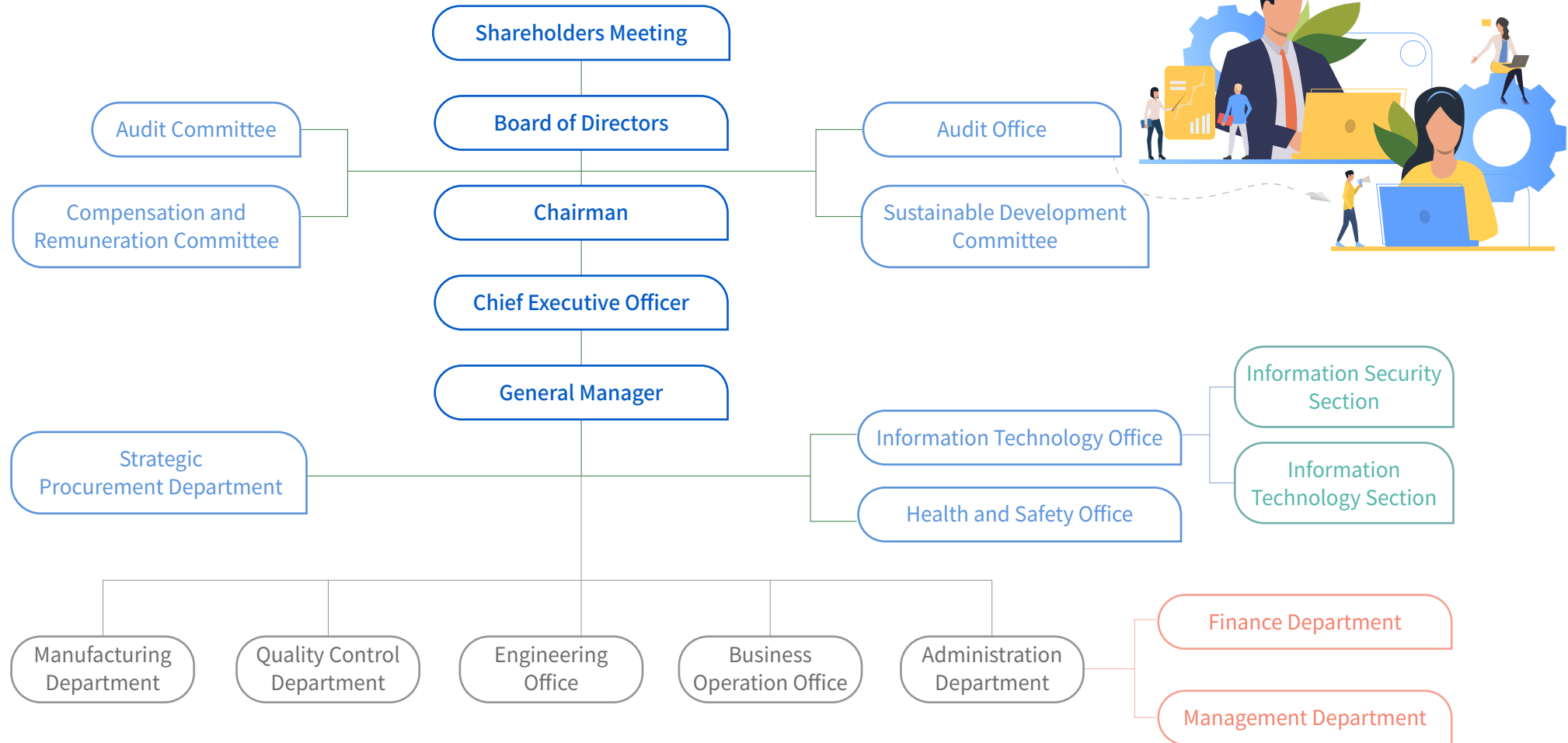
In terms of sustainable development, TPT follows international initiatives and guidelines to establish the "Sustainable Development Best Practice Principles". The company publicly commits to ensuring that all business conduct throughout its operations reflects care for economic governance, human rights, culture, and environmental conservation. Relevant standards are incorporated into the "Articles of Incorporation", the "Ethical Corporate Management Best Practice Principles", the "Corporate Governance Best Practice Principles", and the "Code of Ethical Conduct". These principles are integrated into the internal control system, operational strategies, and workflows, and are overseen by the Sustainable Development Committee.

All internal policies and the "Sustainable Development Best Practice Principles" are approved by the Board of Directors before being announced. They apply to all employees and are communicated through multiple channels, including email, meetings, the company website, intranet, and contract terms.

■ International Initiatives and Guidelines Referenced by TPT's Sustainable Development Best Practice Principles

United Nations Global Compact	Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
Human Rights, and International Labor 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	Guidelines for the Adoption of the Code of Ethical Conduct for TWSE/TPEX Listed Companies

Organizational Structure of TPT



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

:: Professional and Diverse Board of Directors

The highest governance body of TPT is the Board of Directors, which is responsible for decision-making, oversight, and managing the company's impacts in the areas of economy, environment, and human rights/social issues. The current Board consists of 9 members, including 4 independent directors (44%), 3 female directors (33%), and directors representing employees also account for 44%. A total of 8 board meetings were held during the year, averaging one meeting every 1.5 months, with an average attendance rate of 100%. The meetings primarily reviewed business performance and internal controls, assigned and confirmed responsible units, and continued to supervise the implementation of decisions. No critical or major events requiring communication with the Board occurred during the year. For more details, please visit TPT's official website.

TPT's Board Members

Title	Name	Gender	Age	Attendance in Board Meetings	Concurrent Employee Position Held	Industry Experience	Professional Competence
Chairman	Hsu, Cheng-Min	M	51 ↑	8	CEO	Manufacturing	Business Management
Director	Li, Ming-Hsi	M	51 ↑	8	General Manager	Manufacturing	Business Management
Director	Hsu, Ming-Chieh	M	31~50	8	Manager	Manufacturing	Business Management
Director	Hsu, Ming-Hung	M	31~50	8	Manager	Manufacturing	Business Management
Director	Chiu, Chi-Hsin	M	51 ↑	8	None	Manufacturing	Business Management
Independent Director	Huang, Li-Mei	F	51 ↑	8	None	Banking, Securities and Manufacturing	Financial Accounting and Financial Management
Independent Director	Hsiao, Shih-Chi	M	51 ↑	8	None	Banking, Securities	Financial Management
Independent Director	Lin, Chiu-Lien	F	51 ↑	8	None	Banking, Securities	Financial Management
Independent Director	Chung, Yi-Fang	F	51 ↑	8	None	Social welfare	Social Services

Note:

- All Board members do not belong to vulnerable social groups, such as indigenous people, immigrants, ethnic or racial minorities, gender identity or sexual orientation minorities, or individuals with disabilities.
- The current Board of Directors was re-elected in June 2024, with a term extending through June 2027. The six directors from the previous term—Mr. Chiang, Jung-Kuo, Mr. Lin, Chen-Min, Ms. Lan, Ying-Ying, Mr. Li, Cheng-Hsin, Mr. Hou, Hsiang-Wen, and Ms. Chiu, Ting-Wen—stepped down upon the completion of their terms.



| Nomination and Selection of Board Members |

In accordance with the Company's Articles of Incorporation, members of the Board of Directors are elected through a candidate nomination system. The election process follows the "Rules for Election of Directors" and the "Corporate Governance Best Practice Principles", both of which are implemented upon approval by the Shareholders' Meeting. A cumulative voting system with signed ballots is adopted. Independent and non-independent directors are elected concurrently, with the number of seats calculated separately.

Board candidates must possess professional knowledge, skills, and qualifications aligned with the company's operations, business model, and development needs. Stakeholder input is also considered to ensure diversity and independence within the Board, helping to mitigate overall operational risks.

The required competencies of board members include: operational judgment, financial analysis, business management, crisis response, industry expertise, global market insight, leadership, and decision-making capabilities.

More than half of the elected directors must not be spouses or relatives within the second degree of kinship. In cases of non-compliance, the candidate with the lower number of votes will be disqualified. For detailed selection procedures, please refer to the "Rules for Election of Directors" in the Investor Relations section of the Company's website.

| Conflict of Interest Avoidance |

In accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies", the Board of Directors has established the "Code of Ethical Corporate Management" and the "Procedures for Ethical Management and Guidelines for Conduct", which clearly define the principles of conflict of interest avoidance for directors.

If a director or managerial officer violates the ethical code of conduct, the Company will impose disciplinary actions as stipulated in the "Code of Ethical Conduct" and disclose relevant information and handling results on the Market Observation Post System (MOPS).

Currently, the Company faces no material conflict-of-interest risks. A robust conflict avoidance mechanism is in place, requiring board members to exercise self-discipline and fulfill their duties prudently. In cases where a director has a conflict of interest with stakeholders of the Company, they must disclose the nature of the conflict during the meeting and appropriately handle the related agenda items. Directors are prohibited from voting on behalf of other board members.



:: Board of Directors Continuing Education

TPT provides directors with a variety of continuing education programs on an irregular basis, enabling them to gain deeper insights into economic, environmental, and social issues and stay informed of the latest trends. Based on the needs and feedback of independent directors, the company also enhances information delivery and adjusts training plans to ensure directors have the professional competence to fulfill their supervisory and leadership responsibilities. These efforts improve the Board's agility in responding to market changes and managing risks, thereby strengthening corporate governance.

As of the end of 2024, the Board had accumulated a total of 42 hours of training, averaging 4.7 hours per director. TPT will continue to deepen the Board's understanding of ESG and climate-related risks, enhance the sustainability knowledge of the governance team, and move steadily toward its corporate sustainability goals.



Board of Directors Training Courses in 2024

	Course Name	Hours
Environmental Category	Net Zero Carbon Emission Awareness Seminar	3
Economic / Governance category	Global Trends in Digital Innovation Technology and Artificial Intelligence Development, and Risk Management	3
	Optimization and Practical Implementation of the Group's Corporate Operational Model	3
	2024 Annual Insider Trading Prevention Awareness Seminar	12
	Technology Risk Development Trends in the Cloud Generation	3
	Discussion on Corporate Employee Compensation Strategies and the Use of Tools	3
	Data Center Re-evolution: Development Trends of Silicon Photonics and Artificial Intelligence Servers	6
	Building a Resilient Supply Chain for Enterprises	3
	Transformational Opportunities and Challenges for Taiwan's Industries under Geopolitics – Exclusive Analysis by PMI / NMI	3
	2024 Economic Outlook and Industry Trends	3

:: Board of Directors Performance Review

TPT enhances operational efficiency by setting clear performance objectives in accordance with the "Board Performance Evaluation Policy". The evaluation mechanism involves annual internal questionnaires, covering the overall performance of the Board, self-assessments by individual directors, and the performance of functional committees (Audit Committee and Remuneration Committee).

In 2024, all evaluation results exceeded the established benchmarks and were reported to the Board on March 12. The overall Board score was 88.4, the average self-assessment score of directors was 92.9, the Remuneration Committee scored 89.0, and the Audit Committee scored 89.1.

The evaluations indicated that all governance bodies are operating effectively. Directors expressed strong agreement with the evaluation criteria, which align with corporate governance requirements. This process has effectively strengthened the Board's functions and safeguarded shareholder interests.



■ Performance Evaluation Indicators for the Board of Directors in 2024

Board of Directors	Board Members
<ol style="list-style-type: none"> 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. 	<ol style="list-style-type: none"> 1. Alignment of 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
<ol style="list-style-type: none"> 1. Participation in the operation of the company. 2. Awareness of the duties of the Remuneration Committee. 3. Improvement of quality of decisions made by the Remuneration Committee. 4. The makeup of the Remuneration Committee and the election of its members. 5. Internal control. 	<ol style="list-style-type: none"> 1. Participation in the operation of the company. 2. Awareness of the duties of the Audit Committee. 3. Improvement of 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 Managerial Officers

The remuneration policies, systems, standards, and structures for TPT's directors and senior management are established and reviewed by the Compensation and Remuneration Committee. The annual remuneration of board members, as well as the compensation of senior executives, is disclosed regularly in the Company's annual report.

| Directors' Remuneration |

In accordance with Article 32 of the Company's "Articles of Incorporation", TPT may allocate up to 3% of the current year's pre-tax net profit (before deducting directors' and employees' compensation) as remuneration for directors. The distribution of remuneration follows the "Regulations for the Allocation of Directors' Compensation and Remuneration", and is approved by both the Board of Directors and the Remuneration Committee, with the results reported to the Shareholders' Meeting.

The process for determining directors' remuneration follows the "Board Performance Evaluation Policy". At the end of each fiscal year, the Board Secretariat conducts evaluations using three self-assessment questionnaires: Board Performance Evaluation, Individual Director Self-Assessment, and Functional Committee Performance Evaluation, to assess the effectiveness of Board members.

Directors with an average score of 70 points or above are granted remuneration in accordance with the allocation ratio specified in the Articles of Incorporation. If a director's score falls below the threshold, the Remuneration Committee will submit the matter to the Board for discussion and adjust the remuneration ratio accordingly.

Individual remuneration ratios for directors are determined based on their self-assessment results from the Individual Director Evaluation Questionnaire, as reviewed by the Compensation and Remuneration Committee.

| Executive Compensation |

The salaries of the General Manager and Vice General Managers include base salary, position allowances, and duty allowances. Compensation is paid monthly and determined based on individual qualifications, performance, and benchmarking against industry standards, in accordance with the "Standards for Managerial Compensation, Year-End Bonuses, and Employee Remuneration".

Adjustments to the compensation standards, year-end bonuses, and remuneration levels for managerial personnel are proposed by the Remuneration Committee and are subject to approval by the Board of Directors. The same procedure applies to any future adjustments.

The performance evaluations and reasonableness of compensation for both directors and executive management are reviewed by the Compensation and Remuneration Committee and the Board of Directors. The Company regularly reviews and updates its compensation system in accordance with operational conditions and relevant regulations to ensure a proper balance between sustainable development and effective risk management.

Clawback Policy for Unjust Enrichment's Bonuses

To strengthen the ethical standards, professional competence, and behavioral norms of both the company and its employees, TPT has established the "Code of Labor Ethics" and "Work Rules". Employees who violate these regulations must return any improperly obtained benefits to the party involved or to the Company. Disciplinary actions are imposed based on the severity of the violation and may include warnings, demerits, reassignment, demotion, suspension, salary reduction, or dismissal. Such cases are treated as matters for internal review.

If the violation also breaches laws or regulations set by competent authorities, the individual may face legal or administrative penalties. TPT expects all employees and management personnel to fulfill their responsibilities of supervision and compliance, strictly adhere to ethical standards, and help ensure the Company's sustainable operation and long-term development.



Functional Committees

TPT has established an Audit Committee and a Compensation and Remuneration Committee under the Board of Directors to effectively manage business risks and monitor the impacts of economic, environmental, and social factors on the Company.

Through daily business communications, internal meetings, surveys, document sign-offs, and whistleblower mechanisms, the Company conducts due diligence to collect stakeholder feedback and suggestions regarding significant positive and negative risk impacts related to its operations.

The two committees are responsible for formulating, approving, and updating strategies and policies to address these impacts. The Board of Directors oversees the impact management procedures and outcomes of each committee and conducts a comprehensive review of the effectiveness of the management mechanisms at least once annually during the results reporting meeting.

:: Audit Committee

The Audit Committee is composed of four independent directors, serving a term from June 2024 to June 2027. The committee convenes at least once per quarter, and a total of six meetings were held in 2024, with an average attendance rate of 100%.

The main responsibilities, resolutions, and the annual audit report of the Audit Committee are available on TPT's official website.

Members of the Audit Committee of TPT

Name	Position	Gender
Huang, Li-Mei	Independent Director (Convenor)	F
Hsiao, Shih-Chi	Independent Director (Committee Member)	M
Lin, Chiu-Lien	Independent Director (Committee Member)	F
Chung, Yi-Fang	Independent Director (Committee Member)	F

:: Remuneration Committee

The Remuneration Committee is composed of four independent directors, serving a term from June 2024 to June 2027. The committee is required to meet at least twice a year, and a total of four meetings were held in 2024, with an average attendance rate of 100%.

The committee's main responsibilities and resolutions are available on TPT's official website.

Members of the Remuneration Committee of TPT

Name	Position	Gender
Huang, Li-Mei	Independent Director (Convenor)	F
Hsiao, Shih-Chi	Independent Director (Committee Member)	M
Lin, Chiu-Lien	Independent Director (Committee Member)	F
Chung, Yi-Fang	Independent Director (Committee Member)	F

Integrity Management

To prevent various forms of dishonest behavior, TPT has implemented the "Ethical Corporate Management Best Practice Principles" approved by the Board of Directors. This code is publicly accessible on the company's official website and explicitly requires the board, management, and employees to actively adhere to its principles. Additionally, TPT has developed "Procedures for Ethical Management and Guidelines for Conduct" which involve regular analysis and assessment of business activities at high risk of dishonest conduct within its scope of operations.

Furthermore, the company has established protocols for handling reports of illegal, unethical, or dishonest behavior through its "Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct" Upon joining the company, every new employee undergoes training emphasizing compliance with the "Code of Labor Ethics and Conduct" and "Work Rules". Employees found violating these standards face disciplinary actions proportionate to the seriousness of their misconduct, with such cases being subject to internal review.



:: Dedicated Unit for Integrity Management

TPT promotes ethical corporate management through its Sustainable Development Committee, which is responsible for regularly auditing and overseeing internal operations to ensure compliance with integrity standards while balancing the interests of various stakeholders.

The committee reports its implementation status to the Board of Directors annually, and, in accordance with the "Code of Ethical Corporate Management", regularly conducts training and assessments for directors and employees to reinforce ethical conduct and professional behavior in the workplace.

Any violations identified are reported directly to the Board. In 2024, no violations were reported.

Ethical Business Practices – 2024 Implementation Summary

- 1. Integrating Ethics into Business Strategy and Anti-Corruption Mechanisms :** The "Corporate Governance Best Practice Principles", "Code of Ethical Corporate Management", "Code of Labor Ethics", and "Code of Ethical Conduct" are implemented to ensure ethical business operations. More information is available in the Investor Relations section of the Company's official website.
- 2. Establishing an Integrity Management System :** The "Procedures for Handling Material Internal Information" and the "Regulations for Related Party Transactions" are in place to prevent unethical conduct and ensure that stakeholders comply with the principles of integrity.
- 3. Strengthening Internal Governance and Establishing Checks and Balances :** The "Work Rules" and the "Code of Labor Ethics" clearly define standards of conduct for employees, who are also required to sign employment contracts and confidentiality agreements.
- 4. Promoting Ethics Awareness through Training and Communication :** When new employees report for duty, the company's integrity management policy is explained to them, and the values of integrity are continuously promoted through meetings and seminars. In 2024, the company conducted training sessions related to integrity management topics—including compliance with integrity-related regulations, environmental safety and health management, accounting systems, and internal control systems. These sessions accumulated a total of 1,409 participants and 16,005 training hours.
- 5. Enhancing the Whistleblower Mechanism to Ensure Effective Operation :** The Company has established the "Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct" and the "Employee Grievance System", along with dedicated reporting mailboxes for employees and a whistleblower email address on the Company's website.



:: Anti-Corruption and Anti-Bribery Policy

TPT strictly adheres to the principles of ethical business conduct and maintains a zero-tolerance policy toward corruption and bribery. In accordance with the Company's "Procedures for Ethical Business Conduct", relevant policies and guidelines have been established to ensure compliance and risk prevention.

Through the "Procedures and Guidelines for Ethical Business Conduct" and the "Code of Ethical Corporate Management", the Company clearly defines anti-corruption and anti-bribery standards. Training and communication mechanisms are also provided to employees and business partners to reinforce compliance and awareness.

In 2024, TPT conducted corruption risk assessments across seven operational sites, including the Pingzhen factory, Kaohsiung factory, Wuxi factory, Zhongshan factory, Suining factory, THT, and Vietnam factory. No incidents of corruption or bribery were reported among employees or suppliers.

■ The Integrity-Related Commitments and Norms of TPT

Commitment Norms	Contents	Operating Locations
"Confidentiality Agreement"	All new employees of the company are required to sign a "Confidentiality Agreement" upon joining. The Human Resources Section guides on the importance of integrity management and the consequences of violations. Additionally, employees receive at least one annual training session on "Corporate Ethics and Social Responsibility" to ensure compliance with relevant regulations.	Various sites
"Employee Anti-Bribery, Anti-Corruption, and Anti-Illicit Gain Commitment Letter"	This commitment agreement must be signed by all new employees in external departments, including all employees within each department, Unit Managers, and Department Heads.	Suining and Wuxi factories

■ Effectiveness of TPT's Communication and Training on Anti-Corruption Policies and Procedures

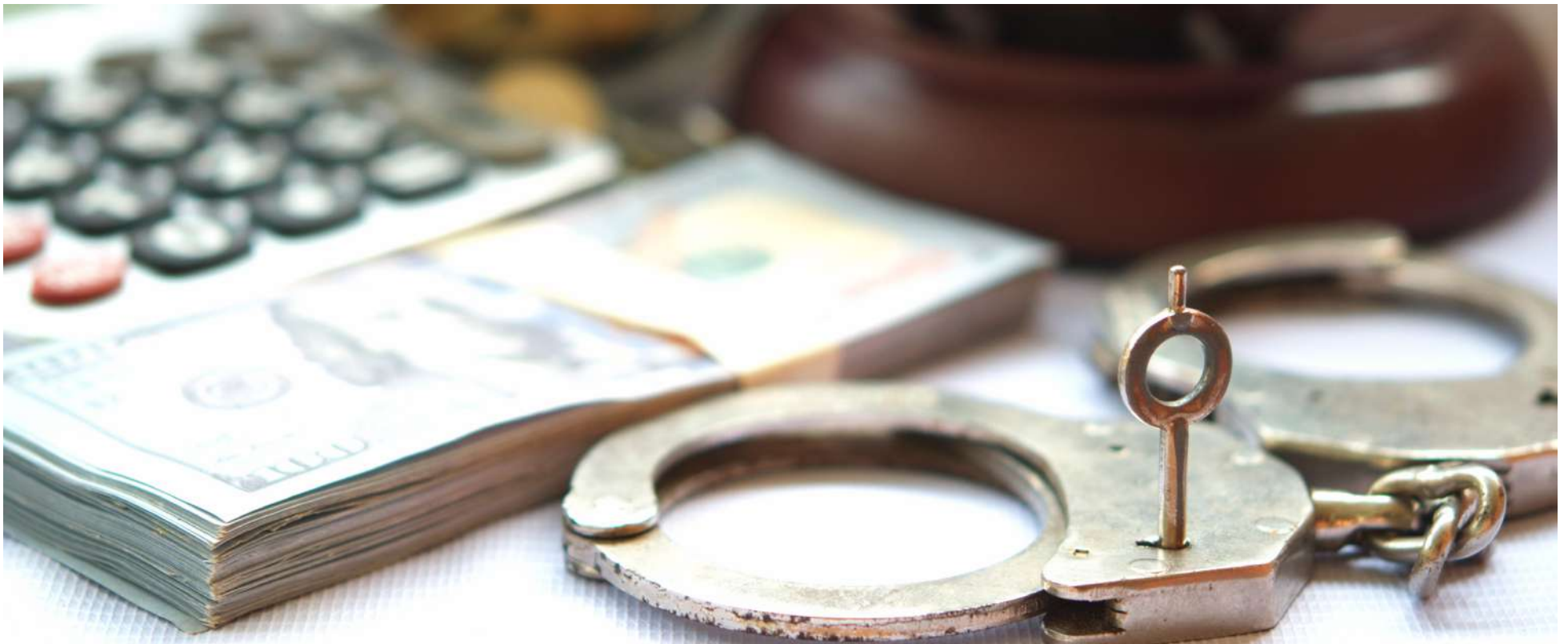
Employee Category	Number of Employees/ Suppliers Communicated	Total Number of Employees/Suppliers	Communication Rate (%)	Number of Employees/ Suppliers Trained	Total Number of Employees/Suppliers	Training Completion Rate (%)
Governance Unit (Board of Directors)	16	16	100.00%	0	0	0%
Senior Managerial Officers	14	14	100.00%	10	10	100.00%
Middle-Level Managers	126	126	100.00%	138	138	100.00%
Grass-Root Employees	2,950	2,950	100.00%	3,291	3,417	96.31%
Business Partners	235	235	100.00%	235	235	100.00%

:: Prevention of Insider Trading

To ensure the consistency and accuracy of external information disclosure and to prevent insider trading, TPT has established a mechanism for handling and disclosing material information in accordance with the "Procedures for Handling Material Internal Information". The Company also conducts annual training sessions for insiders on this issue.

To strictly prohibit insiders from trading on undisclosed information, the Company complies with Article 157-1 of the "Securities and Exchange Act", which prohibits designated individuals with actual knowledge of material information that may affect stock prices from trading the Company's shares or other equity-linked securities after the information becomes clear and before it is disclosed, or within 18 hours after disclosure.

Additionally, the Company promotes awareness of insider trading regulations through periodic reminders via email and bulletin board announcements, enhancing employee compliance awareness and safeguarding shareholder rights and fair trading principles.



Internal Control and Internal Audit

The TPT Internal Audit Office operates under the Board of Directors and is responsible for routine and special audits covering the nine key internal control cycles and assignments from higher authorities. The office is staffed with one full-time auditor who upholds principles of independence and impartiality, conducting regular and ad hoc audits to ensure the effective implementation of internal control systems.

Audit findings are truthfully disclosed in audit reports submitted to relevant supervisors, with regular follow-ups on improvement progress. Reports are also presented to the Board of Directors and the Audit Committee. According to the annual audit plan, the Internal Audit Office investigates internal control deficiencies and anomalies, provides recommendations for improvement, and evaluates operational efficiency to ensure the effectiveness of internal control mechanisms.

Furthermore, the Internal Audit Office assists the Board and management in fulfilling their supervisory responsibilities, ensuring smooth company operations and compliance with internal control and regulatory requirements.



Compliance with laws and regulations

TPT regards regulatory compliance as the foundation for sustainable operations, referencing standards such as ISO 14001 and ISO 45001 to improve our compliance status. Each department is responsible for monitoring the formulation and revision of regulations related to their respective business areas to ensure that operational activities comply with local legal requirements. The company has established a dual supervision mechanism, including annual departmental compliance self-assessments and regular spot checks by the Audit Office, effectively ensuring that all units' practical operations fully adhere to relevant regulations, thereby reducing legal risks and supporting the company's sustainability goals.

In 2024, TPT had three labor condition violations, one gender equality violation, and one environmental pollution violation. Regarding the environmental pollution case, the company has commissioned a contractor to carry out remediation work according to the improvement plan approved by the competent authorities. A budget of NT\$ 205 million has been reserved for soil remediation, to be used for potential future land restoration or cleanup.

Legal Compliance Training

TPT provides regulatory consultation and promotional information needed by various departments through measures such as establishing an internal website, compiling a frequently asked questions (FAQ) collection, and issuing announcement materials. This ensures that employees stay updated on the latest regulatory requirements, facilitating their review and improvement of practical operations to reduce compliance risks. In addition, the company conducts related training annually to encourage supervisors and frontline staff to adhere to regulatory principles and strengthen ethical awareness.



:: Complaints and Suggestions Channel


TPT has established the "Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct" to encourage internal and external stakeholders to report any violations of laws or breaches of integrity. All new employees undergo training on the Code of Ethical Conduct, and any violations are handled in accordance with the company's disciplinary measures—reinforcing a culture of integrity from the outset and ensuring comprehensive protection of stakeholder rights.

We have set up multiple accessible reporting channels, including in-person reporting, telephone hotlines, written submissions, and a public whistleblower email address (51JG@tpt-pcb.com.tw). The company places high importance on whistleblower protection, pledging strict confidentiality and safeguarding against any form of improper treatment or retaliation.

All reported cases are investigated through independent channels, with case information shared only with personnel directly involved in the investigation. In addition, whistleblowers of unlawful conduct may receive appropriate rewards in accordance with company work rules, demonstrating our commitment to ethical governance.

As of the end of 2024, no complaints or whistleblower reports had been received by the company.

Whistleblowing, Complaint Handling Unit and Procedures at TPT

<p>Responsible Unit</p>	<p>Spokesperson and Deputy Spokesperson Responsible for receiving complaints from shareholders, investors, and other stakeholders.</p> <p>Office of the General Manager and Audit Supervisor Responsible for receiving complaints from internal employees, customers, suppliers, contractors, and others.</p>	<p>Reporting Channels</p>	<ul style="list-style-type: none"> • Reporting in person • Reporting by telephone • Reporting by letter
<p>Handling Procedure</p>	<ul style="list-style-type: none"> • Anonymous Reports: If the reported content involves significant concerns and is assessed to require investigation, a formal case will be opened and used as a reference for internal review. 		<ul style="list-style-type: none"> • Named Reports: The receiving unit should clarify the content and specific evidence of the report. If there is indeed a risk of illegal, unethical, or dishonest behavior, relevant evidence should be attached and submitted to the General Manager for handling.
<p>Whistleblowing Reception and Protection Mechanism</p>	<ul style="list-style-type: none"> • Whistleblowing cases will be handled confidentially through independent channels to fully protect whistleblowers and ensure their identities are not disclosed. • If the whistleblower is an internal employee, it is guaranteed that their position will not be affected nor will they face any improper treatment as a result. • To safeguard the rights of all parties involved in the whistleblowing case and to prevent false accusations or retaliation, the company will provide opportunities for appeal and, if necessary, convene a personnel review board for hearings. • If the allegations are verified to be true, actions will be taken in accordance with relevant laws and company policies; if the whistleblowing is found to be fabricated or false, appropriate measures will also be taken as per regulations. 		

Risk Management

To strengthen corporate governance and ensure sound business management, TPT upholds sustainable operation as its highest business objective, while reinforcing the Board of Directors' supervisory role in risk management. In alignment with overall business strategies, the company defines various types of risks and has established a risk management mechanism that enables early identification, accurate assessment, effective oversight, and strict control. Within an acceptable risk threshold, we aim to prevent potential losses and continuously refine our risk management practices in response to internal and external environmental changes. This approach protects the interests of employees, shareholders, partners, and customers, enhances the company's sustainable value, and supports the optimal allocation of corporate resources.

Risk Item	Risk Management Policy and Coping Strategies	Responsible Unit
Financial Stability	<p>To protect our assets and ensure transparency in information disclosure, our company has established various management procedures such as the "Procedures for Acquiring or Disposing of Assets", "Handling Procedures for Providing Endorsements and Guarantees for Third Parties" and "Handling Procedures for Capital Lending". These procedures serve as the basis for risk management and risk measurement when our company's operational and audit units engage in the above-mentioned activities. In addition, our company has implemented risk mitigation measures to reduce the risk of financial losses, including:</p> <ol style="list-style-type: none"> 1. Through simulating multiple scenarios to improve and assess and analyzing interest rate risks, considering options such as refinancing and alternative financing to calculate the impact of interest rate fluctuations on our income statement. In 2024, the net interest income accounted for approximately 0.13% of the consolidated company's revenue and 3.06% of after-tax net profit, with minimal relative impact. 2. The Finance Department closely monitors the company's cash flow requirements, carefully forecasts future needs, and plans prudently to ensure sufficient funding is available to support ongoing operations. 3. Given that foreign exchange rate fluctuations are uncontrollable factors, we use financial asset transfers and disposals. We engage in foreign currency asset hedging transactions (such as forward exchange rates) to balance the exchange rate differences in accounts receivable and payable. We also implement foreign exchange position management to reduce foreign exchange risk. 	Finance Department
Social and Economic Regulatory Compliance	<p>By implementing robust internal control mechanisms, our company ensures that all personnel and operations adhere to relevant legal regulations. We have established a "Procurement Process" procurement procedure, which incorporates critical criteria for supplier evaluation, including ISO 9001, RoHS (HSF), ISO 14001, and other important indicators. This approach helps us use conflict-free minerals and guarantees that the products from our suppliers do not contain hazardous substances listed under our management. Thus, we uphold human rights, environmental protection, and consumer health and safety.</p>	Various Departments

Risk Item	Risk Management Policy and Coping Strategies	Responsible Unit
<p>Information Security</p>	<p>The cybersecurity policy encompasses the following key areas: enhancing personnel awareness of information security, ensuring the effectiveness and integrity of routine maintenance and operations, conducting information security audits and ensuring their proper implementation, and safeguarding the continuity of business operations. For further details, please refer to the Information Security Policy section.</p> <p>The Information Security Section serves as the central coordinator for the promotion of information security policies. It is responsible for overseeing the implementation of information security strategies, communicating security-related messages, and enhancing overall employee awareness of information security. In addition, it continuously evaluates and improves the integrity of the organization's information security framework.</p> <p>The Audit Office conducts systematic security audits annually in accordance with the internal control regulations outlined in the "Cybersecurity Guidelines". These audits are carried out to assess the effectiveness of the company's information operations control mechanisms.</p> <p>To mitigate information security risks, we have implemented the following concrete protection measures:</p> <ol style="list-style-type: none"> 1. A dedicated information security team regularly monitors and inspects the backend of the official website and internal systems to prevent malicious intrusions and the implantation of Trojan programs. 2. The maintenance and warranty processes have been optimized by adopting the principle of minimal personal data collection, while establishing a rigorous confidentiality mechanism to strengthen customer trust. 3. A classification system for confidential information has been implemented, with strict enforcement of confidentiality protocols for both internal and external communications. 4. Antivirus software has been fully deployed across all corporate endpoint devices. Evaluation and procurement are centrally managed by the information security team to ensure consistent protection. 5. We actively participate in the cybersecurity ecosystem by joining the Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC), enabling us to receive real-time threat alerts and vulnerability information to enhance our defense capabilities. 	<p>Information Security Section Audit Office</p>
<p>Market Trends</p>	<ol style="list-style-type: none"> 1. The global economic downturn has weakened market demand, reduced capacity utilization, and increased pressure on production and operations. To improve delivery flexibility, the Company adjusts production plans based on customer demand and optimizes factory management by conserving water and electricity to reduce costs. At the same time, efforts continue to improve production efficiency and quality, optimize cost structures, and ensure operational stability. 2. In response to stricter environmental regulations and climate change, the Company has strengthened its management systems and developed contingency plans to mitigate risks and costs, as well as reduce scrap rates. Operational strategies are also reviewed through the lens of ESG to ensure sustainability and regulatory compliance. 3. The continuous rise in prices of raw materials such as non-ferrous metals has compressed profit margins. The Company actively engages competitive suppliers and promotes the development of new materials, the adoption of new equipment, and automation in production to enhance high-end manufacturing capabilities, reduce costs, and strengthen market competitiveness. 4. With end customers shifting their supply chains to Southeast Asia, orders at the Company's China-based factories have declined. In response, the Company closely monitors market trends, adjusts production allocations to meet diverse market demands, and strengthens communication with customers to ensure timely material supply and reduce inventory risk. 5. Intense price competition has necessitated improved pricing strategies and cost control. The Company conducts market analysis to adjust pricing strategies in a timely manner, aiming to maintain reasonable profitability and market share, while enhancing production efficiency and reducing internal operating costs to boost competitive advantage. 	<p>Business Operation Offices of Various Factories</p>

Risk Item	Risk Management Policy and Coping Strategies	Responsible Unit
Market Trends	6. Fluctuating market demand and supply chain disruptions have impacted customer financial conditions, prompting the Company to strengthen credit risk management. This includes prudent development of new clients, enhanced financial due diligence, and credit evaluation to reduce the risk of bad debts and ensure stable business relationships.	Business Operation Offices of Various Factories
International situation	In response to geopolitical tensions and to align with international customers' supply chain strategies, the Company has actively invested in establishing a third production base in Ha Nam Province, Northern Vietnam. Key achievements in 2024 include: 1. Obtained multiple international certifications, including ISO 9000, ISO 14001, ISO 14064-1, ISO 45001, QC 080000, IATF 16949, and RBA. 2. Hired 100 employees from mainland China and provided training to 300 Vietnamese employees. 3. Recognized as a qualified supplier by 24 international customers.	Finance Department Business Operation Office Manufacturing Department
Product Safety	All our company's products comply with government regulations and meet the EU RoHS directive, ensuring they are free from any harmful substances. We maintain stable product quality through rigorous quality management systems to meet customer demands. Additionally, to enhance customer satisfaction, we have established business contact points and a communication platform, conducting biannual customer satisfaction surveys. By strengthening collaboration with our customers, we aim to achieve mutual benefits and become a cornerstone of sustainable corporate development.	Quality Control Department Business Operation Office
Supply Chain Management	We require our supply partners to hold valid third-party ISO 9001 Quality Management System certification and to submit up-to-date proof of certification. For suppliers that have not yet obtained certification, our Management Department conducts annual audits specifically focused on their quality management systems to ensure compliance with baseline quality standards. In addition, we carry out regular multi-dimensional supplier evaluations covering key areas such as risk management, quality system development, product and process assessments to maintain the quality and stability of our supply chain. To mitigate risks, the Company has implemented the following measures: 1. The Management Department conducts annual reviews and audits of both new and existing suppliers, focusing on environment-related risks, to ensure compliance with environmental and safety evaluations. 2. In cases where a supplier is found to be in violation of relevant laws or initiatives, a risk investigation and assessment is immediately initiated. The Management Department convenes with the quality control and manufacturing departments to determine whether to continue the partnership with the supplier. 3. In response to rising raw material costs driven by inflation and global events, the Company not only seeks diversified supplier sources but also implements product and process design changes to counteract the impact of price increases. 4. To prevent potential disruptions in raw material supply, we maintain multiple sourcing channels including primary and backup suppliers, and continuously evaluate and seek new supplier candidates. 5. In light of labor shortages and high turnover in the market, the Company reallocates manpower as needed, legally recruits foreign labor through licensed agencies, and strengthens on-the-job training to improve workforce quality and productivity. Employee benefits are also enhanced to reduce attrition rates.	Management Department Quality Control Department

Risk Item	Risk Management Policy and Coping Strategies	Responsible Unit
<p>Environmental Protection and Ecological Conservation</p>	<p>Due to the impact of global climate change, governments and customers worldwide are increasingly stringent in their requirements concerning environmental issues, energy consumption, and related regulations. This trend is expected to increase operational costs. TPT continues to monitor the effects of climate change on energy supply and has established comprehensive contingency plans to mitigate risks and reduce operational costs.</p> <p>In accordance with stakeholder and regulatory requirements, we obtained ISO 14001 environmental management system certification in 2002. Through our environmental management system, we effectively reduce emissions and minimize the environmental impact of our operations, fulfilling our corporate responsibility. We have invested significantly in pollution prevention and control equipment to ensure that emissions such as exhaust gases and wastewater comply with environmental laws. Additionally, we responsibly manage both general and hazardous industrial waste by entrusting approved waste disposal facilities recognized by regulatory authorities.</p> <p>Furthermore, each year we develop implementation plans and strategies, and regularly track and review the progress of each objective to ensure their achievement.</p>	<p>Administrative Department - Environmental and Safety</p>
<p>Occupational Safety</p>	<p>The Company has obtained ISO 45001 certification for its Occupational Health and Safety Management System. To maintain high workplace safety standards, the Environmental, Health, and Safety (EHS) departments, in coordination with the Manufacturing and Engineering teams at each facility, conduct routine daily safety inspections. We also promote a culture of mutual supervision and knowledge sharing among affiliated entities to continuously strengthen our overall safety management framework.</p> <p>At both our Wuxi and Suining factories, safety officers and departmental supervisors perform thorough monthly safety inspections throughout the premises. Additionally, the Company organizes annual fire drills and provides occupational safety education and training to ensure employees are well-equipped to respond to emergencies and to manage their personal safety effectively.</p>	<p>Engineering Office Quality Control Department Administrative Department Health and Safety Office</p>



Information Security Policy

With the rapid advancement of technology, information security and privacy protection have become critical components of corporate risk management. In accordance with the "Guidelines for Information Security Management for TWSE/TPEx Listed Companies", TPT has established the "Information Security Organization and Objectives Management Procedure". A cross-departmental Cybersecurity Implementation Team, led by the Vice General Manager of the Administration Division, has been formed to oversee policy formulation, coordinate resource allocation, and facilitate interdepartmental collaboration—thereby comprehensively strengthening the company's information security management framework.

We have established a comprehensive information security management cycle, regularly reviewing security policies to ensure compliance with the latest regulatory requirements and technological advancements. Each year, we conduct system inventories and risk assessments to maintain a core asset register and identify potential risks. Additionally, the Audit Office carries out an annual compliance audit of information security operations to ensure effective policy implementation.

In 2023, TPT headquarters further strengthened its information security management system by appointing a dedicated Information Security Officer and specialized personnel responsible for planning and executing information security initiatives. To maintain the professional expertise and response efficiency of the security team, the company requires all information security staff to complete at least 12 hours of professional information security courses or competency training annually, continuously enhancing the company's overall information security capabilities.

Five major information security policies at TPT

Enhancing personnel awareness of information security and fostering a strong information security mindset among employees.

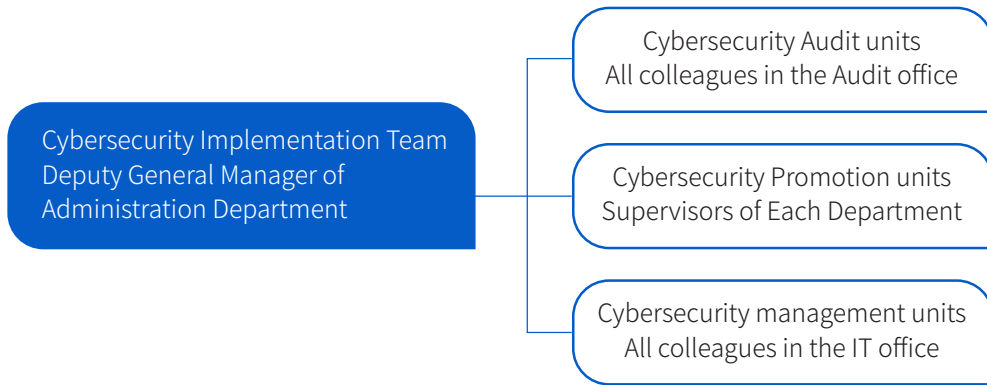
Establishing information system security measures and enforcing access control management.

Establishing an incident response mechanism and implementing data backup and recovery plans to ensure operational stability.

Complying with regulatory requirements by implementing personal data protection management and adhering to information security measures mandated by the competent authorities.

Enhancing the effectiveness of information security management by continuously improving the Information Security Management System (ISMS), strengthening the information security governance framework, and ensuring the effective operation of management practices.

■ Composition of the TPT Cybersecurity Implementation Team



The main operations of the Cybersecurity Implementation Team include, but are not limited to, the following:

- Information security auditing
- Information security awareness
- Reporting of Information incidents
- The implementation of a cybersecurity system



Responsibilities of the Dedicated Information Security Unit:

- Risk Management
- Compliance and Regulatory Adherence
- Incident Response and Recovery
- Ensuring Business Continuity



:: Information security Staff Training

Course	Number of Participants	Total Training Hours
Information Security Incident Reporting and Prevention	1	2.5
Information Security Awareness, Essential Knowledge, and Responsibilities	1	2
Overview of the Guidelines for Information Security Management for TWSE/TPEX Listed Companies	1	1.5
Guidelines for Information and Communication Security Management for TWSE/TPEX Listed Companies (Management Workshop)	2	12
Cybersecurity Risk Assessment Drill and Analysis (Hands-on Workshop)	2	12
Social Engineering Drill	1	1
Emergency Response to Information Security Incidents	2	6
Common Email Attack Scenarios	1	1
Cyber Defense Frontline: A Self-Defense Guide to Information Security for SMEs	1	1
Don't Be Hacked Out: Learning Information security Made Easy	1	1
Emergency Response to Information Security Incidents	1	3

:: Personal Data Management Policy

The company has established the "Personal Data Protection Management Measures" in compliance with relevant regulations to safeguard the privacy and data security of directors, employees, and stakeholders. We adhere to international information security standards and regulatory requirements, continuously strengthening our cybersecurity defenses to properly protect confidential corporate information and trade secrets.

Promoting daily	Education and Training	Preventing unauthorized viewing	Preventing the unauthorized leakage
Promoting the concept of confidential information and compliance through daily work and various occasions.	Conducting employee information security education and training includes making confidentiality and information control a mandatory course for new hires. This effort aims to enhance employees' awareness and capabilities in information security.	Promoting the practice of shutting down computer systems and screens or enabling password protection when leaving seats or finishing work aims to prevent unauthorized access to sensitive information.	Information personnel regularly review servers storing employee and customer personal data to detect any attacks or data breaches. They also enhance control measures over server rooms to prevent the unauthorized leakage of critical personal information.

:: Information Security Management Measures

To ensure effective implementation of information security management, TPT complies with the "Cybersecurity Measures" and executes various security protection and control measures. The scope of management includes antivirus software, network firewalls, office information operations, electronic file access, system development and vulnerability scanning and maintenance, account and permission management, network communications, email security and filtering mechanisms, authorized information equipment, intrusion detection, threat and attack defense, information security incident reporting, and emergency response.

Through strict data usage controls and continuous information security maintenance, the company also regularly updates and maintains systems to ensure a secure and stable information security environment. No significant cybersecurity attacks occurred in 2024.

■ The Information Security Management Measures at TPT

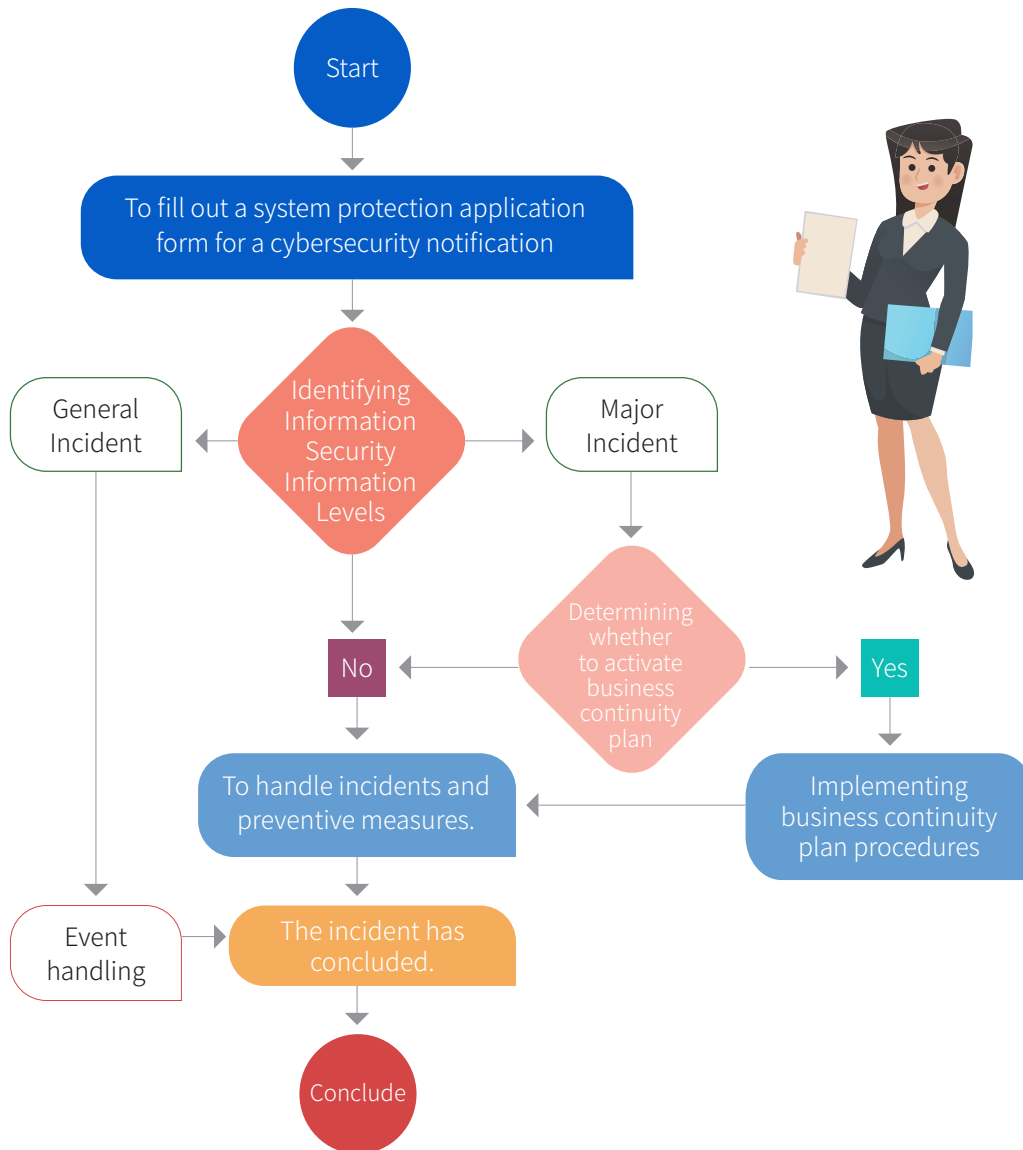
Item	Description
Network Information Security Management and Control	<ul style="list-style-type: none"> • Data Center Environment Monitoring and Management: Regularly inspect temperature, humidity, and fire safety equipment; enforce strict access control; review entry and exit logs; and immediately report any anomalies. • System Security Maintenance: Perform regular vulnerability scans and patching on core systems; define basic maintenance responsibilities for users. • Hardware and Software Management Principles: Prohibit the use of unauthorized devices and software; ensure software is properly licensed; and forbid unauthorized modifications to system settings.

Item	Description
Data Access Control	<ul style="list-style-type: none"> • Personnel Access Rights Management: Establish onboarding, active employment, and offboarding procedures; require signing of confidentiality agreements; and ensure all access right changes are formally requested and approved. • Asset and System Security Management: Maintain a regularly audited asset inventory; securely dispose of decommissioned equipment; incorporate information security requirements into system development; and properly manage related documentation. • Centralized Software Licensing Management: All licensed software is centrally managed and safeguarded by the IT department.
Contingency and Recovery Mechanism	<ul style="list-style-type: none"> • System Recovery Time Objectives (RTOs): Core business systems must be restored or damage contained within 36 hours; general business systems within 72 hours. • Data Backup and Restoration Strategy: Perform daily file backups, conduct annual restoration testing, and implement off-site backups for core business data. • Disaster Prevention and Response: Establish redundancy mechanisms to prevent disconnection risks, enable mutual server support, and equip systems with uninterruptible power supplies (UPS).
Notification and Response of Cybersecurity Incident	<ul style="list-style-type: none"> • Cyber Threat Intelligence Collection and Sharing: Join TWCERT/CC to obtain cybersecurity intelligence, analyze the impact of incidents, and implement appropriate control measures. • Incident Handling Procedure: Immediately report incidents and submit a formal request form; follow regulatory requirements for reporting major incidents; notify the IT department in case of equipment malfunctions. • Problem Resolution Mechanism: If the IT department is unable to resolve an issue, authorized external vendors will be engaged for repair in accordance with established procedures.
Outsourcing of Information Technology Systems or Services	<ul style="list-style-type: none"> • Outsourced Security Management: Clearly define the vendor's responsibilities for information security, confidentiality obligations, and audit rights. • Termination Management: Ensure the secure return, transfer, or destruction of data upon termination of the outsourcing relationship.
Awareness & Audits	<ul style="list-style-type: none"> • Regular Promotion of Information Security Education and Training: Distribute monthly information security awareness emails, conduct social engineering drills, and ensure annual training for dedicated information security personnel. • Risk Assessment and Executive Oversight: Perform annual information security risk assessments, report implementation status to the Board of Directors, and engage external experts for consultation when necessary.

Overview of TPT Group's Information Security Measures in 2024

Category	Description	Applicable Sites
Information Security Management System	Establish Information Security Policies and Incident Response Plans	Vietnam
	Regular Information Security Risk Assessment	Pingzhen
	Social Engineering and Phishing Email Drills	Pingzhen, Wuxi
Network and Device Security	Firewall Rule Review and Update (Including Internet Usage Management)	All Sites
	Machine and Internal Network Segmentation (Machine Firewall & OA Firewall)	Wuxi
	SSL VPN Security Enhancement (Adding Multi-Factor Authentication and Restricting External Connections)	Pingzhen, Zhongshan, Wuxi, Suining
Data and Access Permissions	Electronic Document Access Control (Access Settings Based on Department and Hierarchy)	Zhongshan , Wuxi , Vietnam
Antivirus and System Updates	Deployment of Antivirus Software (OfficeScan, Huorong, NOD)	All Sites
	Regular Updates of Virus Definitions and System Patches	All Sites
Email and Communication Security	Multi-layered Email Security System: <ul style="list-style-type: none"> Threat Intelligence Engine: Protection against DDoS and communication attacks Virus Engine: Virus protection BEC Scam Detection: Blocking phishing websites and preventing fraud Attachment Analysis Engine: Defense against APT attacks and virus interception Malicious Link Database: Phishing email protection 	Wuxi
Information Security Awareness Enhancement	Regular information security awareness campaigns (via emails and training sessions)	Pingzhen, Vietnam
	Industry information security collaboration and information exchange	Vietnam

The Cybersecurity Incident Reporting and Response Procedure





3 *Supply Chain Management*

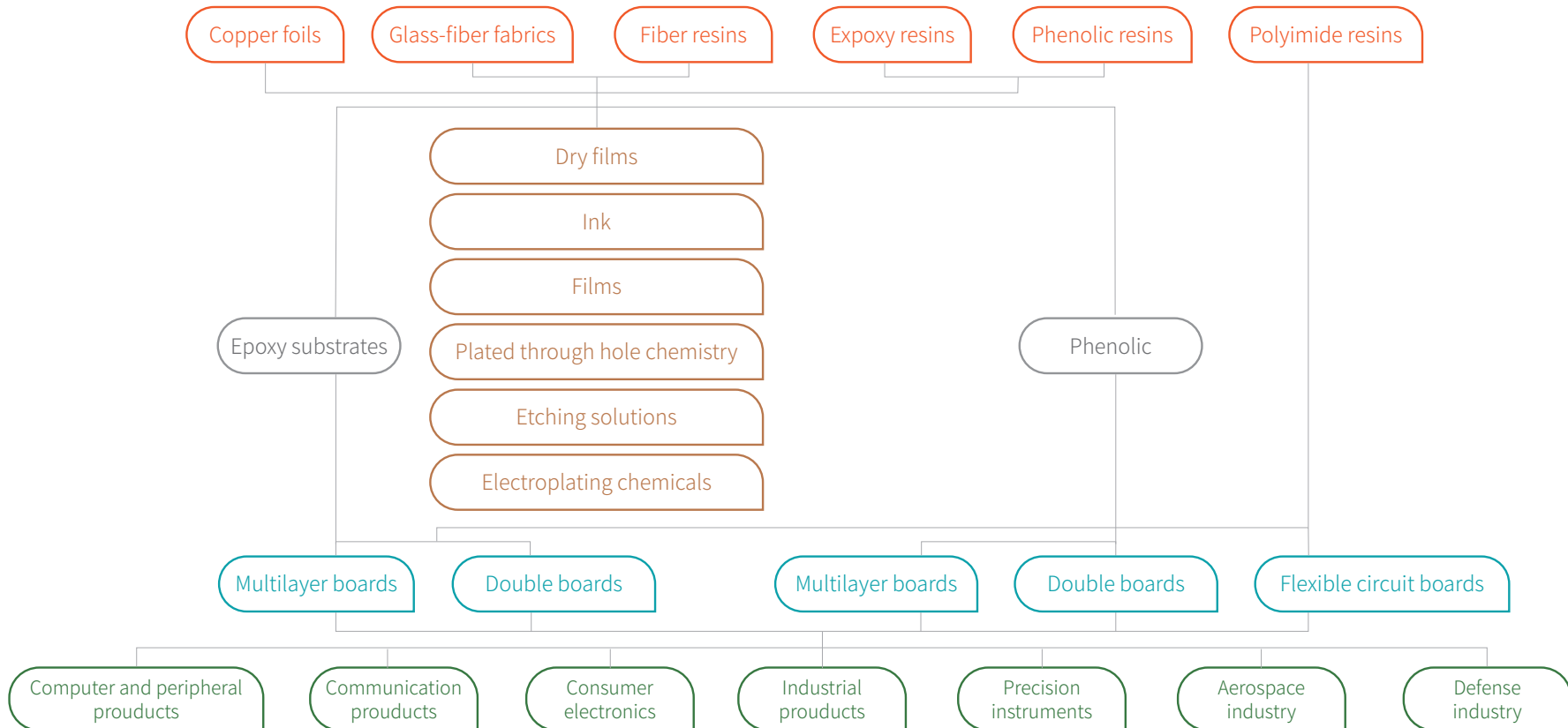
Sustainable Value Chain

Customer Service

Sustainable Value Chain

TPT focuses on the manufacturing and sales of printed circuit boards (PCBs), which play a critical role in supporting electronic components and connecting circuits. Its upstream supply chain encompasses a variety of chemicals and raw materials, including substrates, copper foil, dry film, ink, films, and etching solutions, involving industries such as petrochemicals, metals, and electronic components. Downstream applications cover sectors such as computer peripherals, communication products, consumer electronics, industrial equipment, precision instruments, aerospace, and defense industries. As of 2024, the company's supply chain structure and business relationships with upstream and downstream partners have remained stable without significant changes.

The Value Chain of TPT



:: Supply Chain Management Policy

TPT is committed to pursuing sustainable development together with its suppliers. To this end, the company has established a "Procurement Procedure" that incorporates key evaluation criteria such as ISO 9001, RoHS (HSF), and ISO 14001 certifications. These criteria ensure that suppliers strictly prohibit forced labor and child labor, avoid the use of conflict minerals, and guarantee their products are free from harmful substances listed by TPT. This approach upholds human rights, protects the environment, and safeguards consumer health and safety.

In its hazardous substance management efforts, TPT requires suppliers to collect and provide toxicity and restricted substance information related to their products, demonstrating the results of their green product management systems. At the same time, TPT places strong emphasis on the basic human rights of its business partners. The company supports the Responsible Mineral Sourcing initiative promoted by the Responsible Business Alliance (RBA) and the Global e-Sustainability Initiative (GeSI), and sources raw materials from non-conflict regions in accordance with the Conflict-Free Smelter Program (CFSP).

:: Supplier Risk Assessment

To ensure that its supply chain management aligns with ESG principles, mitigates risks, and enhances overall quality, TPT requires its suppliers to sign a series of commitment statements. These cover areas such as corporate social responsibility, environmental protection, occupational health and safety, and product compliance standards.

Specifically, all suppliers of the Pingzhen and Suining factories are required to sign the "Supplier Sustainability Responsibility Commitment Letter". Suppliers for the Suining, Wuxi, and Vietnam factories must also sign the "Supplier RBA-Related Commitment Letter", while Suining factory suppliers are additionally required to sign the "Environmental and Occupational Health and Safety Commitment Letter".

Major raw material suppliers and subcontractors must, based on their operating locations, sign the "Green and Hazardous Substance-Free Product Guarantee" (applicable to Pingzhen and Zhongshan factories), "Green Hazardous Substance-Free Guarantee" (applicable to Suining and Wuxi factories), "Environmental Hazardous Substance Guarantee" (applicable to Kaohsiung factory), "RoHS Restricted Substance Guarantee" (applicable to the Vietnam factory), "Declaration of Non-Use of Conflict Minerals", Material Safety Data Sheets (MSDS), and SGS Test Reports.

These requirements ensure product compliance with environmental and safety standards.

In particular, suppliers dealing with mineral raw materials such as gold (Au), tantalum (Ta), tin (Sn), tungsten (W), cobalt (Co), and mica are subject to conflict mineral regulations. The Zhongshan factory takes it a step further by requiring suppliers to complete the "Conflict Minerals Reporting Template" (CMRT) and "Extended Minerals Reporting Template" (EMRT) to ensure full transparency in mineral sourcing.

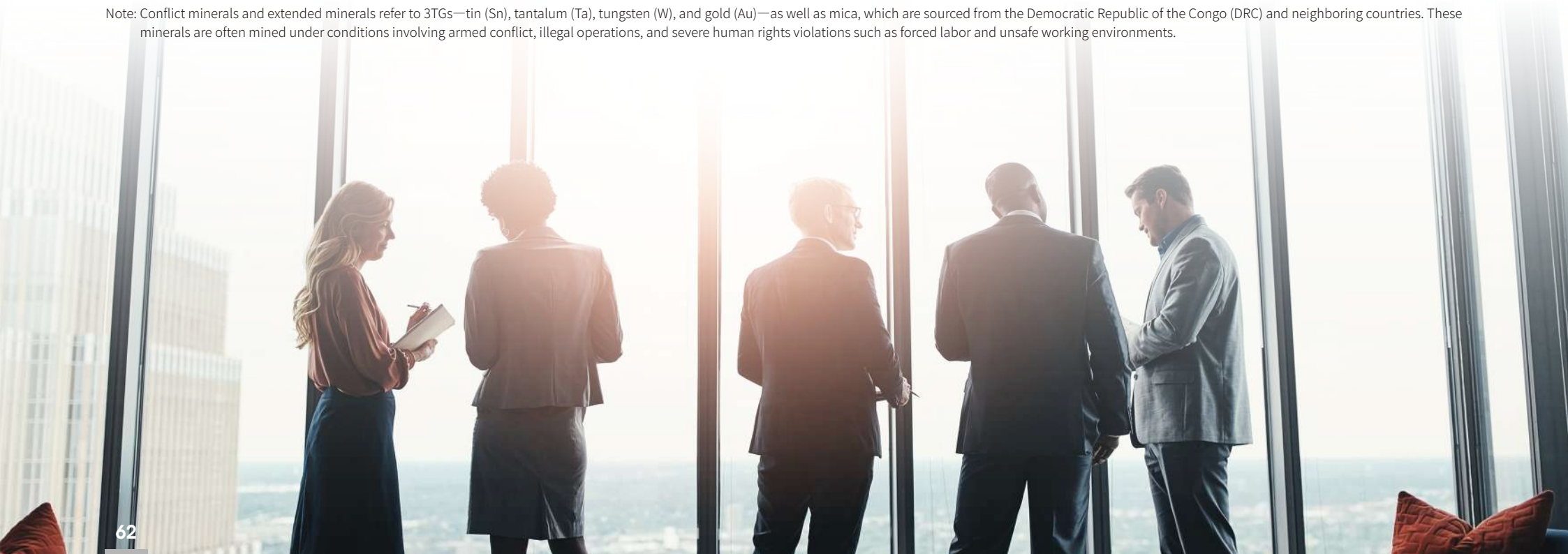


<p>Environmental Risk</p>	<p>223 Primary Raw Material Suppliers Certified with ISO 14001</p> <p>To reduce environmental risks and impacts, we consistently require our "Primary Raw Material Suppliers" such as substrates, resins, PP (polypropylene), copper foils, copper balls, gold salts, inks, and others to obtain ISO 14001 environmental management system certification. In 2024, a total of 223 suppliers achieved ISO 14001 environmental management system certification. Upon assessment, it was confirmed that all primary raw material suppliers had no significant actual or potential adverse environmental impacts.</p> <p>Hazardous Substance Management: Require primary raw material suppliers and subcontractors to sign a declaration of compliance.</p> <p>Suppliers are required to collect and provide toxicity and prohibition information related to product-related chemicals, and demonstrate the audit results of their green product management system.</p> <ul style="list-style-type: none"> • "Green and Hazardous Substance-Free Product Guarantee" (applicable to Pingzhen and Zhongshan factories) • "Green Hazardous Substance-Free Guarantee" (applicable to Suining and Wuxi factories) • "Environmental Hazardous Substance Guarantee" (applicable to the Kaohsiung factory) • "RoHS Restricted Substance Guarantee" (applicable to the Vietnam factory)
<p>Social Risk</p>	<p>Suppliers are required to sign the following human rights-related documents:</p> <ul style="list-style-type: none"> • "Declaration of Non-Use of Conflict Minerals" : There are 56 suppliers for the Pingzhen factory, 21 suppliers for the Vietnam factory and 80 suppliers for the Wuxi factory . All suppliers for the Zhongshan and Suining factories were required to sign, achieving a 100% compliance rate. • "Conflict Minerals Reporting Template (CMRT) ": A total of 69 primary material suppliers and 80 auxiliary material suppliers across the entire group have completed and returned the form.
<p>Governance Risk</p>	<p>Supplier Certification with ISO 9001</p> <p>In 2024, a total of 324 suppliers within the TPT Group were certified with ISO 9001, representing a compliance rate of 85.49%. Only suppliers that passed evaluation and met the required standards were approved as qualified suppliers. This process enhances the Group's risk management capabilities while ensuring product quality and customer service excellence.</p> <p>Supplier Adherence to RBA</p> <p>In 2024, a total of 272 suppliers across TPT's Pingzhen, Suining, Wuxi, and Vietnam factories committed to implementing the Responsible Business Alliance (RBA) Code of Conduct.</p> <ul style="list-style-type: none"> • "Supplier Sustainability Responsibility Commitment Letter" (applicable to Pingzhen and Suining factories) • "Supplier RBA-Related Commitment Letter" (applicable to Suining, Wuxi, and Vietnam factories) • "Environmental and Occupational Health and Safety Commitment Letter" (applicable to the Suining factory)

Supplier Signing Status in 2024

Type of Signing	Taiwan			China			Vietnam		
	Raw Material Suppliers	Auxiliary Material Suppliers	Contractors	Raw Material Suppliers	Auxiliary Material Suppliers	Contractors	Raw Material Suppliers	Auxiliary Material Suppliers	Contractors
Supplier RBA-Related Commitment Letter	0	0	0	56	80	21	21	22	0
Supplier Sustainability Responsibility Commitment Letter	21	44	7	27	44	6	0	0	0
Declaration of Non-Use of Conflict Minerals	17	39	0	74	121	21	21	0	0
Conflict Minerals and Extended Minerals Reporting Templates (CMRT & EMRT)	17	39	0	39	41	0	13	0	0

Note: Conflict minerals and extended minerals refer to 3TGs—tin (Sn), tantalum (Ta), tungsten (W), and gold (Au)—as well as mica, which are sourced from the Democratic Republic of the Congo (DRC) and neighboring countries. These minerals are often mined under conditions involving armed conflict, illegal operations, and severe human rights violations such as forced labor and unsafe working environments.



:: Supply Chain Assessment and Audit

| Supplier Assessment |

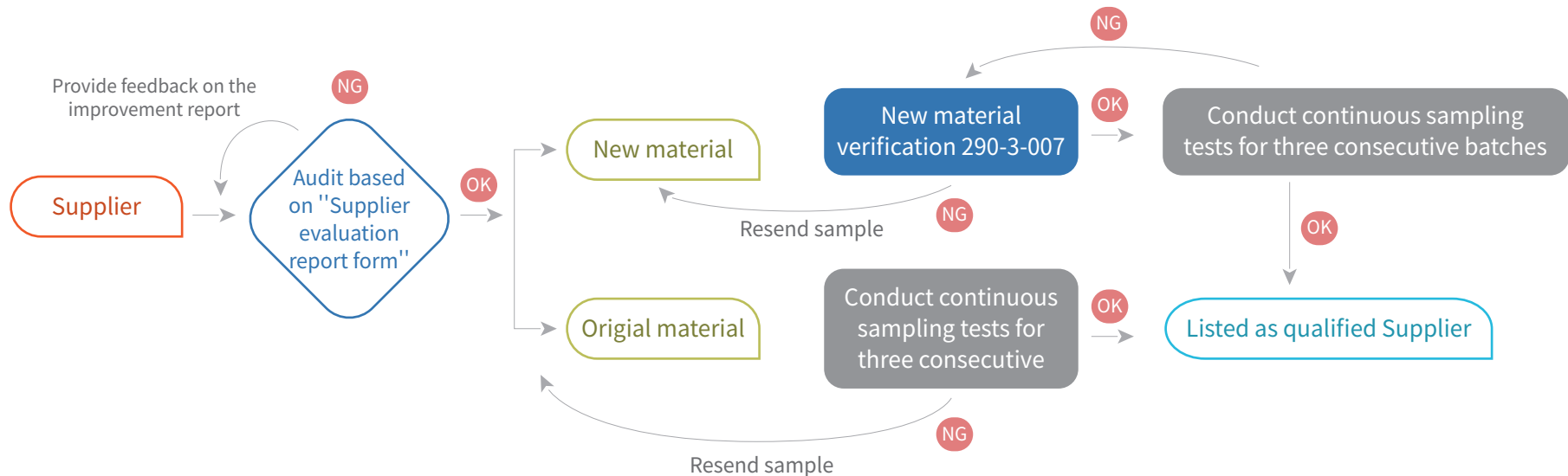
TPT ensures that its partners comply with relevant regulations by conducting on-site visits to suppliers and contractors, providing timely guidance and improvement suggestions when necessary. The company also includes sustainability responsibility clauses in contracts with key suppliers to ensure alignment with sustainability standards.

To enhance management effectiveness, TPT regularly evaluates its suppliers and contractors. Based on the evaluation results, a tiered management approach is applied to strengthen oversight and drive continuous improvement across the supply chain.

For the Pingzhen factory, suppliers scoring 75 points or above in evaluations are deemed qualified, while those falling below this threshold are considered unqualified. At other factories, suppliers are classified into four grades—A, B, C, and D—based on their evaluation results. Suppliers rated as Grade C are required to implement corrective actions within a specified timeframe. During the improvement period, transaction volumes may be reduced, and a supplier coaching program is initiated. Grade D suppliers will have their partnerships terminated.

Furthermore, if a key supplier receives a Grade C rating three times within six months without completing the required corrective actions, or delivers three consecutive batches of rejected goods, a review meeting will be convened by the Management, Quality Control, and Manufacturing departments. Subject to approval by the management representative, the supplier's qualification will be revoked.

The company also publishes supplier management information on its official website. According to the 2024 evaluation results, all key suppliers met the required standards, and no disqualifications occurred during the year.



Assessment Items and Weightings for Suppliers and Contractors at Each TPT Factory

Pingzhen Factory	Suining Factory	Wuxi Factory	Zhongshan Factory	Vietnam Factory
<p>Suppliers: Business Management: 20% Manufacturing Capability: 20% Quality Control System: 25% Technical Expertise: 20% Machinery and Equipment: 15%</p> <p>Contractors: Business Management: 16% Manufacturing Capability: 24% Quality Control System: 28% Technical Expertise: 20% Machinery and Equipment: 12%</p>	<p>Quality Management: 10% File System: 5% Procurement: 10% Incoming Material Control: 5% Change Control: 5% Product Identification and Traceability: 5% Process Control: 10% Final Inspection: 5% Testing Equipment: 5% Non-Conforming Product Control: 5% Corrective and Preventive Actions: 5% Storage and Transportation: 5% Internal Quality Audits: 5% Education and Training: 5% Environmental Management: 5% Green Management System: 10%</p>	<p>Quality Management: 50% Order Fill Rate: 15% Price 10% Excess Freight : 10% Cooperation and Service: 15%</p>	<p>Quality System: 14.5% Design and Development Management: 5.5% Procurement Management: 13.6% Control of Incoming Materials and Non-Conforming Products: 16.4% Calibration of Inspection Equipment: 6.4% Material, Packaging, and Warehouse Management: 11.8% Process Control: 17.3% Reliability: 4.5% Education and Training: 4.5% Environmental Management: 5.5%</p>	<p>Quality Management: 5% File System: 5% Procurement: 10% Incoming Material Control: 5% Change Control: 5% Product Identification and Traceability: 5% Process Control: 15% Final Inspection: 5% Inspection, Measurement, and Testing Instruments: 5% Non-Conforming Product Control: 5% Corrective and Preventive Actions: 5% Handling, Storage, and Transportation: 5% Internal Quality Audits: 5% Education and Training: 5% Environmental Management: 5% Green Management System: 10%</p>

The supplier and contractor assessment results for the past 3 years of TPT are as follows

Site	Manufacturer Evaluation/ Category	Supplier			Contractor		
		2022	2023	2024	2022	2023	2024
Pingzhen factory	Qualification	69	69	65	11	8	7
All Sites	Grade A	162	99	115	14	8	9
	Grade B	0	0	0	0	0	0
	Grade C	0	0	0	0	0	0

註：

- Suppliers and contractors with a total score of 75 points or above are considered qualified.
- The factories include Suining, Zhongshan, Wuxi, and Vietnam factories; suppliers and contractors of THT, Kaohsiung, Suzhou, and other factories adopt the group-approved suppliers from the evaluation and do not conduct independent evaluations.

| Supplier Audit |

■ Audit Procedures for Suppliers and Contractors of TPT in China and Vietnam

Factory Category	Type of Supplier	Audit Frequency	Evaluation Method
Suning Factory	Auxiliary Material	- Once every 2 years	Routine management Desk Audits
Wuxi Factory	Primary material	Once annually	On-site Audits
	Contract, Primary material	Once every 2 years	On-site Audits
	Auxiliary Material	Once every 3 years	Self-assessment response
Zhongshan Factory	Auxiliary Material	Intermittent	-
Vietnam Factory	Primary material	Once annually	On-site Audits
	Contract, Primary material	Once every 2 years	On-site Audits
	Auxiliary Material	Once every 3 years	Self-assessment response



■ Supplier and contractor audit execution status for the past 3 years at TPT

Vendor Categories		Supplier			Contractor		
Audit Methods		2022	2023	2024	2022	2023	2024
On-site Audits	Expected Number of On-site Audits	159	140	122	25	16	16
	Actual Number of Completed Audits	159	139	122	25	16	16
	Achievement Rate	100%	99%	100%	100%	100%	100%
Desk Audits	Expected Number of On-site Audits	79	32	123	8	8	7
	Actual Number of Completed Audits	79	32	123	8	8	7
	Achievement Rate	100%	100%	100%	100%	100%	100%

:: Sustainable Procurement

To support local business development and reduce carbon emissions from long-distance transportation, TPT's key operational locations (including those mentioned within the scope of this report) strive to use local procurement as much as possible. In addition, TPT actively procures environmentally friendly products, striving to reduce the negative environmental impact from raw material procurement.

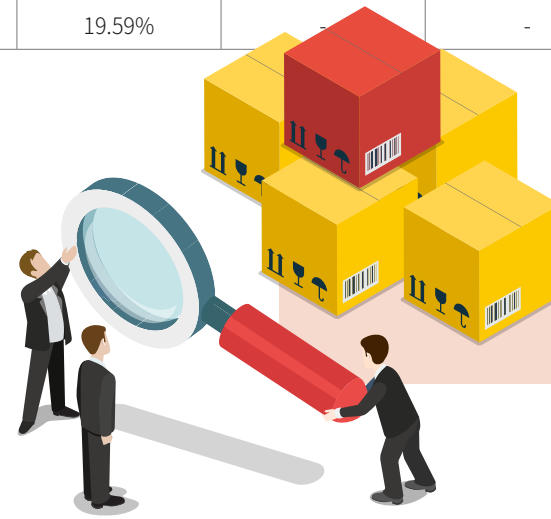
■ The sustainable procurement performance of TPT over the past three years is as follows:

unit: NT\$ 000's

Procurement Type		Local Procurement			Green Procurement		
Year		2022	2023	2024	2022	2023	2024
Taiwan	Procurement Amount	1,535,500	1,377,122	834,645	1,540,553	1,392,103	885,999
	Total Procurement Amount	1,540,553	1,392,103	885,999	1,540,553	1,392,103	885,999
	Percentage of Procurement Amount	99.7%	98.9%	94.20%	100%	100%	100%
China	Procurement Amount	8,521,278	7,857,724	9,778,582	9,034,971	8,061,569	10,209,182
	Total Procurement Amount	9,034,971	8,061,569	10,209,182	9,034,971	8,061,569	10,209,182
	Percentage of Procurement Amount	94.3%	97.5%	95.78%	100%	100%	100%
Vietnam	Procurement Amount	-	-	116,941	-	-	596,930
	Total Procurement Amount	-	-	596,930	-	-	596,930
	Percentage of Procurement Amount	-	-	19.59%	-	-	100%

Note :

1. The amount for China is converted from RMB to New Taiwan Dollars (NT\$) at an exchange rate of 4.478.
2. The amount for Vietnam (in USD) is converted to NT\$ at an exchange rate of 32.785.
3. The proportion of local procurement at the Vietnam factory is relatively low, mainly due to the underdeveloped state of the related supply chain.



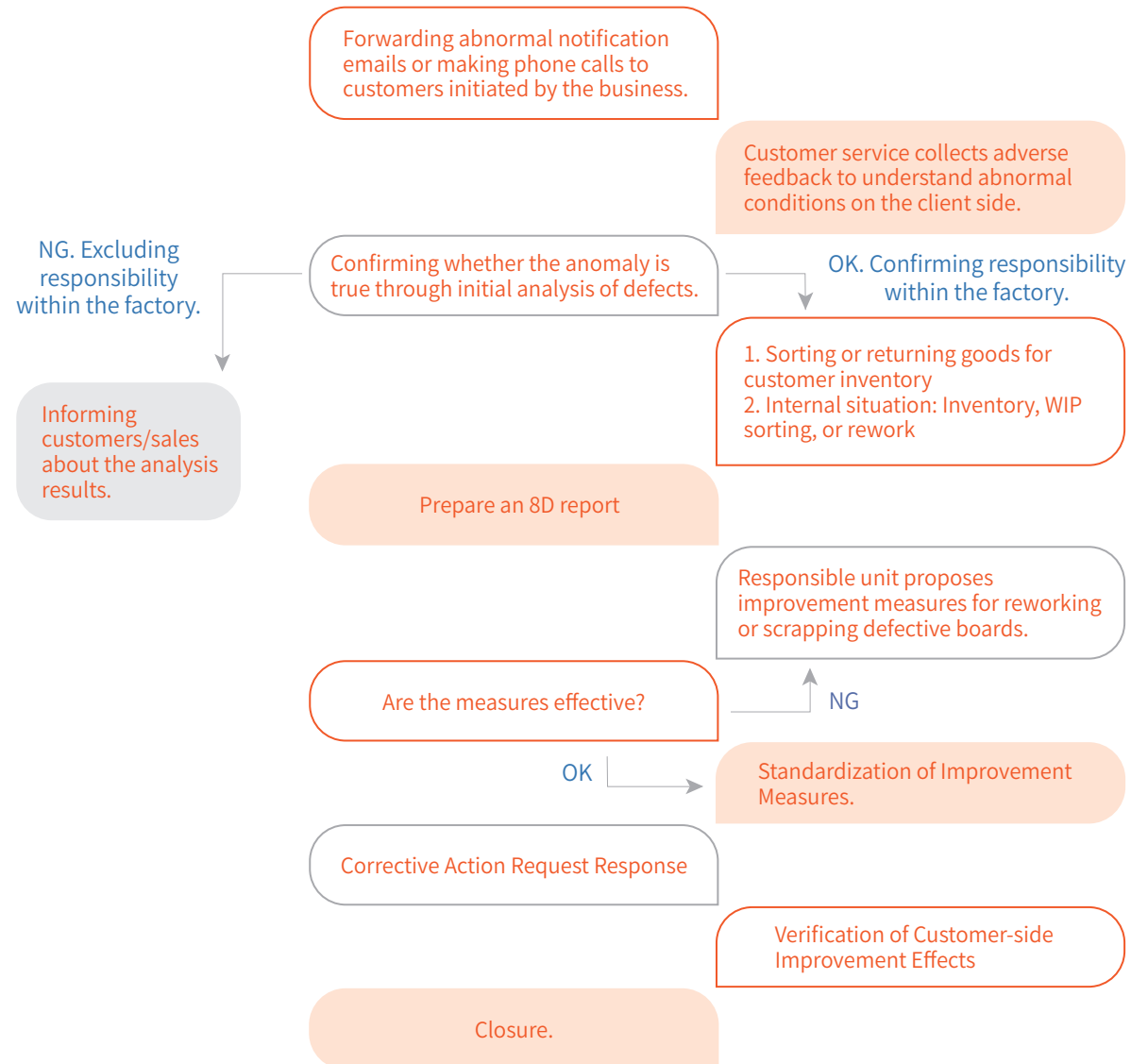
Customer Service

TPT has established clear customer service standards, prioritizing customer satisfaction as its top objective. To ensure a prompt response to customer needs, customer service personnel are required to provide an update on complaint cases within three working days. A real-time response mechanism has been put in place to resolve customer-related issues as quickly as possible, while also reviewing the root causes and continuing to follow up.

TPT is committed to ensuring that customers and end-users have timely access to comprehensive information about its products and services, including usage safety, handling methods, ingredient sources, and their social and environmental impacts. In 2024, TPT did not incur any violations related to product and service labeling or product health and safety regulations.



TPT Customer Complaint Handling Process



:: Customer Satisfaction Survey



TPT values every piece of customer feedback, viewing it as a crucial foundation for strengthening customer relationships. To gain deeper insights into customer needs, we collect opinions through multiple channels and provide a mechanism for handling after-sales service complaints. In addition, we conduct customer satisfaction surveys every six months, analyze the results, and produce 8D reports. Relevant departments then formulate improvement strategies and evaluate their effectiveness, establishing a comprehensive customer response and resolution process.

■ Customer Satisfaction Survey Results for TPT Over the Past 3 Years:

Year	2022		2023		2024	
Period	First half of year	Second half of year	First half of year	Second half of year	First half of year	Second half of year
Customer Satisfaction	84%	84%	87%	83%	84%	84%
Target	82%	82%	82%	82%	82%	82%

Note: The disclosure scope of this table is TPT Head Office (Pingzhen Factory)

:: Customer Rights and Interests Protection

TPT is committed to safeguarding customer rights, considering it a core responsibility. We design and manufacture products based on customer needs, strictly adhering to confidentiality agreements to ensure the security of customer privacy and product information. At the same time, to ensure our products comply with international regulations and customer requirements—and to minimize health and safety impacts throughout the product lifecycle—we regularly conduct compliance audits of environmental, health, and safety regulations. In 2024, there were no incidents of non-compliance with marketing communication standards or any cases of customer rights violations

[Feature Report]

MES System Goes Live at Wuxi factory 3 Manufacturing Department

To improve production management efficiency and supply chain transparency, TPT Group has taken the lead by implementing a Manufacturing Execution System (MES) at its Wuxi factory 3. This initiative responds to customers' high standards for raw material traceability while optimizing internal operational processes.

Beyond meeting traceability requirements, the MES system marks a significant step toward smart manufacturing. It enhances operational efficiency, improves resource allocation, and reduces human error—laying the foundation for a more competitive and intelligent production management system.

5 Key Advantages of MES Systems

Supply Chain Transparency	Customers can effectively trace the sources of product components, enhancing raw material traceability.
Operational Efficiency	By adopting electronic reports and barcode scanning, the time required for data entry and processing is significantly reduced, thereby improving overall operational efficiency.
Production Quality Control	The system integrates batch control and product traceability functions, enabling end-to-end tracking from production to logistics.
Real-Time Tracking	By integrating with existing systems, it enables real-time tracking of raw material logistics locations and rapid identification of problematic inventory (WIP).
Risk Management	Accurately capturing information at each stage strengthens risk control capabilities in production management.



4 *Environmental Protection*

Task Force on Climate-Related Financial Disclosures (TCFD)

Energy Management

Greenhouse Gas Emissions

Air pollution control

Water Resource Management

Waste Management

Task Force on Climate-Related Financial Disclosures

In recent years, due to the increasing frequency of climate change-related disasters, TPT has taken proactive measures to anticipate climate-related disasters and prevent associated financial losses. TPT has adopted the recommendations for climate-related financial disclosures developed by the Task Force on Climate-related Financial Disclosures (TCFD), established by the Financial Stability Board (FSB) in 2015. TPT voluntarily discloses its policies and preventive actions developed in response to climate-related risks, along with appropriate disclosure of their financial impacts. After undergoing proper climate adaptation and disaster recovery, TPT identifies opportunities to ensure profitability and enhance its climate resilience to address the consequences of climate-related disasters.

:: The four core elements

The core elements of climate-related financial disclosures

Core elements	Action Plan
Governance	<ul style="list-style-type: none"> Chosen from members of the Sustainability Development Committee, TPT assembles a group responsible for environmental risk assessment. They hold periodic discussions addressing the potential impacts of various issues on both internal and external aspects of the organization. This includes identifying and assessing climate change risks and responding to climate-related impacts. After identifying climate-related impacts, meetings are convened with senior executives to discuss climate-related risks and opportunities. Recommendations and measures for mitigating risks are proposed in response to potential harm posed by these risks, thereby adapting to and mitigating climate-related financial risks and identifying corresponding financial opportunities. The Sustainability Development Committee reports the full-year ESG performance and climate change-related issues to the Board of Directors on an annual basis.
Strategy	<p>The company is proactively planning for climate actions by conducting scenario simulations to understand potential climate-related financial impacts. It incorporates these potential impacts into overall operational considerations, assesses the probability and severity of risks, and develops risk response and mitigation plans, as well as crisis management mechanisms. Based on business types, risk strategies, and financial planning, it identifies physical and transitional risks and opportunities. This includes promoting green energy and environmental policies, resource recycling and reuse, and developing innovative carbon reduction technologies. The goal is to comprehensively reduce the carbon footprint of the company's operations and products in response to global climate change and its environmental impacts.</p> <p>To address the impacts of global climate change and greenhouse gas emissions on the environment, and to comply with governmental regulations regarding environmental responsibility, we are committed to purchasing and replacing products that carry energy-saving and environmentally friendly labels, reducing waste, implementing green and local procurement practices, and establishing and implementing various energy-saving and carbon reduction measures.</p> <p>The main short-, medium-, and long-term risks and opportunities for the company can be found in the "Financial Impacts of Climate-Related Risks and Opportunities" section.</p>
Risk Management	<p>To identify and assess significant impacts or risks related to operations, the Sustainability Development Committee will regularly assess climate change risks in the future to understand specific potential financial impacts. This will serve as the basis for policy formulation and goal setting, establish climate management procedures, and continuously monitor the effectiveness and implementation of climate risk management.</p>

Core elements	Action Plan
<p>Indicators and Goals</p>	<p>To reduce the impact of climate change risks and achieve carbon reduction and energy-saving goals, we use indicators to manage climate change-related risks and opportunities:</p> <p>TPT has been actively promoting "energy-saving and carbon reduction measures" in the long term, with the following key initiatives:</p> <ul style="list-style-type: none"> • Energy: The company selects energy-efficient and environmentally friendly lighting equipment with energy-saving labels. They also regularly replace and maintain internal equipment to enhance energy usage efficiency. In 2024, we executed a total of 12 energy-saving and carbon-reduction projects across its facilities, resulting in a decrease in carbon emissions by approximately 9,137.484 metric tons of CO₂e. • Water Resources: Implemented a reclaimed water recycling program to reduce water consumption in the production process, with 266.76 million liters of water recycled and reused in 2024. • Waste: Efforts are made to reduce waste starting from the production stage. In addition to using a large amount of recycled materials, the company actively promotes the reuse and recycling of waste. In 2024, the recycling and reuse rate reached 85.86%. • Greenhouse Gas Emissions: In 2024, greenhouse gas emissions were as follows: Scope 1 – 11,372.139 tCO₂e; Scope 2 – 234,220.077 tCO₂e; Scope 3 – 261,671.487 tCO₂e. After deducting 7.158 tCO₂e of greenhouse gas removals, the total amounted to 507,256.545 tCO₂e. The company regularly monitors and manages greenhouse gas emissions from Scope 1, Scope 2, and Scope 3 sources. This is to establish and plan energy-saving strategies and actions, and advocate on international greenhouse gas and global warming issues.



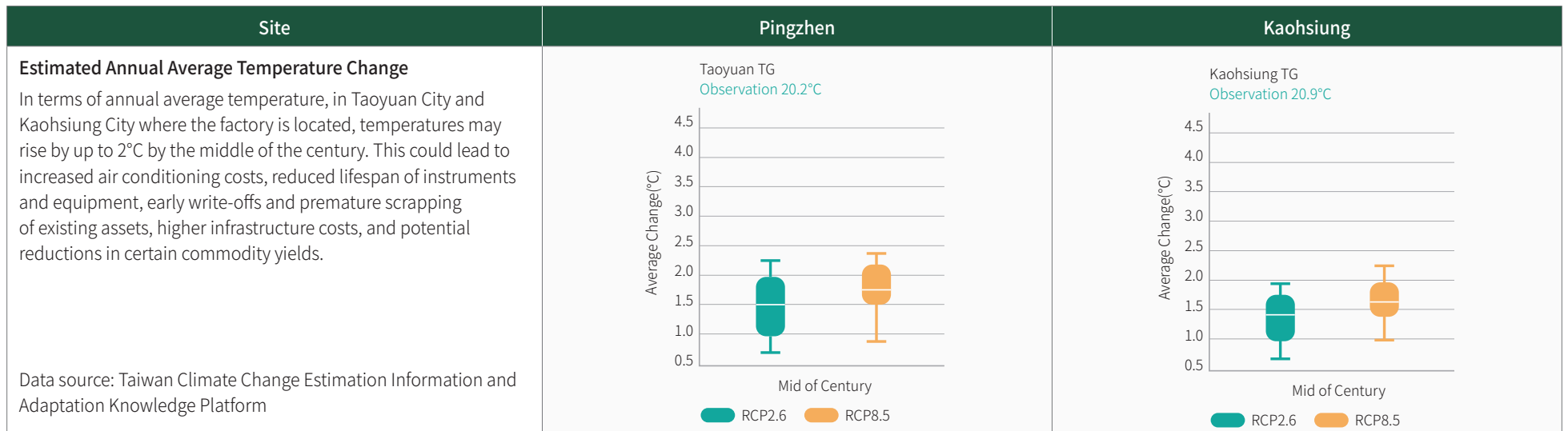
:: Climate Scenario Analysis

| Physical Climate Risk Scenarios |

The Sustainable Development Committee assesses potential climate disaster impacts based on the RCP climate scenarios selected by TPT. They further evaluate the projected changes in century-scale maximum daily rainfall and annual average temperature under scenarios RCP2.6 and RCP8.5, utilizing the "Taiwan Climate Change Projection Information and Adaptation Knowledge Platform" and publicly available climate models and charts such as the 3D Disaster Potential Map website.

■ Types of IPCC RCP Climate Scenarios and Relevant Indicators Used by TPT

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



Site	Pingzhen	Kaohsiung
<p>Estimated Maximum Daily Rainfall</p> <p>In Taiwan, the estimated increase in average maximum daily rainfall by the middle of the century does not exceed the disaster threshold outlined in the "3D Disaster Potential Map" which is 650 millimeters of rainfall within 24 hours. Therefore, there is no immediate risk of flooding from rainfall alone. However, there remains a possibility of disruptions such as work stoppages, transportation difficulties, supply chain interruptions, and staff absenteeism due to typhoons, peripheral flooding, and similar circumstances.</p> <p>Data source: Taiwan Climate Change Estimation Information and Adaptation Knowledge Platform</p>	<p>Taoyuan RX1DAY Observation 185.8 mm</p> <p>Average Change(%)</p> <p>Mid of Century</p> <p>RCP2.6 RCP8.5</p>	<p>Kaohsiung RX1DAY Observation 223.1 mm</p> <p>Average Change(%)</p> <p>Mid of Century</p> <p>RCP2.6 RCP8.5</p>
<p>Daily Maximum Rainfall Flooding Potential Map</p> <p>Data source: 3D Disaster Potential Map</p>		

Transitional Climate Risk Scenario

In response to the Paris Agreement's NDCs (Nationally Determined Contributions) and domestic regulations (such as the Greenhouse Gas Reduction and Management Act and the Renewable Energy Development Act), TPT conducted a scenario analysis to estimate the financial impact on electricity costs in Taiwan in the future. Under the target of reducing greenhouse gas emissions by 50% from BAU levels by 2030, if the proportion of renewable energy in Taiwan increases from 5.6% in 2019 to the 40% planned by the National Energy Conservation Policy in 2030, the cost of electricity in Taiwan is expected to rise. Due to higher costs of renewable energy in Taiwan, it is anticipated that TPT's expenses for purchasing electricity from outside the region will increase. Based on this scenario analysis, in response to potential impacts on purchased electricity, TPT will continue to implement various energy-saving measures to mitigate the impact on electricity usage.

:: Financial Impacts of Climate-Related Risks and Opportunities

TPT conducts risk assessments for climate-related risks and opportunities, analyzing and prioritizing them based on impact severity and occurrence likelihood. Impact severity is categorized into three levels: low, medium, and high, while occurrence likelihood is categorized into three levels: unlikely, probably, and possibly. TPT identifies and analyzes medium to high-risk items and subsequently formulates appropriate response measures to enhance resilience in addressing climate change risks and opportunities.

Following a risk assessment, the potential impacts of climate change on TPT's financial performance were analyzed, along with corresponding annual adaptation measures. The findings are disclosed separately under "Climate-related Risks and Financial Impacts" and "Climate-related Opportunities and Financial Impacts".

Climate-Related Risks and Opportunities Matrix Chart

Impact Severity	High			②③②
	Medium		③	①
	Low			①
		Unlikely	Probably	Possibly
		Chance of Occurrence		

List of Climate-Related Risks and Opportunities

Climate Risk Items	Climate Opportunity Items
① The government promulgates energy and carbon reduction regulations.	① Increased energy resource use efficiency.
② Climate anomalies (e.g., heavy rainfall, typhoons, etc.).	② Expansion of low-carbon products and services.
③ Climate anomalies (rising average temperatures).	③ Enhanced resilience to climate change risks.



Climate-Related Risks and Financial Impact

Type	Climate-Related Risks	Impact Period	Risk Content Description	Potential Financial Impact	Adaptation and Coping Measures
Transition Risks	Legal Standards for Energy-Efficient Products	Long-term	<ul style="list-style-type: none"> According to the Renewable Energy Development Act, which came into effect in 2021, electricity consumers with contract capacities of 5,000 kW (kilowatts) or more are required to self-generate 10% of their electricity from green sources within five years. 	<ul style="list-style-type: none"> Increased energy costs Potential fines 	<ul style="list-style-type: none"> Implemented energy-efficient carbon reduction equipment in the factories, such as high-efficiency air compressors, and chillers, and the addition and replacement of energy-saving lighting fixtures. In 2024, TPT Group initiated its first procurement of renewable energy, with a total purchase of 2.782 million kilowatt-hours (kWh) of green electricity.
	Local Regulations	Mid-term	<ul style="list-style-type: none"> "Climate Change Response Act of Taiwan" "Air Pollution Control Act of Taiwan" "The Law on Environmental Protection of Vietnam" "The Pollutant Emission Standards for the Electronic Industry of the People's Republic of China" "Natural Gas Boiler Emission Standards of Zhongshan City, Guangdong Province" 	<ul style="list-style-type: none"> Increased carbon reduction costs Potential fines 	<ul style="list-style-type: none"> Continuous pH monitoring of the scrubber is conducted, with automatic alkali dosing for neutralization and control when the pH falls below 6. In 2024, there were no penalties related to air pollution. When establishing the Vietnam factory, a comprehensive environmental assessment report was conducted in accordance with legal requirements. Suining Factory: <ul style="list-style-type: none"> The organic waste gas treatment system was upgraded from "water spray + UV photolysis + activated carbon adsorption" to "water spray + dry filter + activated carbon adsorption/desorption + catalytic combustion," effectively reducing VOC emissions. Zhongshan Factory : <ul style="list-style-type: none"> In April 2023, NT\$4.76 million was invested to replace the compression thermal boiler and process heating hot water boiler with low-carbon combustion equipment. This change reduced NO_x emissions to less than 30 mg/m³, achieving emission reduction benefits.



Type	Climate-Related Risks	Impact Period	Risk Content Description	Potential Financial Impact	Adaptation and Coping Measures
Physical risks	Immediate				
	Typhoons, floods, and other extreme weather events	Short-term	<ul style="list-style-type: none"> • Potential production line shutdowns. • Impact on employee attendance. • Disruption in transportation and potential loss of goods • Typhoons may lead to water and power outages, which could result in production interruptions and impact equipment functionality. 	<ul style="list-style-type: none"> • Annual budget allocation for insurance premiums. • Project timelines affected. • Equipment and personnel losses. • If there's a water shortage, you should purchase water for emergencies. 	<ul style="list-style-type: none"> • Properly plan for product insurance to mitigate losses from extreme weather events. • Increase safety stock levels to address delivery delays and default risks resulting from logistics disruptions or production stoppages. • Implement adequate safety measures for critical equipment to reduce financial losses due to damage from wind and water. • Wuxi Factory : <ul style="list-style-type: none"> - There are two emergency rainwater detention ponds, completed in 2016 and 2019 respectively, with a total investment of over NT\$17.52 million. The total effective storage capacity is approximately 800 m³. - There are a total of 5 pumps installed, each with a pumping capacity of 100 m³/hour to combat flooding. Each pump costs approximately NT\$65,000, with annual maintenance expenses around NT\$22,000 per pump. • Zhongshan Factory : <ul style="list-style-type: none"> - There is an "Emergency Typhoon and Flood Prevention Plan" in place, supported by a well-organized shift schedule system, to ensure personnel safety and minimize financial losses due to work stoppages. - There is a 2,000-ton emergency reservoir used for rainwater collection, firefighting, and wastewater storage for emergency purposes, costing approximately NT\$17.4 million. Additionally, there is a 3,000-ton water tower installed to prevent water shortages and for emergency use.
	Long-term				
	Increase in annual average temperature	Long-term	<ul style="list-style-type: none"> • Reduced lifespan of equipment and machinery. • Increased demand for air conditioning due to higher cooling requirements. • Summer peak electricity demand causes factory power outages, leading to production stoppages and product wastage. 	<ul style="list-style-type: none"> • Increased spending on equipment procurement • Higher electricity costs • Decreased production capacity. • Rising overall costs. 	<ul style="list-style-type: none"> • Replace air conditioning equipment with more energy-efficient units to reduce energy consumption. • Improve insulation in newly constructed buildings to lower energy consumption by air conditioning systems. • Regularly inspect and maintain equipment to extend its lifespan. • Prepare backup power generation equipment to address power limitations and outages.

Climate-Related Occurrences and Financial Impacts

Type	Climate-Related Occurrences	Potential Financial Impacts	Coping Measures
Resource Efficiency	<ul style="list-style-type: none"> Recycling and reusing of paper and waste Transition to more efficient electrical equipment Circular economy Laws and standards for energy-efficient products 	<ul style="list-style-type: none"> Reducing expenditure on consumables Reducing electricity consumption and carbon emissions Implementing a circular economy for more sustainable products Subsidies for purchasing energy-efficient appliances 	<ul style="list-style-type: none"> Using green building materials for new factories and purchasing energy-efficient equipment with government subsidies to improve energy and resource efficiency in the manufacturing process. TPT Group has continuously implemented various energy-saving measures on an annual basis. In 2024, a total of 12 energy efficiency and carbon reduction initiatives were executed.
Product and Service	<ul style="list-style-type: none"> Providing real-time updates and improving service quality in response to climate change risks. Developing or increasing the availability of low-carbon products and services. Investing in research and innovation for the development of new products and services. 	<ul style="list-style-type: none"> Offering diverse services and products that meet market demands to enhance the company's reputation and visibility. Creating opportunities for new products or services, leading to increased revenue. 	<ul style="list-style-type: none"> Utilizing design modifications to streamline processes and reduce production steps, resulting in lower energy consumption during manufacturing. WPNL deploys large typesetting operations to reduce production frequency and minimize energy usage in the manufacturing process.
Resilience	<ul style="list-style-type: none"> Consolidating climate change risks and response strategies to enhance the company's resilience. 	<ul style="list-style-type: none"> Strengthening corporate resilience to reduce losses from climate change and mitigate 	<ul style="list-style-type: none"> We plan to incorporate TCFD into our annual sustainability reports to effectively identify climate risks and coping strategies, enhancing the resilience of our operations. We will continue to invest in climate change mitigation measures at various stages of our internal value chain, such as adopting energy-efficient equipment, energy-efficient design, and carbon reduction processes. We will also require our suppliers to meet relevant environmental-friendly standards, working together with partners to create a sustainable supply chain.



Energy Management

TPT primarily uses purchased electricity (accounting for 84.35% of total energy consumption), natural gas (6.69% of total energy consumption), diesel (1.80% of total energy consumption), gasoline (0.13% of total energy consumption), steam (6.45% of total energy consumption), and Procured renewable energy (0.58% of total energy consumption). In 2024, total energy consumption reached 1,738,307.929 GJ, representing a 4.38% increase compared to the previous year, primarily due to the commencement of mass production at the newly established Vietnam factory. In terms of energy intensity, the figure rose by 11.67% year-on-year, as the operation of the new factory increased production energy use, while revenue declined due to the economic environment.

In 2024, TPT Group's internal energy consumption (Scope 1 + Scope 2) was as follows:

Unit: Gigajoules

Energy Types		2022	2023	2024
Non-renewable energy	Purchased electricity	1,422,463.385	1,414,401.800	1,466,331.778
	Diesel	24,765.446	13,813.003	31,361.175
	Natural gas	122,502.855	114,163.356	116,229.072
	Purchased steam	111,497.798	118,514.339	112,094.928
	Gasoline	2,612.446	3,599.303	2,275.775
Renewable energy	Procured renewable energy	-	-	10,015.200
Total energy consumption		1,683,841.930	1,664,491.801	1,738,307.929
Revenue (NT\$ millions)		21,977.47	18,933.84	17,707.99
Energy intensity		76.62	87.91	98.17

Note:

- The emission factor for the Taiwan facilities is based on version 6.0.4 of the Greenhouse Gas Emission Factor Management Table published by the Ministry of Environment. The energy conversion factors for the facilities in China are referenced from the "UK Government GHG Conversion Factors for Company Reporting", while those for the Vietnam facility are derived from the national standard "TCVN 7870-1:2010, Quantities and Units".
- The formula for calculating energy intensity is Energy Consumption / Revenue (NT\$ millions).

[Feature Report]

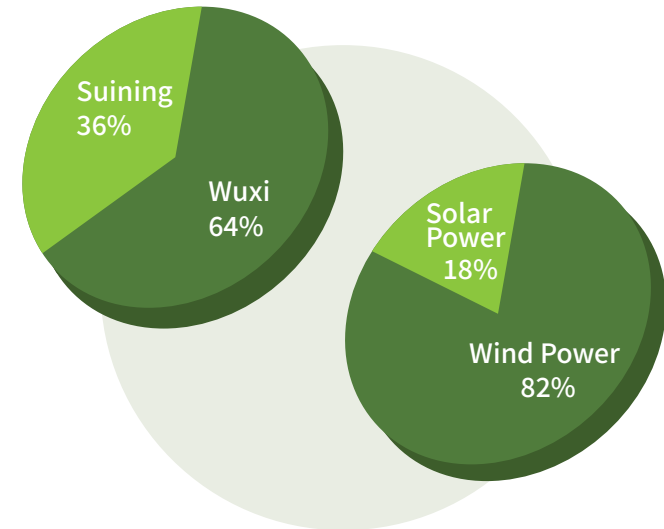
TPT Group Purchases Green Power for the First Time and Launches Renewable

In response to the global net-zero trend and its corporate sustainability goals, **TPT Group made its first purchase of renewable electricity in 2024, acquiring a total of 2.782 million kWh of green power.** This marks a proactive step toward carbon reduction in production and a green transformation. Moving forward, TPT will continue to evaluate green power procurement plans for each facility and gradually increase its investment, reaffirming its commitment to sustainable operations and contributing further to environmental sustainability and low-carbon manufacturing.

In 2024, TPT Group's **Wuxi and Suining factories** procured green electricity, including energy generated from wind and solar power. All transactions were conducted through the **Beijing Electric Power Trading Center**. The total amount of green electricity purchased represents approximately **0.58% of the Group's total energy consumption.** By continuously increasing the share of renewable energy, TPT not only reduces its reliance on traditional fossil fuels but also aligns with global supply chain demands for low-carbon manufacturing.

TPT Group's Renewable Energy Procurement in 2024

Site	Type of Energy	kWh Purchased
Wuxi Factory	Wind Power	50,000
	Wind Power	1,730,000
Suining Factory	Solar Power	200,000
	Solar Power	100,000
	Solar Power	101,000
	Wind Power	150,000
	Solar Power	100,000
	Wind Power	150,000
	Wind Power	201,000
	Wind Power	201,000
Total		2,782,000



Greenhouse Gas Emissions

TPT is committed to reducing carbon emissions generated from operations by continuously introducing energy-saving, carbon-reduction, and renewable energy technologies. TPT also strengthens supply chain management by promoting local sourcing and reducing the carbon footprint of the value chain, aiming to achieve its long-term energy-saving and carbon-reduction goals.

In 2024, we conducted a greenhouse gas (GHG) emissions inventory for Scopes 1, 2, and 3, using the TPT Group (excluding non-operational entities) as the organizational boundary. Compared to the base year, total GHG emissions in Scopes 1 and 2 decreased by 76,418.219 tCO₂e, while Scope 3 emissions were reduced by 107,838.960 tCO₂e. We will continue monitoring major emission sources and implementing improvements.

Additionally, our factories in Pingzhen, Suining, Wuxi, and Vietnam have commissioned third-party verification agencies to verify their GHG emissions. These factories have all obtained ISO 14064-1:2018 GHG verification statements.

Greenhouse gas emissions data for TPT over the past 3 years, along with greenhouse gas emissions intensity

unit : metric tons of CO₂e

Type of Scope	2020 (Base Year)	2022	2023	2024	Description of Changes
Scope 1	12,618.618	13,735.493	11,969.234	11,372.139	▼597.095 (4.99%)
Scope 2	310,275.088	237,859.214	232,442.539	234,220.077	▲1,777.538 (0.76%)
Total GHG emissions (Scope 1 and Scope 2)	322,893.706	251,594.707	244,411.772	245,592.216	▲1,180.444 (0.48%)
Revenue (NT\$ millions)	22,847.267	21,977.467	18,933.840	17,707.989	▼1,225.851
GHG Emissions Intensity (Scope 1 and Scope 2)	14.13	11.45	12.91	13.87	▲0.96
Scope 3	368,727.562	258,447.420	267,851.562	261,675.487	▼6,176.075 (2.31%)

Note:

- Sources of conversion factors: Taiwan facilities use version 6.0.4 of the Greenhouse Gas Emission Factor Management Table published by the Ministry of Environment; the China facilities reference the "UK Government GHG Conversion Factors for Company Reporting"; and the Vietnam factory applies the national standard TCVN 7870-1:2010 "Quantities and Units".
- The method for aggregating greenhouse gas emissions is the Operational Control Method. The Global Warming Potential (GWP) values for various greenhouse gases are selected from the IPCC Sixth Assessment Report.
- The electricity emission factors (kg CO₂e/kWh) for each facility are as follows:
 - For the Taiwan facilities (Pingzhen, Kaohsiung, and THT), the emission factors were 0.495 in 2022 and 0.494 in 2023. As the 2024 electricity emission factor had not yet been published during the inventory, the 2023 value was initially applied, except for the Pingzhen facility which updated to the published 2024 factor of 0.474 following verification.
 - For the China facilities (Zhongshan, Suining, and Wuxi), the emission factors were 0.5703 in 2022 and 0.5366 in 2023. Similarly, since the 2024 factor is not yet available, the 2023 value will be used.
 - The electricity emission factor for the Vietnam facility in 2024 is 0.6592.
- Scope 3 Disclosure Scope: In 2023, disclosures covered the 3 China facilities and the 2 Taiwan facilities. In 2024, disclosure has been expanded to cover the entire Group.
- Carbon Intensity Calculation Formula: Total greenhouse gas emissions (tCO₂e) divided by revenue (NT\$ millions).
- In 2020, a reassessment was conducted in accordance with ISO 14064-1:2018, with the addition of Scope 3 and the revision of related figures.
- The increase in Scope 2 emissions in 2024 compared to 2023 is due to the inclusion of the Vietnam factory, which began mass production and was incorporated into the inventory boundary.

Greenhouse Gas Emissions by TPT Facilities in 2024

unit : metric tons of CO₂e

Type of Scope		Pingzhen	Kaohsiung	THT	Suining	Wuxi	Zhongshan	Vietnam	Total
Scope 1	Category 1	675.636	138.275	0.290	3,900.680	2,823.090	2,450.799	1,383.369	11,372.139
Scope 2	Category 2	12,945.130	5,830.017	0	50,950.728	90,013.960	51,911.411	22,568.831	234,220.077
Scope 3	Category 3	323.957	246.147	2.832	6,865.693	233.980	1,218.885	280.779	9,172.273
	Category 4	15,424.016	3,436.459	0	92,938.474	57,524.570	76,739.741	6,439.954	252,503.214
Total		29,368.739	9,650.898	3.122	154,655.575	150,595.600	132,320.836	30,672.933	507,267.703
Total emissions after carbon removal ^{Note 3}		29,368.739	9,650.898	3.122	154,655.575	150,595.600	132,320.836	30,665.774	507,260.545

Note :

1. The Suzhou office is not involved in production activities and is therefore excluded from the report.
2. Scope 3, Category 3 includes items 3.1 to 3.6; Category 4 includes items 4.1 to 4.6.
3. The Vietnam factory underwent verification by the third-party agency BSI. Based on the methodology published by the U.S. Energy Information Administration (EIA) in 1998, "Method for Calculating Carbon Sequestration by Trees in Urban and Suburban Settings", and referencing the tree species classification, growth rates, and carbon absorption coefficients listed in Table 1 and Table 2, the annual greenhouse gas absorption by 1,180 trees on the plant premises was estimated at 7.158 tCO₂e. This amount has been recorded as the factory's greenhouse gas removal for this assessment.



:: Energy-saving and Carbon Reduction

TPT Group is actively planning carbon reduction initiatives and is considering adopting the Science Based Targets initiative (SBTi) to scientifically analyze and set the Group's carbon reduction goals. In 2024, the company implemented a total of 12 energy-saving and carbon reduction projects across its various sites. The primary objective was to reduce the consumption of electricity, petroleum, and natural gas to lower carbon emissions. The total investment amounted to approximately NT\$80.8 million, resulting in a reduction of 56,499.78 GJ in energy consumption and an estimated decrease of 9,137.48 tCO₂e in carbon emissions.

■ Performance of TPT's Energy-saving and Carbon Reduction Action Plan in 2024

Region	Site	Action Plan	Energy Type	Reduction in Energy Consumption (Gigajoules)	Reduction in Carbon Emissions (metric tons of CO ₂ e)	Investment cost (NT\$)
Taiwan	Pingzhen	Installation of a Variable Frequency Drive (VFD) on Lamination Dust Collector Unit C	Electricity	408.87	56.11	299,250
		Energy-Efficient Fan Improvements for Wet Processes Across the Entire Factory	Electricity	2,768.64	379.92	4,872,000
China	Suining	Retrofit of Low-NOx Burners for Dormitory Hot Water Boilers	Natural Gas	311.58	324.32	1,240,084
		Energy-Saving Retrofit of Cooling Tower for Lamination Chiller	Electricity	85.68	12.77	342,580
		Installation of New Energy-Efficient LED Tube Lighting	Electricity	1,769.36	263.73	1,144,550
	Wuxi	Upgrade of Dust Collection Fan from Cast Type to Permanent Magnet VFD Fan	Electricity	20,185.20	3,008.72	44,108,300
		Installation of New Energy-Efficient LED Tube Lighting	Electricity	3,405.60	507.60	2,194,220
	Zhongshan	Upgrade Dust Collector Fan to VFD-Controlled High-Pressure Cast Blower	Electricity	4,381.71	653.12	4,068,263
	Upgrade Permanent Magnet VFD Fan	Electricity	9,217.45	1,373.91	15,135,873	
Vietnam		Upgrade from Side Channel Blower to Centrifugal Fan	Electricity	5,645.38	1,033.70	6,229,150
		Switch the heating for the chemical plating hot water wash to a heat pump.	Electricity	365.00	66.80	145,600
		Excess Heat Recovery Energy Saving Project	Petroleum	7,955.37	1,456.72	1,023,671

Note :

1. Amounts in China are converted to New Taiwan Dollars at an exchange rate of 4.478.
2. Amounts in Vietnam are converted to New Taiwan Dollars at an exchange rate of 0.0013.
3. The formula for calculating carbon emissions from electricity in Taiwan is Electricity Consumption in kWh/1000*0.494 =X (tCO₂e)
4. The formula for calculating carbon emissions from electricity in China is Electricity Consumption in kWh/1000*0.5366 (the carbon emission factor) =X (tCO₂e)
5. The formula for calculating carbon emissions from electricity in Vietnam is Electricity Consumption in kWh/1000*0.6592 (the carbon emission factor) =X (tCO₂e)
6. The formula for calculating carbon emissions from natural gas in China is Natural Gas Consumption in cubic meters /1000*1.9777 (the carbon emission factor) =X (tCO₂e)
7. The formula for calculating carbon emissions from steam in China is Steam Consumption in cubic meters × 2.673 × 0.11 (tCO₂e/GJ)

❖ Air Pollution Control

Through various air pollution control measures, TPT monitors emissions using dedicated facilities and reports air pollutant discharge volumes in accordance with the relevant regulations of the "Air Pollution Control Act" applicable to each factory location. This includes reporting nitrogen oxides (NOx), sulfur oxides (SOx), volatile organic compounds (VOCs), and particulate pollutants for its facilities in Taiwan, Vietnam, and China. In 2024, TPT Group recorded no emissions of ozone-depleting substances (ODS) and had no instances of illegal or excessive air pollutant emissions.

■ In 2024, the TPT Group reported the following air pollutant emissions across its various facilities:

Unit: Metric tons

Type of Air Pollution	2022	2023	2024
Nitrogen Oxides (NOx)	10.7	15.5	19.7
Sulfur Oxides (SOx)	0.9	0.4	0.6
Volatile Organic Compounds (VOC)	76.7	45.4	47.6
Fine Particulate Pollutants	4.8	5.0	4.1

Note :

1. The figures represent actual occurrences from January 1, 2024, to December 31, 2024, not the reported numbers for 2024.
2. Corrections to unit errors in the data for the Pingzhen and Kaohsiung factories in 2022 and 2023.



❖ Water Resource Management

Water is an essential resource throughout TPT's operations, both in manufacturing processes and daily office activities. As such, the company places great importance on water resource management. TPT's main operational sites are located in Taiwan and mainland China. According to the World Resources Institute's Aqueduct Water Risk Atlas, water stress levels at these locations are as follows: Taiwan facilities are classified as low to medium (10–20%), Wuxi factory as medium to high (20–40%), Zhongshan factory as low (<10%), Suining factory as high (>80%), and the Vietnam factory as low to medium (10–20%). The company's water use has no significant negative impact on local water sources.

TPT primarily uses industrial water, which does not compete with domestic water supplies. However, the wastewater generated during the production process may have a potential impact on the surrounding areas of the facility.

To monitor wastewater discharge during the printed circuit board (PCB) production process, we have installed video surveillance equipment on relevant machinery. This allows employees to remotely view real-time wastewater discharge levels and respond immediately on-site if thresholds are exceeded. In 2024, TPT's Kaohsiung factory approved a soil remediation budget, with a remediation period of four years.

To ensure the efficient use of water resources and reduce pollution and waste, TPT continues to develop diversified water resource solutions. At the Pingzhen factory, the quality of cooling water in cooling towers is monitored, and water with high conductivity is recycled for use as wash water, saving approximately 15 tons of water per day. All three factories in China treat wastewater from the production process through reverse osmosis (RO) systems for reuse as reclaimed water. At the Wuxi factory, reclaimed water treated by a municipal wastewater treatment plant is used as an alternative to tap water.

To achieve the goal of sustainable water resource utilization, we remain committed to reducing the use of natural water sources and minimizing wastewater discharge, thereby lessening the environmental impact associated with water use.



:: Water Usage Overview

Site	Pingzhen and THT office			Kaohsiung			Suining			Wuxi			Zhongshan			Vietnam				
Water Stress ^{Note 1}	low to medium (10-20%)			low to medium (10-20%)			high (>80%)			Medium to high (20-40%)			Low(<10%)			low to medium (10-20%)				
Water Source	Pingzhen Water Plant			Chengqing Lake Water Treatment Plant			Mingxing Tap Water Plant Guorun Chuanmei Tap Water Plant			Xicheng Water Plant			Dafeng Water Plant			Henan Tap Water Co., Ltd.				
Water Source Area	Shimen Reservoir			Gaoping River			Qu River			Yangtze River			Xijiang River			Di River				
Discharge Drainage Area	Laojie Creek			Taiwan Strait (Marine Discharge)			Fu River			Taihu Lake			Pearl River			Di River				
Wastewater Treatment Facility	Pingzhen Industrial Park, Industrial Development Bureau, Ministry of Economic Affairs Sewer System Operation Center			Southern District Wastewater Treatment Plant			Factory Wastewater Treatment Plant			Suzhou Environmental Engineering Co., Ltd.			Zhongshan Torch Water Co., Ltd.			Industrial Park Wastewater Treatment Plant Capella Henan Investment Co., Ltd.				
Year	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024		
Water Withdrawal	Tap Water	556.20	482.38	444.41	285.25	302.02	119.57	1,105.45	1,216.00	1,057.93	1,603.00	939.32	763.21	838.68	911.92	992.58	Data not available			330.32
	Municipal Reclaimed Water	-	-	-	-	-	-	-	-	-	245.00	459.12	651.66	-	-	-				-
Total Water Withdrawal	556.20	482.38	444.41	285.25	302.02	119.57	1,105.45	1,216.00	1,057.93	1,848.00	1,398.44	1,414.87	838.68	911.92	992.58				330.32	



Site		Pingzhen and THT office			Kaohsiung			Suining			Wuxi			Zhongshan			Vietnam	
Water Discharge	Surface Water	482.54	386.49	397.57	-	-	-	970.59	929.74	867.11	1,382.46	1,092.29	1,179.22	816.08	912.64	936.66	Data not available	268.57
	Sea water	-	-	-	259.14	302.02	119.57	-	-	-	-	-	-	-	-	-		-
Total Water Discharge		482.54	386.49	397.57	259.14	302.02	119.57	970.59	929.74	867.11	1,382.46	1,092.29	1,179.22	816.08	912.64	936.66		268.57
Water Consumption		73.66	95.89	46.84	26.11	0	0	134.86	286.26	190.82	465.54	306.15	235.65	22.60	-0.72	55.92		61.75
Recycled and Reused Water Volume		0	0	0	0	0	0	122.53	113.26	97.62	55.96	53.85	60.93	82.09	106.22	96.05		12.16
Water Recycling Rate		0%	0%	0%	0%	0%	0%	11.1%	9.3%	9.2%	3.0%	3.9%	4.3%	9.8%	11.6%	9.7%		3.7%
Discharge Water Quality ^{Note 4}	BOD	Compliant	Compliant	Compliant	41.0	57.9	<10	-	-	-	-	-	-	-	-	-	10.5	
	COD				74.1	204.0	<1.0	35.0	36.6	36.6	21.0	23.3	22.1	20.0	30.0	31.0	29.3	
	SS				20.8	19.4	8.8	8.0	9.0	8.0	8.0	8.0	8.6	9.0	-	-	-	9.4

- Note:
- Aqueduct tools were utilized for water stress calculations: <https://www.wri.org/aqueduct>
 - The units for water withdrawal, total water withdrawal, water discharge, total water discharge, water consumption, and recycled water volume are all in megaliters (ML), with data rounded to two decimal places.
 - Although the Suzhou office is located in a high water stress area (>80%), it is excluded from this report as it does not involve production or other water-intensive activities.
 - In the water withdrawal categories, both tap water and municipal reclaimed water are considered surface water.
 - Effluent discharge standards:
 - After treatment through the industrial park's pipeline system, all facilities comply with effluent discharge standards before releasing water into the receiving bodies.
 - The water quality data in the above table are all based on analyses of plant water samples conducted by qualified testing companies.
 - COD (Chemical Oxygen Demand), BOD (Biochemical Oxygen Demand), and SS (Suspended Solids)
 - Local standards for Pingzhen and THT offices: BOD 240 mg/L, COD 400 mg/L, SS 160 mg/L; Kaohsiung factory local standards: BOD 450 mg/L, COD 600 mg/L, SS 450 mg/L; Suining factory local standards: COD 100 mg/L, SS 70 mg/L; Wuxi factory local standards: COD 50 mg/L, SS 30 mg/L; Zhongshan factory local standards: COD 50 mg/L; Vietnam factory local standards: BOD 50 mg/L, COD 150 mg/L, SS 100 mg/L.

:: Wastewater Treatment

■ Reclaimed Water Utilization at TPT Group Facilities in 2024

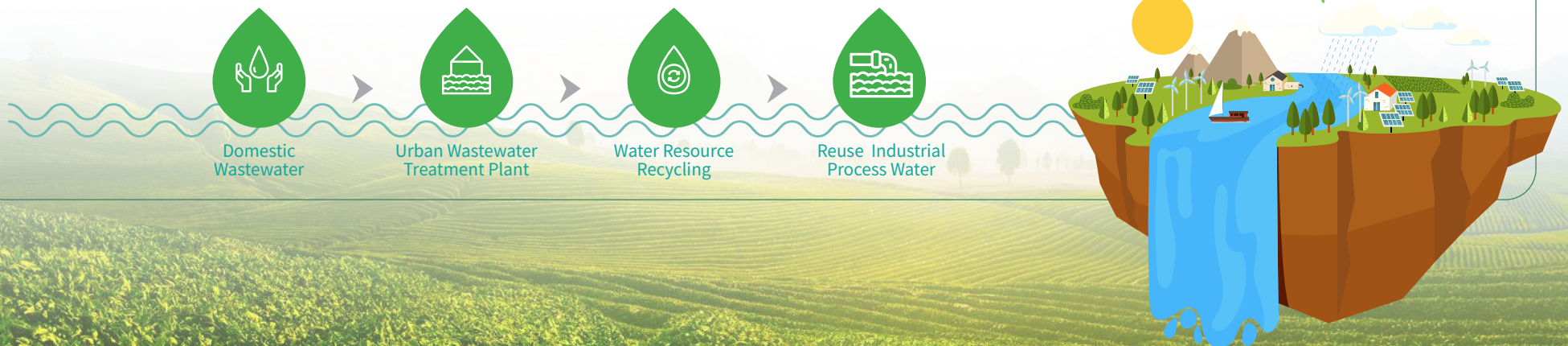
Site	Suining Factory	Wuxi Factory	Zhongshan Factory	Vietnam Factory
Treatment Method	A reclaimed water system is installed within the plant to collect and recycle process-generated reclaimed water for various purposes such as toilet flushing and irrigation of green areas.	Centralized collection of reject water Class 1 in the plant area, followed by RO reverse osmosis treatment, and then recycling the reclaimed water.	Hard water generated during the pure water production process is collected and recycled within the plant, providing it for toilet flushing, greenery, and waste gas tower usage.	Hard water generated during the production of purified water and post-treatment water from Type A wastewater sedimentation tanks are collected and used as chemical mixing water in the wastewater treatment plant.

Municipal Water Reuse

Due to local government initiatives promoting the reuse of urban wastewater resources, the Wuxi factory was certified as a provincial-level water-saving enterprise in Jiangsu Province starting in 2022. The factory began using municipal reclaimed water to replace tap water as the source for its ultrapure water systems.

After switching water sources, the lower electrolyte content in municipal reclaimed water compared to tap water reduced the load on water treatment equipment during ultrapure water production. This not only decreased the intake of fresh water and overall water consumption but also improved water use efficiency. In 2024, TPT's municipal reclaimed water usage increased by 192.54 million liters compared to the previous year, representing a growth of 41.94%. Meanwhile, total tap water consumption decreased by 143.62 million liters compared to the previous year.

■ Municipal Reclaimed Water Reuse Process



Waste Management

TPT continues to prioritize product life cycle management and has implemented waste reduction initiatives at the production stage, striving toward a zero-waste circular economy.

The vast majority of copper foil used by TPT is made from 100% recycled materials that meet low-carbon and environmentally friendly standards. Additionally, by optimizing production parameters and implementing effective recovery processes, acidic etching solution is converted into regenerated materials for use in other industries, enhancing circular utilization.

In addition to resources that are currently recyclable, all waste generated by TPT's operations is managed in accordance with the Waste Disposal Act. Licensed waste management companies are commissioned to handle the collection and treatment of waste, with disposal routes reported online as required by law. An annual audit of these waste contractors is conducted, covering items such as permit validity, professional training of operating personnel, operational procedures, and final treatment methods, to ensure the quality and compliance of waste treatment providers.

TPT also requires its business partners to set targets for waste reduction and recycling, aiming to minimize waste generation across the entire value chain. By doing so, the Group collaborates with partners to promote energy conservation, waste reduction, and the advancement of a circular economy.

Waste Classified by Composition in 2024 at TPT

Unit : Metric Tons(t)

Site	Waste			
	Composition Components	Total Amount of Disposal and Transfer	Total Amount of Direct Disposal	Total Amount
Taiwan	Hazardous Waste	2,758.3	208.3	2,966.6
	Non-Hazardous Waste	1,186.2	315.4	1,501.6
China	Hazardous Waste	28,631.8	5,767.4	34,399.1
	Non-Hazardous Waste	7,509.3	253.5	7,762.8
Vietnam	Hazardous Waste	592.2	261.3	853.5
	Non-Hazardous Waste	909.0	43.0	952.0
Total Amount of All Waste		41,586.8	6,848.9	48,435.7

The waste disposal situation of the TPT during the past 3 years.

Unit : Metric Tons(t)

Year			2022		2023		2024	
Classification	Treatment Site	Treatment Method	Output	Percentage(%)	Output	Percentage(%)	Output	Percentage(%)
Hazardous Industrial Waste	On-site	Recycling	6,877.6	13.04	4,060.2	8.59	5,374.1	11.10
	Off-site	Recycling	31,625.9	59.96	28,842.6	61.00	26,608.3	54.94
		Incineration	2,084.3	3.95	1,918.3	4.06	2,269.7	4.69
		Landfill	0.3	0.00	0.1	0.00	0.1	0.00
		Other	3,161.0	5.99	3,973.0	8.40	3,967.1	8.19
General Industrial Waste	Off-site	Recycling	8,395.1	15.92	7,907.7	16.72	9,604.5	19.83
		Incineration	337.2	0.64	325.2	0.69	352.9	0.73
		Landfill	260.2	0.49	255.8	0.54	253.5	0.52
		Other	3.9	0.01	2.7	0.01	5.6	0.01
Total Waste Generated			52,745.6	100.00	47,285.6	100.00	48,435.7	100.00
Recycling Rate (%)			88.91		86.31		85.86	

Note :

1. Treatment Site: On-site (handled within the factory), Off-site (handled by external facilities).
2. Treatment Methods: Recycling (processed into new materials), Incineration, Landfill, and Other.
3. Recycling Rate (%) = Total Recycling and Reuse Amount / Total Waste Generated * 100%
4. The classification of hazardous and non-hazardous industrial waste is determined based on Taiwan's Waste Disposal Act and Standards for Defining Hazardous Industrial Waste.
5. In 2024, the waste intensity ratio was 2.74 (metric tons per million NT\$ of revenue)
6. THT and Suzhou offices are not involved in production activities and are therefore not included in the report.



:: Waste Management Measures

We require all employees in our factory to strictly adhere to waste management measures, working together to minimize the negative impact of hazardous waste and fulfill our corporate responsibility towards a greener environment. The following are the waste management measures implemented by TPT:

Management Procedure		Establish a waste management procedure to classify, collect, store, and transfer all hazardous waste generated by TPT's operations according to their characteristics, ensuring proper handling and management of the waste.	
Setting Up Waste Storage Facilities		A dedicated waste storage area is established and inspected weekly to prevent environmental pollution caused by improper waste storage. The area is also equipped with fire prevention facilities to reduce the risk of fire.	
Outsourced Removal and Inspection		When the waste stored at the facility reaches a certain volume, the Management Department should notify a qualified disposal agency to enter the site for removal. Hazardous industrial waste shall be collected by first-class Category A licensed transporters, while general industrial waste shall be collected by first-class Category B or C, or second-class Category B licensed transporters.	When hazardous industrial waste is transported, the responsible personnel from the Management Department must report the waste flow online and print triplicate forms, with one copy each for the business entity, the removal contractor, and the treatment facility for record-keeping. The removal must be reported online within 12 hours prior to the waste being cleared.
China Factory and Vietnam Factory	Construction of Temporary Hazardous Waste Storage Facilities	The temporary hazardous waste storage warehouse is equipped with multiple protective measures against rain, wind, and leakage to ensure that hazardous waste does not cause environmental pollution due to improper storage. The warehouse is also fitted with monitoring devices connected to the environmental protection authorities, allowing for real-time monitoring and recording of storage conditions to keep track of inventory levels and movements.	
	Warehouse Incoming and Outgoing Standing Book Records and Transfer Handling	All generated hazardous waste must have detailed inventory records documenting the source, quantity, type, and storage location of the waste to ensure full lifecycle management. When off-site disposal is required, a designated person must issue a "Hazardous Waste Transfer Manifest" on the environmental authority's hazardous waste management platform, and the transfer can only proceed after approval.	

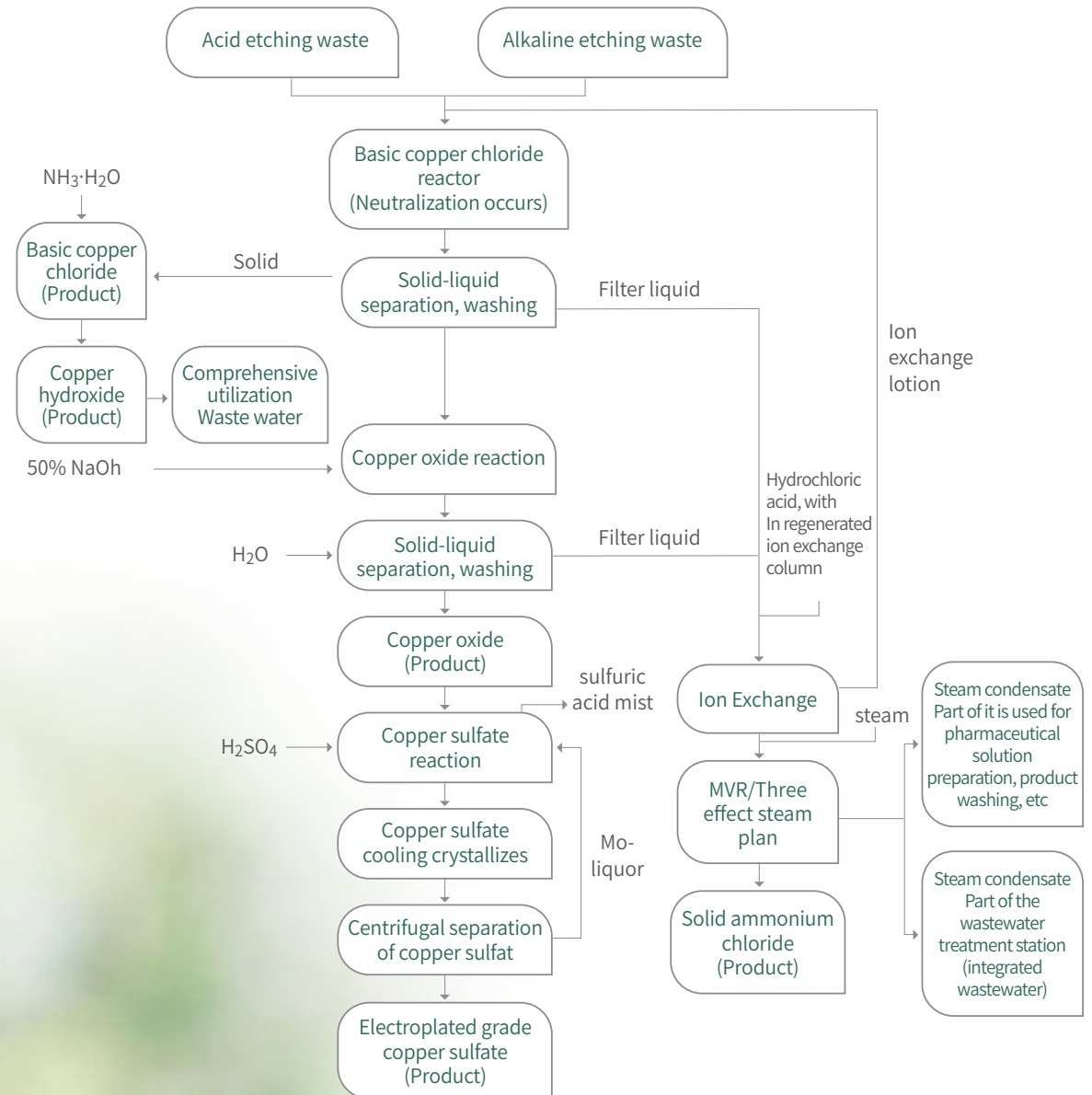
:: Etching Waste Liquid Recycling System

Etching waste liquid is classified as hazardous waste, and improper handling can have a significant environmental impact. TPT's facilities in China and Vietnam have implemented processes for recycling acidic and alkaline etching waste liquids. These processes ensure that the waste is safely treated within the factory and reused in production and other applications. This approach replaces outsourced disposal services, achieving the dual benefits of reducing transportation and disposal costs while improving production efficiency. It also supports the dual goals of environmental friendliness and sustainable development, creating a cleaner and healthier environment for local communities and future generations.

■ Etching Waste Liquid Recovery by Factory in 2024

Unit : cubic meter

Type of etching waste	Site				Total Volume recovered
	Suining Factory	Wuxi Factory	Zhongshan Factory	Vietnam Factory	
Acid	5,102.0	3341.8	3,070.6	1,155.8	12,670.2
Alkaline	2,796.0	858.1	0.0	72.4	3,726.5





5 *Friendly workplace*

Human Resources Overview

Employee Rights and Salary

Human Resource Development

Safe Workplace Environment

Human Resources Overview

TPT is committed to fostering a diverse, equitable, and inclusive workplace culture that opposes discrimination, emphasizes equality, and respects diverse values. In recruitment, training, promotion, and retention, the company ensures that no individual is treated differently based on race, nationality, gender, age, political affiliation, or religious beliefs.

In alignment with SDG Goal 8: "Decent Work and Economic Growth", TPT provides equal employment opportunities regardless of gender or age. We also comply with local government regulations in each region to protect employment rights for minority groups, thereby supporting a diverse workforce.

We are dedicated to safeguarding employment opportunities for people with disabilities, increasing the proportion of local residents in senior management roles at overseas sites, and attracting diverse talent. By embracing a wide range of skills and perspectives, we enhance our overall competitiveness.

Based on year-end employee data, female employees made up 42.26% of the workforce, with female executives comprising 21.81%. Employees aged 51 and above accounted for 3.89% of the total workforce. We adhere to government regulations regarding the employment of persons with disabilities, currently employing 6 disabled individuals, representing 0.23% of our total workforce, in compliance with statutory requirements. The group has employed a total of 50 staff members from ethnic minority backgrounds, demonstrating the diverse composition of its workforce.

Human Resource Structure

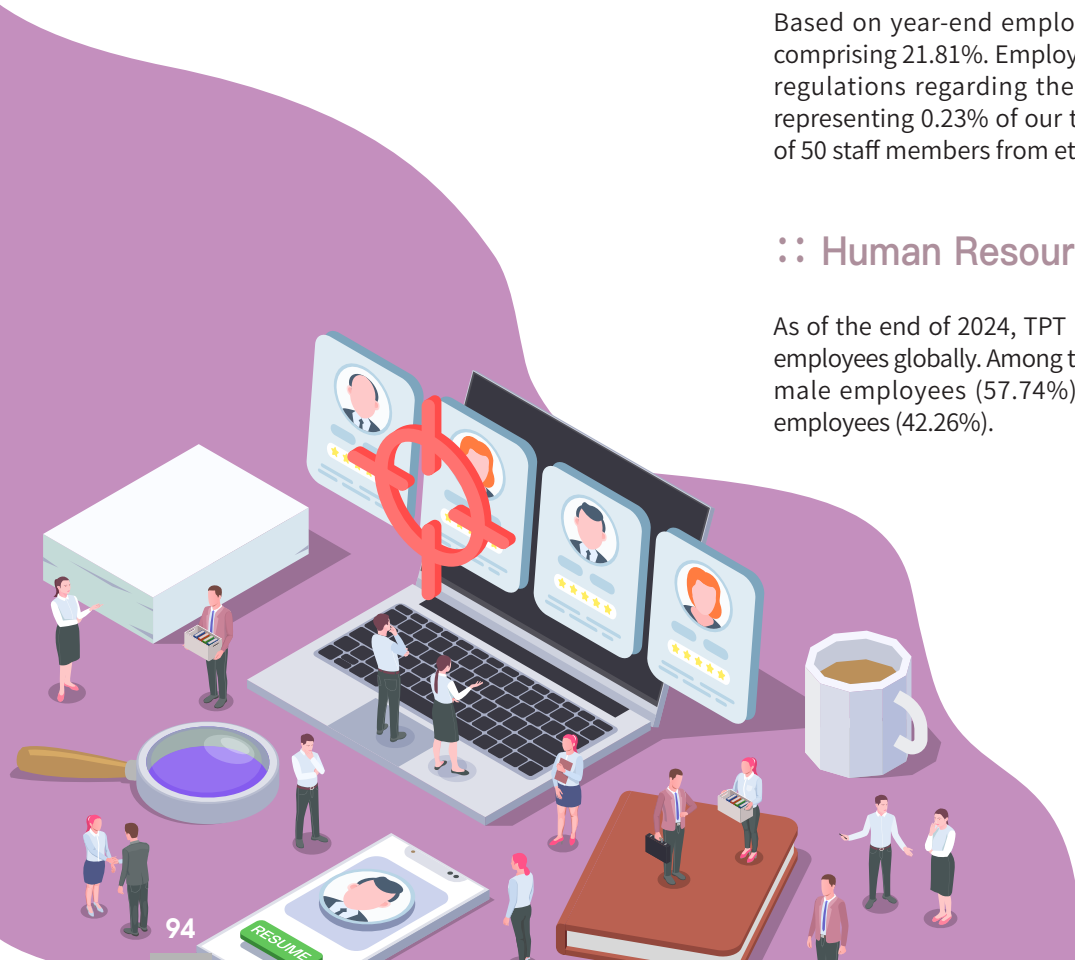
As of the end of 2024, TPT had a total of 3,654 employees globally. Among them, there are 2,110 male employees (57.74%) and 1,544 female employees (42.26%).

Changes in the number of employees at TPT in the past 3 years

Employee Categories	2022	2023	2024
Employees	3,878	3,880	3,654
Non-Employee Workers	1,026	863	1,387
Total	4,904	4,743	5,041

Note :

1. The number refers to the count of employees as of December 31, 2024.
2. Non-employee workers: Workers who are not directly employed by the company but whose work is controlled by the company. This category includes agency/temporary workers and workers of contractors mainly engaged in tasks such as environmental cleaning and meal provision.



In 2024, TPT Group's types of employees hired per region

Employee Classification (Unit: Number)		Taiwan		China		Vietnam		Total		
		M	F	M	F	M	F	M	F	Total
As per contract	Permanent Employees (Indefinite Contracts)	169	178	961	624	0	0	1,130	802	1,932
	Contract Employees (Term contracts)	0	0	835	617	145	125	980	742	1,722
As per working hour	Full-time Employees (Full-time)	169	178	1,796	1,241	145	125	2,110	1,544	3,654
	Part-time Employees (Part-time)	0	0	0	0	0	0	0	0	0
	No Guaranteed Hours Employees (Temporary employee)	0	0	0	0	0	0	0	0	0
Employees per Gender per Region		169	178	1,796	1,241	145	125	2,110	1,544	3,654

Note :

1. Full-time Employees: Employees with a weekly working hours of 40 hours or more, as defined by the Taiwan Labor Standards Act.
2. Part-time Employees: Employees with working hours of less than 40 hours per week.
3. No Guaranteed Hours Employees: Employees without a defined minimum or fixed working hours, such as temporary workers or on-call employees.

Diverse Distribution of Job Categories Among TPT Employees in 2024

Job Categories/Diverse Categories			Gender		Age			Other		
			M	F	Under 30 y.o	30-50 y.o	Above 50 y.o	Ethnic Minorities	Foreign Migrant Workers	Individuals with Disabilities
Managers	Senior management	Number	11	1	0	2	10	0	0	0
		Percentage(%)	91.67%	8.33%	0.00%	16.67%	83.33%	0.00%	0.00%	0.00%
	Non- Senior management	Number	136	40	0	162	14	3	0	0
		Percentage(%)	77.27%	22.73%	0.00%	92.05%	7.95%	1.71%	0.00%	0.00%
Non-Managers	Technical Staff	Number	92	85	77	96	4	2	0	5
		Percentage(%)	51.98%	48.02%	43.50%	54.24%	2.26%	1.13%	0.00%	2.82%
	All Other Employees	Number	1,871	1,418	631	2,544	114	45	88	1
		Percentage(%)	56.89%	43.11%	19.19%	77.35%	3.47%	1.37%	2.68%	0.03%
Number of Employees in Each Diverse Category			2,110	1,544	708	2,804	142	50	88	6
Percentage of Total Employees			57.74%	42.26%	19.38%	76.74%	3.89%	1.37%	2.41%	0.16%

Note:

1. Employee Categories: Senior management refers to managers at the department level and above; non-senior management refers to supervisors from the manager level down to the section chief level; technical staff refers to employees from the Engineering Office (excluding the General Affairs Section) and the Information Technology Office; other employees refer to all personnel not included in the above categories.
2. The calculation method for the percentage is: Number of individuals in the diverse category / Total number of individuals in that job category

New hires and Separations

To meet the growing talent needs of TPT's continuous expansion, we are actively recruiting new talent, enhancing work-life balance, improving managerial capabilities, and providing career development opportunities for employees to promote retention.

In 2024, there were 1,768 new employees, including 1,082 males and 686 females. The majority of new hires, accounting for 53.17%, were between 31 and 50 years old. The average monthly hiring rate was 3.9%. The total number of employees who left the company was 2,178, comprising 1,286 males and 892 females, resulting in an average monthly separation rate of 4.7%.

2024 Monthly Average Hiring and Separation Numbers and Rates at TPT

Gender	Age	New employees							
		Taiwan		China		Vietnam		Total	
		Number	Hiring Rate	Number	Hiring Rate	Number	Hiring Rate	Number	Hiring Rate
F	≤30	3	0.1%	9	0.2%	12	0.3%	24	0.6%
	31-50	7	0.2%	12	0.3%	14	0.4%	33	0.9%
	≥51	1	<0.05%	<0.5	<0.05%	0	<0.05%	1	<0.05%
M	≤30	4	0.1%	19	0.5%	21	0.5%	44	1.1%
	31-50	4	0.1%	20	0.5%	22	0.6%	46	1.2%
	≥51	1	<0.05%	<0.5	<0.05%	<0.5	<0.05%	1	<0.05%
Monthly Average New Hiring Rate		20	0.5%	60	1.6%	69	1.8%	149	3.9%

Gender	Age	Separated employees							
		Taiwan		China		Vietnam		Total	
		Number	Separation Rate	Number	Separation Rate	Number	Separation Rate	Number	Separation Rate
F	≤30	5	0.1%	10	0.3%	11	0.3%	26	0.7%
	31-50	15	0.4%	18	0.5%	12	0.3%	45	1.2%
	≥51	3	0.1%	1	<0.05%	0	0.0%	4	0.1%
M	≤30	5	0.1%	20	0.5%	18	0.5%	43	1.1%
	31-50	10	0.3%	28	0.7%	21	0.5%	59	1.5%
	≥51	3	0.1%	1	<0.05%	0	0.0%	4	0.1%
Monthly Average Separation		41	1.1%	78	2.0%	62	1.6%	181	4.7%

Note:

- The total number of new hires and separations is presented as a monthly average. Monthly average figures are calculated by dividing the annual total by 12 and rounding to the nearest whole number.
- Monthly Average Hiring Rate = Monthly Average Number of New Hires ÷ Average Annual Headcount. The Average Annual Headcount is defined as: (Beginning-of-year headcount + End-of-year headcount) ÷ 2. The beginning-of-year headcount refers to the prior year's year-end headcount.
- Monthly Average Separation Rate = Monthly Average Number of Departed Employees ÷ Average Annual Headcount. The Average Annual Headcount is defined as: (Beginning-of-year headcount + End-of-year headcount) ÷ 2. The beginning-of-year headcount refers to the prior year's year-end headcount.
- Separated employees include those who left the organization voluntarily, as well as those who departed due to dismissal, retirement, or work-related fatalities.

Employee Rights and Salary

:: Protection of Human Rights and Labor Rights

To fulfill its corporate social responsibility and safeguard the fundamental human rights of all employees, TPT recognizes and adheres to internationally recognized human rights standards. We are committed to preventing any form of human rights violations or infringements, and ensures that all employees are treated with dignity and respect. TPT's Human Rights Policy applies to its headquarters and all operational sites. We strictly comply with local labor and gender equality laws and has established relevant human rights and labor policies, along with corresponding implementation measures. As part of new employee orientation, the company provides training on relevant regulations, including anti-discrimination, understanding and preventing sexual harassment, and procedures for handling such incidents. It also promotes workplace bullying prevention, helping employees recognize and avoid bullying behaviors, with the goal of fostering a zero-bullying work environment. In addition, a comprehensive series of occupational safety training programs is implemented to ensure a safe and healthy working environment.

To ensure human rights protection, TPT invites all partners to collectively raise awareness of human rights issues and prioritize relevant risk management. In 2024, neither our company nor our suppliers experienced any significant risks or incidents related to discrimination, child labor, forced labor, or other labor rights violations.

■ Training on Promotion of Human Rights Protection in the Past Three Years at TPT

Year	2022	2023	2024
Number of Employees	2,089	2,147	2,164
Total Training Hours	2,250	2,315	3,493



Management Situation of Human Rights Issues at TPT

Human Rights Issues	Management Explanations
Employment policies	TPT is committed to fostering workplace diversity and adheres to the principles of openness and fairness. We do not discriminate based on race, class, language, ideology, religion, political affiliation, birthplace, gender, sexual orientation, age, marital status, appearance, facial features, or disabilities. We are dedicated to eliminating all forms of forced labor, eradicating discrimination in employment and hiring practices, prohibiting harassment, and respecting the right to privacy. Our goal is to create a work environment that is characterized by equal opportunities, dignity, safety, equality, and freedom from discrimination and harassment.
Diversity and Equality	The company provides various benefits measures and does not discriminate based on gender. The company shall not differentiate in retirement, dismissal, resignation, or termination of employment based on gender. Salary payments shall not discriminate based on gender, and equal pay shall be provided for work or the value of work that is the same. However, normal reasons such as seniority, rewards, penalties, performance, or other non-gender factors shall not be subject to this limitation, and the provisions of the preceding paragraph shall not be circumvented by reducing the salaries of other employees.
No Child Labor and Forced Labor	TPT's facilities in China and Vietnam have established internal documentation that outlines detailed procedures for the identification and protection of child and underage workers. These documents also clearly prohibit all forms of forced labor and include related policies to ensure compliance and worker protection.
Freedom of Association	TPT respects employees' rights to freedom of association. The company's facilities in China and Vietnam have clearly outlined in internal documentation that, within the limits permitted by law, employees shall have the right to join or refrain from joining any organization or group related to the workplace.
Healthy Workplace	To mitigate potential work-related risks associated with shift work, we regularly assess employee health and safety risks and implement improvements based on the findings.
Privacy Protection	To fully protect the privacy rights of our customers and all stakeholders, we have established a comprehensive information security management mechanism and adheres to strict control standards and protective measures.
Labor-Management Communication	Our company has established an employee complaint system to address issues related to unreasonable disciplinary actions, improper management, suggestions, and violations of labor laws. Additionally, under the "Implementation Measures for Labor-Management Meetings," we hold regular labor-management meetings every three months. We also have a labor suggestion box to collect employee suggestions, expanding communication channels to ensure the rights and interests of both parties are safeguarded.

Human Rights Issues	Management Explanations
<p>Consultation Channel</p>	<p>Preventing and addressing workplace sexual harassment : TPT establishes a 7-member Complaints Committee, composed of representatives elected by employees. At least half of the committee members must be women, serving a term of 3 years with the option for re-election. In case of mid-term vacancies, replacements will be elected. Any individual experiencing sexual harassment may file a complaint with the Complaints Committee. Cases that cannot be resolved by the committee will be referred to the relevant regulatory or judicial authorities for further handling.</p>
	<p>Workplace Unlawful Infringement Complaint Hotline:</p> <ul style="list-style-type: none"> • In Writing Complainants can submit their complaints in writing through a designated suggestion box. Management Department staff opens the suggestion box weekly, and the cases are forwarded to the respective supervisor of the accused based on their position. • Verbally Complainants can directly report the complaint to the respective supervisor of the accused based on their position. • Phone 03-4698860 ext. 418 • Fax The company's fax number is 03-4698277. • Email Send complaints directly to 5134@tpt-pcb.com.tw. The Management Department staff opens and reviews the emails weekly, and the cases are forwarded to the respective supervisor of the accused based on their position.



Explanation of measures related to labor rights at TPT

<p>Working Hours</p>	<ul style="list-style-type: none"> • Full-time employees have a regular workday of 8 hours and a weekly total of 40 hours. • In case of special circumstances requiring overtime, the total daily working hours should not exceed 12 hours. • According to the "Labor Standards Act", overtime beyond 8 hours in a day should be compensated with overtime pay, and employees should not be forced to work overtime.
<p>Separation and Retirement Measures</p>	<ul style="list-style-type: none"> • If we encounter any of the following situations: closure, losses, or business contraction; the employer legally changes the organization, dissolves, or transfers it; a force majeure event suspends work for more than one month; a change like the business requires a reduction in staff, and there are no suitable positions available for placement, we will provide notice within the prescribed period as per the "Labor Standards Act" and provide severance pay or retirement benefits according to the statutory standards.
<p>Agreement Between Labor and Management</p>	<ul style="list-style-type: none"> • Communication Channels: Employee grievance system, quarterly labor-management meetings, labor suggestion box. • There is no labor union established at the Taiwan facilities; therefore, no collective agreement has been signed. However, labor unions have been established at the China and Vietnam facilities, and collective agreements have been signed with the company. • Under Article 83 of the "Labor Standards Act", we hold regular labor-management meetings quarterly. If necessary, we can also convene ad-hoc meetings to facilitate two-way communication and negotiation on issues related to promoting labor-management cooperation, harmonizing labor relations, improving working conditions, and planning employee benefits. This includes issues such as adjusting the scheduling of national holidays (adjusted for 2025), providing compensatory time off for national holidays, and extending working hours for employees.
<p>Momentous operational changes</p>	<ul style="list-style-type: none"> • During the reporting period, the company did not experience momentous operational changes.

Note: Disclosures are based on regulations applicable in Taiwan. The operations in China and Vietnam comply with the respective local government laws and regulations.



| Support for childbearing and child-rearing |

TPT fully complies with the "Act of Gender Equality in Employment" to safeguard employees' rights to take maternity-related leave and unpaid parental leave. In addition to providing the relevant leave, TPT celebrates the arrival of a new family member by offering a childbirth congratulatory payment upon submission of a copy of the child's birth certificate. Employees also receive an additional gift from the company to mark the occasion. For employees with children under the age of three, TPT offers a biannual child-rearing subsidy. By submitting the application form, a copy of the birth certificate, and household registration, employees may apply for the monthly subsidy every six months. These measures aim to ease the financial burden of raising young children and position TPT as a strong support system for employees in caring for their families and the next generation.

■ Relevant regulations related to maternity leaves at TPT

<p>Maternity Leave</p>	<p>Employees are entitled to maternity leave of eight weeks before and after childbirth.</p> <p>In the case of a miscarriage after three months of pregnancy, a maternity leave of four weeks is provided.</p> <p>In the case of a miscarriage after being pregnant for over two months and less than three months, the female employee shall be permitted to discontinue work and shall be granted a maternity leave for one week.</p> <p>In the case of a miscarriage after being pregnant for less than two months, the female employee shall be permitted to discontinue work and shall be granted a maternity leave for five days.</p> <p>Employees who take maternity leave for eight or four weeks and have been employed for more than half a year will receive their regular salary during maternity leave. Those employed for less than half a year will receive half of their regular salary during maternity leave.</p> <p>For those who take 1 week and 5 days of maternity leave, there will be no salary deduction, no reduction in attendance bonuses, and it will not affect performance evaluations. Alternatively, they may choose to handle it according to sick leave regulations.</p>
<p>Pregnancy Checkup Accompaniment and Paternity Leaves</p>	<p>When an employee's spouse gives birth, the employee is entitled to take a leave of absence for a total of 15 days, including the day of childbirth and the days before and after it. During this period, the employee can choose to take seven days of leave. The employee will receive their regular salary during the pregnancy checkup accompaniment and paternity leaves. After the salary for the pregnancy checkup accompaniment and paternity leave, the employer can apply for a subsidy from the central competent authority for the portion exceeding five days.</p>
<p>Prenatal Examination Leave</p>	<p>During an employee's pregnancy, they are entitled to seven days of prenatal examination leave. If there is a confirmed need for prenatal examinations, the leave can be taken in units of half a day or hours, and once chosen, it cannot be changed.</p>

Note: Disclosures are based on regulations applicable in Taiwan. The operations in China and Vietnam comply with the respective local government laws and regulations.



Parental Leave of Absence Statistics in 2024

Item	M	F	Total
Number of Employees Eligible for Parental Leave in 2024 ¹ (a)	6	10	16
Actual Number of Parental Leave Applicants in 2024(b)	0	3	3
Parental Leave Application Rate (b/a)	0%	30%	19%
Number of Employees Expected to Return from Parental Leave in 2024 (c)	1	5	6
Number of Employees Who Actually Returned from Parental Leave in 2024(d)	1	3	4
Parental Leave Return Rate (d/c)	100%	60%	67%
Number of Employees Who Actually Returned from Parental Leave in 2023(e)	3	4	7
Number of Employees ² Who Continued Working for One Year After Returning from Parental Leave in 2023	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 three years (2022–2024).
2. Refers to employees who actually returned to work in 2023 and remained employed for at least one full year after returning.



:: Compensation and Remuneration Standards

TPT is committed to establishing a sound compensation system by building a fair and reasonable salary structure. Overall compensation is free from disparities based on gender or ethnicity, reflecting TPT's value of equal pay for equal work. We have also developed policies, systems, standards, and structures related to performance goals and salary rewards.

For employees at the manager level and above, compensation and benefits must be approved by the Remuneration Committee and the Board of Directors to enhance corporate governance and transparency in remuneration. This ensures that the compensation design supports operational objectives and remains competitive in the market, helping attract and retain top talent in the industry.

We ensure that employees fully understand the compensation system by communicating the "Salary Management Policy" and "Year-End Bonus Distribution Policy" through new employee training and internal email announcements. The employee compensation structure consists of fixed and variable pay: fixed pay is paid monthly and is adjusted based on industry standards, labor market statistics, as well as factors such as job position, job nature, education and experience, seniority, professional skills, and labor market supply and demand. Variable pay includes year-end bonuses, employee incentives, holiday bonuses, and performance bonuses. Through variable pay, a portion of the compensation is linked to operational performance.

Salary Information for Full-time Non-Managerial Employees

Year	2022	2023	2024
Number of Employees (Annual Average)	339	275	257
Average Salary (NT\$ ' 000)	1,426	1,518	1,213
Median Salary (NT\$ ' 000)	1,210	1,500	865

Note:

1. Data disclosed covers only the Pingzhen factory and excludes directors and managers.
2. Compensation refers to the annual salary, including base salary, meal allowance, year-end bonus, performance bonus, overtime pay, and employee incentives.
3. For employees employed for more than six months but less than one year, salary is annualized for estimation.
4. The average salary in 2024 decreased by NT\$ 305,000, and the median salary decreased by NT\$ 635,000. This decline is due to lower profits in 2024 compared to 2023, resulting in reduced bonuses and employee incentives.



Gender-based compensation and remuneration ratios for various employee categories at TPT

Site	Pingzhen		THT		Kaohsiung		Suining		Wuxi		Zhongshan		Vietnam	
Employee Category	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Managers	1.69	1	All female		1.38	1	1.05	1	1.08	1	0.99	1	Only 1 male	
Non-Managers	1.03	1			1.09	1	1.11	1	1.01	1	1.05	1	0.85	1

Note :

1. Calculation method: Average salary of males in each category ÷ average salary of females in the same category.
2. Compensation refers to the annual salary, including base salary, meal allowance, year-end bonus, performance bonus, overtime pay, and employee incentives.
3. Managers: Employees at the section level and above (inclusive).

Ratio of Entry-Level Wages to Local Minimum Wage at TPT Group

Site		Pingzhen	THT	Kaohsiung	Suining	Wuxi	Zhongshan	Vietnam
Salary Currency		NT\$			RMB			VND
Ratio of Entry-Level Employee Starting Salary to Local Minimum Wage	M	1	1	1	1.04	1.09	1	1
	F	1	1	1	1.04	1.09	1	1
Local Minimum Wage		27,470	27,470	27,470	2,490	1,900	1,970	3,860,000
Legal Basis		Labor Standards Act			Minimum Wage Adjustment Notice	Labor Code		Article 3 of Decree No. 74/2024/NĐ-CP

Note :

1. Employee and other worker salaries are determined with reference to the Ministry of Labor's minimum wage announcement for the respective year, ensuring that compensation does not fall below the minimum wage.
2. Standard salary: Includes base salary, meal allowance, and other regular components of compensation.

:: Benefits Measures

TPT is committed to creating a friendly and fulfilling workplace environment. In addition to complying with legal requirements such as labor and health insurance, annual leave, maternity leave, and parental leave, the company has also established an Employee Welfare Committee to organize a variety of welfare programs. A wide range of benefits is offered to full-time employees in order to enhance their well-being and promote overall employee satisfaction.

■ Benefits Measures at TPT

Basic Benefits	Insurance	<ul style="list-style-type: none"> Basic Labor Health Insurance and Employee: We provide essential labor and health insurance coverage to our employees (including life insurance, medical insurance, accident insurance, and travel insurance for business trips). Employees and their dependents are covered under these policies, ensuring that they have access to insurance benefits in the event of insurance-related incidents. TPT handles the insurance claim process under the law when such incidents occur for our colleagues.
	Leave	<ul style="list-style-type: none"> We comply with the "Labor Standards Act" and provide our employees with national holidays, special leaves, marital, bereavement, sick leaves, official leaves, and parental leaves as required by the law.
	Retirement Pension System	<ul style="list-style-type: none"> For employees covered under the old system of the "Labor Standards Act": 2% to 15% of the employee's total monthly salary is allocated and deposited into a dedicated account at the Bank of Taiwan (formerly the Central Trust of China) under the company's name. For employees covered by the new "Enforcement Rules of the Labor Pension Act", we adhere to the contribution wage classification table approved by the Executive Yuan. We contribute 6% of the employee's monthly salary to their labor pension account. The retirement pension expense recognized in 2024 amounted to NT\$10,769,000.
Compensation and Benefits	Bonus	<ul style="list-style-type: none"> Year-end Bonus: According to the "Labor Standards Act", employees without any faults throughout the year receive a year-end bonus. Lunar New Year Bonus: A bonus is provided based on the company's operating performance for the year. Employee Compensation: Distributed based on the company's profit from the previous year.
Health Promotion	Health Consultation	We provide periodic health consultations. In 2024, a total of 23 sessions were held, including 3 for legal compliance, and 20 for health promotion initiatives.
	Health Examination	We provide free annual health check-ups for employees. In 2024, a total of 299 employees underwent health check-ups, which represents approximately 98% of the workforce.
Adequate Facilities	Workplace Health and Safety	Each factory is equipped with a breastfeeding room.
		There are female night work areas that comply with health and safety regulations.
	Automated External Defibrillator	
Childcare-friendly	We have partnered with nearby quality childcare centers to provide convenient daycare facilities for our employees.	
Welfare Committee	Welfare Fund	<p>The company allocates employee welfare funds per the law and establishes an Employee Welfare Committee to manage various employee welfare programs. The organizational charter of the Employee Welfare Committee is established in compliance with relevant regulations and reported to the competent authority for implementation.</p> <ul style="list-style-type: none"> Funding sources for the welfare programs include 0.5% of each employee's monthly salary, 0.05% of the company's monthly total revenue, 20% of income from the sale of scraps and residues and interest income, and interest income. These funds are allocated and deposited into a dedicated account, and management is carried out by the "Employee Welfare Committee" jointly established by labor and management. In the current year, the total amount of welfare funds allocated by the company is NT\$ 18,449,712. The scope of disbursement covers various allowances and subsidies, including those for weddings, funerals, celebrations, maternity, parenting allowance for children under three years old, birthday gifts, hospitalization assistance for illnesses lasting three days or more, holiday gifts for festivals and Labor Day, etc. In the current year, a total of NT\$ 14,970,000 has been disbursed for these purposes.

Note : Data disclosed covers only the Pingzhen factory.

[Feature Report]

A Reliable Support for Employees' Lives and Dreams

TPT spares no effort in supporting its employees, hoping to be a strong pillar in their lives and growth journeys. In 2024, the Wuxi factory provided subsidies to 1,894 employees, totaling NT\$ 3.394 million (RMB 758,000); the Suining factory supported 2,142 employees with a total of NT\$ 5.051 million (RMB 1.128 million); and the Zhongshan factory assisted 840 employees with NT\$ 3.677 million (RMB 821,000). At these three major plants in China, employees with two or fewer children are eligible to apply for scholarships ranging from kindergarten through university, allowing their children to pursue education with peace of mind and parents to remain worry-free.

The Suining factory implements three major support programs for employees and their families: "Golden Autumn Scholarship", "Spring Festival Warmth", and "Dreams of Education Campaign". The "Golden Autumn Scholarship" provides financial assistance for employees' children; the "Spring Festival Warmth" offers care to employees facing illness or disability; and the "Dreams of Education Campaign" supports employees in pursuing specialized academic degrees. Meanwhile, the Zhongshan factory has increased educational subsidies to help employees reduce financial burdens and boost motivation on their learning journeys.

Work is a part of life, and family is at the heart of this effort. TPT will continue to demonstrate deep care and support for employees and their families through concrete actions, becoming the most reliable backing for both.



Human Resource Development

:: Diverse Training Channels

TPT has established an "Appointment Method for Rank and Position" to encourage employees to pursue various learning opportunities to nurture talent and enhance their skills. In 2024, the total internal and external training hours in Taiwan's facilities reached 18,274.0 hours, with an average of 52.7 hours per person. In the China facilities, the total internal and external training hours amounted to 134,753.0 hours, with an average of 44.4 hours per person. In the Vietnam facility, the total internal and external training hours amounted to 9,135.0 hours, with an average of 33.8 hours per person.

■ The training situation of TPT employees in 2024

Region		Taiwan			China			Vietnam		
Employee Categories		M	F	Sub-Total	M	F	Sub-Total	M	F	Sub-Total
Managers	Number of Employees Trained during the Reporting Period (A1)	61	17	78	103	32	135	2	4	6
	Total Training Hours during the Reporting Period (B1)	373.5	121.5	495.0	2,738.0	818.0	3,556.0	15	0	15
	Average Training Hours per Employee during the Reporting Period (B1/A1)	6.1	7.1	6.3	26.6	25.6	26.3	7.5	0	2.5
Non-Managers	Number of Employees Trained during the Reporting Period (A2)	328	444	772	2,285	1,551	3,836	617	388	1,005
	Total Training Hours during the Reporting Period (B2)	7,863.0	9,916.0	17,779.0	78,065.5	53,131.5	131,197.0	5,192.0	3,928.0	9,120.0
	Average Training Hours per Employee during the Reporting Period (B2/A2)	24.0	22.3	23.0	34.2	34.3	34.2	8.4	10.1	9.1
Total	Total Training Hours during the Reporting Period (Q)	8,236.5	10,037.5	18,274.0	80,803.5	53,949.5	134,753.0	5,207	3,928	9,135
	Total Number of Employees at the End of the Reporting Period (R)	169	178	347	1,796	1,241	3,037	145	125	270
	Average Training Hours per Employee (Q/R) during the Reporting Period	48.7	56.4	52.7	45.0	43.5	44.4	35.9	31.4	33.8

:: Performance and Career Development

2024 Employee Performance Evaluation System at TPT

Region	Site	Evaluation Frequency	Evaluation Month	Description
Taiwan	Pingzhen Kaohsiung	Once a year	November	Employees who join in November and December are not included in the performance evaluation for the current year. In addition to the annual evaluation, monthly assessments are based on the achievement rate of performance goals, with attendance and disciplinary records also taken into consideration.
China	Suining Wuxi	Once a year	November	After new employees complete their probation period and become permanent staff, they will undergo the annual performance evaluation according to the internal performance evaluation guidelines and the "Performance and Retention Bonus Management Measures". In addition to the annual evaluation, monthly assessments are based on the achievement rate of performance goals, with attendance and disciplinary records also taken into consideration.
	Zhongshan	Once a year	October	New employees must pass the probationary period assessment to be confirmed for permanent employment. If an employee fails to pass the training assessment after three attempts, they will be reassigned to a more suitable position or terminated. In addition to the annual evaluation, monthly assessments are based on the achievement rate of performance goals, with attendance and disciplinary records also taken into consideration.
Vietnam	Vietnam	Once a year	January of the following year	In addition to the annual performance evaluation, a monthly assessment is conducted based on the achievement rate of performance targets, with attendance and disciplinary records also taken into consideration.



Employee Performance Evaluation at TPT in 2024

Region		Taiwan			China			Vietnam		
Employee Categories		M	F	Sub-Total	M	F	Sub-Total	M	F	Sub-Total
Calculation Method										
Managers	End-of-Period Total Employees (A1)	49	13	62	97	28	125	1	0	1
	Number of Employees Undergoing Regular Performance and Career Development Reviews (B1)	49	13	62	97	28	125	1	0	1
	Percentage (B1/A1)	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%
Non-Managers	End-of-Period Total Employees (A2)	120	165	285	1,699	1,213	2,912	144	125	269
	Number of Employees Undergoing Regular Performance and Career Development Reviews (B2)	119	164	283	1,500	1,088	2,588	128	119	247
	Percentage (B2/A2)	99.17%	99.39%	99.30%	88.29%	89.69%	88.87%	88.89%	95.20%	91.82%
Total	End-of-Period Total Employees (R)	169	178	347	1,796	1,241	3,037	145	125	270
	Total Number of Employees Undergoing Regular Performance and Career Development Reviews (Q)	168	177	345	1,597	1,116	2,713	129	119	248
	Percentage of Employees Undergoing Regular Performance and Career Development Reviews (Q/R)	99.41%	99.44%	99.42%	88.92%	89.93%	89.33%	89.97%	95.20%	91.85%



Safe Working Environment

Occupational Health and Safety Management System

For workers, the workplace is where they spend the most time each day, so the safety and hygiene of the workplace environment are especially important. In accordance with the "Occupational Health and Safety Act" and relevant organizational and personnel regulations, TPT has established the "Health and Safety Work Guidelines" and implemented the ISO 45001 Occupational Health and Safety Management System.

To ensure the effective implementation of the Health and Safety Work Guidelines and the Occupational Safety Management System, TPT has established specific emergency response operation standards for the workplace. We enforce self-inspection of equipment, strengthen occupational health and safety education, and conduct disaster prevention training. Additionally, we provide health check-ups and other measures to safeguard employee health and safety and prevent workplace accidents. For any items not mentioned, we comply with the "Occupational Health and Safety Act" and relevant legal regulations.

TPT's Occupational Health and Safety Management System covers workplaces in Taiwan, China, and Vietnam, encompassing 100% of both employees and non-employees, with no specific groups excluded.

Scope of Workers Covered Under TPT's OHS Management System Across All Facilities

Region	Taiwan				China				Vietnam
	Pingzhen Factory	Kaohsiung Factory	THT	Total	Zhongshan Factory	Wuxi Factory	Suining Factory	Total	Vietnam Factory
Number of Employees	337	6	4	347	901	936	1200	3037	270
Number of Non-Employees	0	0	0	0	203	899	235	1337	50
Total	337	6	4	347	1,104	1,835	1,435	4,374	320
Percentage	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: The number of non-employees includes contractors and temporary personnel working on-site for an extended period.



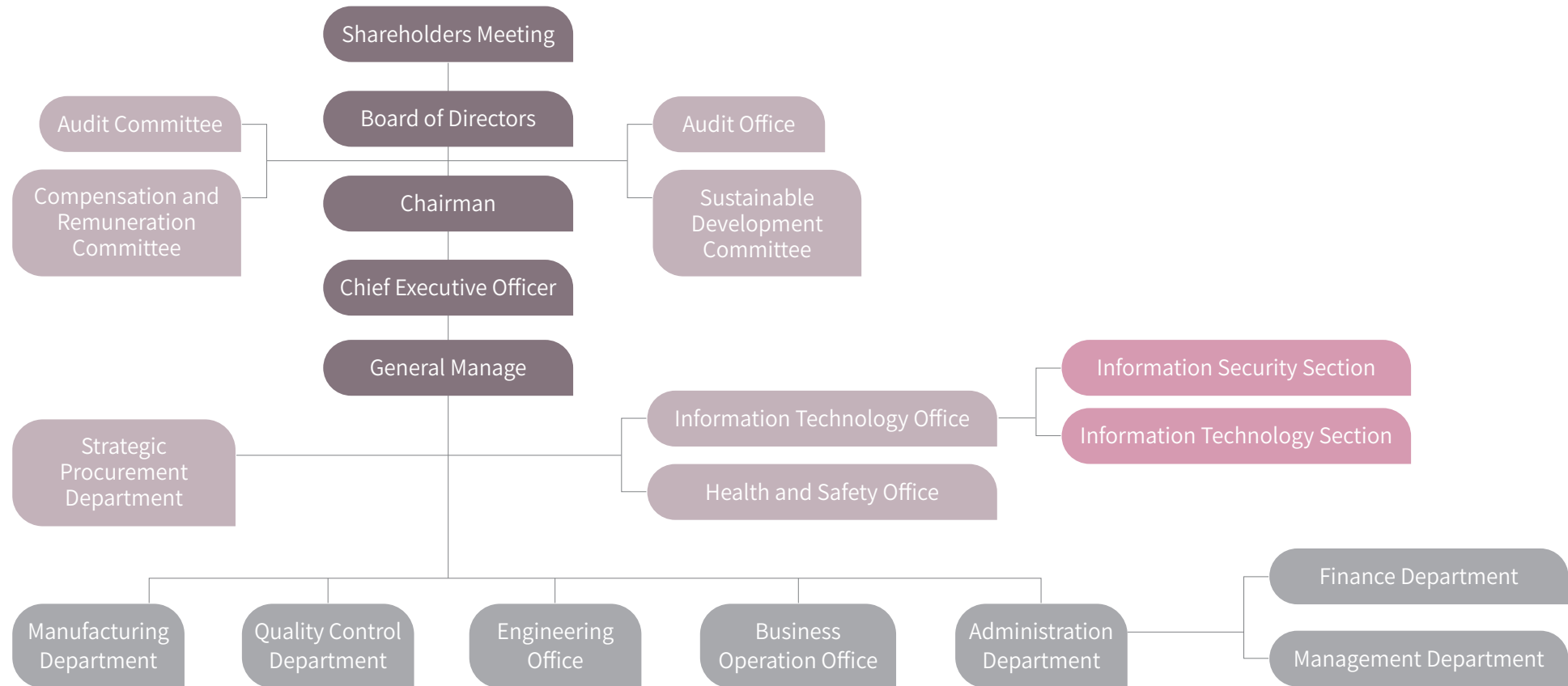
| Occupational Health and Safety Committee |

To protect employees' occupational safety and related rights and interests, TPT has established an Occupational Health and Safety Committee. The Occupational Health and Safety Committee consists of a total of 14 members with a two-year term. Meetings are held quarterly to review health and safety matters in the facilities. The meetings are chaired by a management representative, with the employer acting as the Chairman of the Committee. The Committee designates one member as the Secretary to assist in managing the Committee's affairs. The labor side representation on the Committee consists of a total of 6 members, in compliance with the legal requirements, making up 42.86% of the Committee.

The responsibilities of the Health and Safety Committee include planning, implementing, evaluating, and improving the occupational health and safety environment to enhance health and safety management standards and achieve safety management goals. An annual management review meeting is conducted to discuss issues such as hazard identification and elimination, risk assessment, accident investigation and auditing, and the development and management of auditing standards for contractors and suppliers. In 2024, the management review meeting addressed changes related to internal and external issues concerning the ISO 14001 and ISO 45001 environmental and occupational health and safety management systems. Discussions included policy performance, target achievement status, corrective actions for nonconformities, and continual improvement efforts. Responsible departments have been assigned to continue monitoring these issues, or resolutions and adjustments were made during the meeting.



TPT Occupational Health and Safety Committee Organizational Chart



General Manager Rights and Responsibilities :

- 5.3.1 Oversee all health and safety matters within the company.
- 5.3.2 Serve or designate a person to serve as the chairman of the Occupational Health and Safety Committee.
- 5.3.3 Verify the company's health and safety management regulations, work rules, and relevant management rules and regulations.
- 5.3.4 Instruct various departments to implement relevant health and safety tasks
- 5.3.5 Other health and safety matters

The composition of the Occupational Health and Safety Committee

It must have at least seven members. The general manager shall appoint the following personnel based on the actual needs of the company :

- 5.4.1 General manager or a person designated by the general manager
- 5.4.2 Occupational health and safety personnel
- 5.4.3 Heads of various departments within the business, supervisory and command personnel
- 5.4.4 Engineering and technical personnel related to occupational health and safety
- 5.4.5 Medical staff engaged in labor health services
- 5.4.6 Labor representative

Occupational Health and Safety Education and Training

To effectively prevent and control workplace health and safety risks, TPT regularly identifies and assesses potential emergencies and incidents. The company develops specific emergency plans and response procedures, including emergency reporting, employee notifications, evacuation plans, staff training, and drills, to minimize potential hazards. At least once a year, relevant drills or activities are conducted in accordance with applicable laws, covering areas such as fire detection and extinguishing equipment, unobstructed emergency exits, adequate escape facilities, contact information for emergency personnel, and recovery plans.

We require all staff to receive training related to occupational health and safety. We conduct regular safety training for new employees and contracted workers, as well as refresher training for existing employees, to ensure that they acquire the necessary safety knowledge for their work. To prevent the recurrence of similar incidents, we periodically conduct accident education and training. Through accident investigation and analysis, our employees gain an understanding of the root causes of accidents, reducing the occurrence of workplace accidents and strengthening employee health and safety. In 2024, TPT's Taiwan facilities recorded a total of 14,946 hours of occupational health and safety (OHS) training, with an average of 13.21 training hours per participant. A total of 15 participants completed OHS license renewal training courses, accounting for 94 hours in total.

At the China facilities, total OHS training hours reached 16,595 hours, with an average of 3.82 training hours per participant. The OHS license renewal courses were completed by 247 participants, with a total of 6,840 hours of training delivered.

In the Vietnam facility, total OHS training hours amounted to 2,918 hours, with an average of 1.69 training hours per participant. The OHS license renewal courses were attended by 76 participants, totaling 304 hours of instruction.



▲ The Suining factory organizes an annual Safety Production Month prize quiz every June to enhance employees' safety awareness.

2024 Personnel Occupational Health and Safety Training at TPT

Category		Taiwan			China			Vietnam			TPT Group		
Training Attendance		Average Hours per Participant	Number of Participants	Total Hours	Average Hours per Participant	Number of Participants	Total Hours	Average Hours per Participant	Number of Participants	Total Hours	Average Hours per Participant	Number of Participants	Total Hours
Worker	Training												
New Employees	General	38.06	295	11,229	3.37	287	968	2.50	827	2,068	10.12	1,409	14,265
	Specific	80.00	1	80	0	0	0	0	0	0	80	1	80
Current Employees	General	4.32	820	3,543	2.24	2,792	6,252	0.67	819	546	2.33	4,431	10,341
	Specific	6.27	15	94	27.97	293	8,196	4.00	76	304	22.38	384	8,594
Service Contractors	General	0	0	0	1.22	969	1,179	0	0	0	1.22	969	1,179
	Specific	0	0	0	0	0	0	0	0	0	0	0	0
Total		13.21	1,131	14,946	3.82	4,341	16,595	1.69	1,722	2,918	4.79	7,194	34,459

:: Occupational Hazard Risk Control and Management

TPT follows ISO 45001 procedures and systems to prevent, manage, track, and report workplace injuries and occupational diseases. TPT identifies and reduces health and safety hazards in the workplace (such as chemical, electrical, and other energy sources, fires, transportation, and fall hazards or accidents) through various control measures and human factors engineering. These measures include hazard elimination, process substitution, equipment and material controls, engineering and administrative controls, protective maintenance, safety operating procedures, and ongoing safety knowledge training. Employees are encouraged to report, categorize, and record cases of work-related injuries and occupational diseases. Necessary treatment and investigations are provided to implement corrective actions that address root causes and support the employee's return to work. If a worker believes that their current work environment may pose a risk of injury or illness, they may request a job transfer through their immediate supervisor. In such cases, TPT follows the "Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct" to ensure that workers are protected from intimidation, threats, or termination of employment.

TPT also actively invests in the development of various safety facilities to reduce potential occupational health and safety risks in the workplace. Regular drills related to occupational safety and health risks are conducted to create a safe working environment where all workers can operate with peace of mind.

■ The hazard identification, analysis, and improvement measures in the occupational health and safety management at TPT (Wuxi) Factory

Hazard Identification	Hazard Analysis	Risk Level	Improvement Measures
Mechanical	Unsafe environment or facilities	Low	<ul style="list-style-type: none"> Conducting a thorough assessment of site safety risks and proactively eliminating safety hazards within the premises to reduce occupational hazards and risks posed to employees by the environment and facilities
	Machinery without safety guards or with malfunctioning safety devices	Low	<ul style="list-style-type: none"> Implementing safety requirements for the design and protection of new equipment to ensure their safe operation Conducting monthly routine inspections of safety devices on equipment
Chemical	Exposed to hazardous chemicals/organic solvent leaks in the work environment	High	<ul style="list-style-type: none"> Controlling on-site material inventory levels Emergency measures: Chemical drills and on-site emergency supplies
Physical	High-temperature operation	Low	<ul style="list-style-type: none"> Site ventilation Establishment of workstation air conditioning
	Radiation	Low	<ul style="list-style-type: none"> Certified personnel on duty Regular health check-ups for personnel Regular radiation card measurements
	Dust	Low	<ul style="list-style-type: none"> Wearing PPE
	Noise	Low	<ul style="list-style-type: none"> Regular health check-ups
Ergonomic	Musculoskeletal hazards caused by repetitive work postures	Low	<ul style="list-style-type: none"> Shorten working hours and schedule adequate breaks.

Chemical Management and Workplace Environmental Monitoring

To prevent the use of hazardous substances from affecting employee health, TPT prioritizes the use of low-hazard chemicals and install local exhaust systems. When there is a need to purchase new chemicals or make changes to the chemicals used in a process, it must be done following the in-house environmental health and safety operational change management procedure. This involves conducting a hazard risk assessment for the chemicals used, and the usage can proceed only after approval from the relevant departments. According to the chemical use conditions, appropriate personal respiratory protective equipment that complies with regulatory requirements is provided. For processes with higher respiratory protective hazard risks, fit testing is conducted to ensure effectiveness.

Based on the actual hazard conditions of operations and regulatory requirements, qualified monitoring organizations are periodically contracted to conduct workplace environmental monitoring. This is done to assess and control the presence of harmful factors in the work environment. The results of these assessments are used to make improvements to the workplace environment and reduce the occurrence of occupational diseases. The primary types of chemical hazards include organic solvents and acidic chemicals. Monitored chemical factors include butanone, ethylene glycol monobutyl ether, ethylene diamine, naphthalene, nitric acid, sulfuric acid, and carbon dioxide, among others. Physical factors monitored include noise and lighting.

To prevent employees from being exposed to various hazardous factors in their work and thereby affecting their health, special health checks are performed for employees working with hazardous factors. The results of these checks are used for classification management. Employees classified at Class 2 or higher in health checks receive health education and work assessments from occupational disease medical specialists to prevent occupational diseases.



Occupational Accident Emergency Response

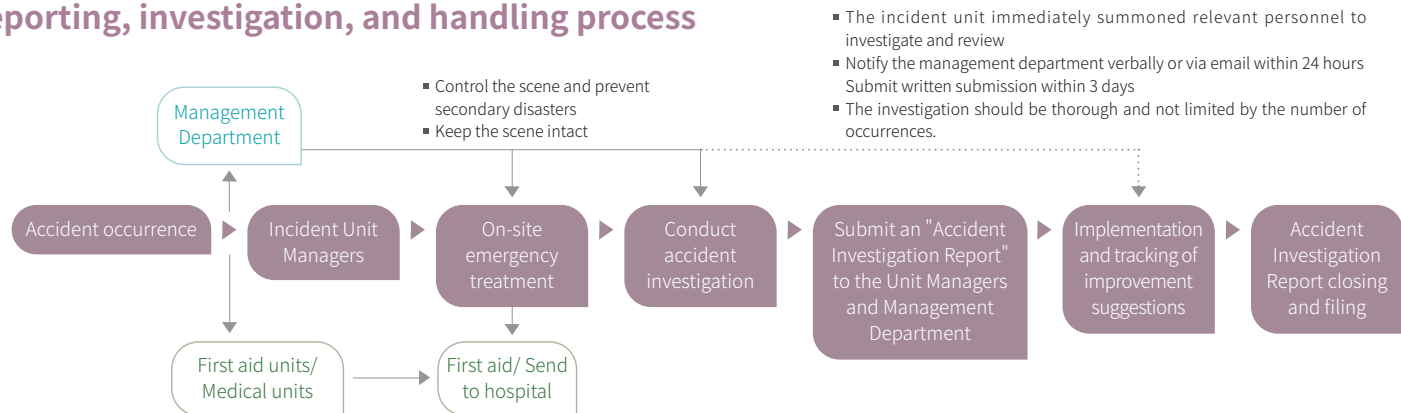
TPT has established accident handling and investigation procedures to ensure that relevant units can respond promptly in the event of occupational accidents. These procedures specify that in cases of false alarms, work-related injuries, or occupational diseases, each incident should be addressed through first aid, reporting, investigation, and corrective actions. Root cause analyses must be conducted to develop improvement measures, which should be implemented horizontally to prevent the recurrence of similar incidents.

If employees returning to work after an occupational injury or illness still have concerns about the workplace, they are encouraged to report them at any time to the Environmental Health and Safety (EHS) unit. TPT prioritizes employee safety and health, continuously implementing appropriate improvements to maintain a safe working environment. In addition, occupational medicine specialists are arranged to conduct return-to-work and job placement evaluations following any work-related injury or illness.

Major Occupational Accident Investigation Process

Accident occurrence	<ol style="list-style-type: none"> When a work-related injury or occupational accident occurs, on-site personnel should immediately take emergency measures to assist the injured in escaping danger, stop further harm, and evacuate the accident area. If necessary, send the injured to a medical facility immediately. Report to the Environmental Health and Safety (EHS) office (Management Department) and the immediate supervisor. For contractors, the supervising unit must be notified by phone within one hour, and relevant units such as fire and medical services should be contacted for support according to regulations. For major occupational accidents, the local labor inspection authority must be notified within 8 hours. According to Article 18 of the "Occupational Safety and Health Act", workers have the right to withdraw from dangerous situations. This right should be emphasized in the training of new employees, prioritizing personal safety above all else.
Investigation of the incident's causes	<ol style="list-style-type: none"> After an accident occurs, the Environmental Health and Safety (EHS) office should establish an "Occupational Accident Investigation and Handling Team". The team convener shall be a supervisor or designated personnel from each unit, who, together with department heads, will promptly conduct an on-site inspection and investigation. After submitting the "Accident Investigation Report" to the General Manager, a Major Occupational Accident Investigation Review Meeting shall be held within one week. The meeting will be convened by the Occupational Safety and Health Manager and will include department heads, labor representatives, and others. The EHS office will present the details of the major occupational accident and the handling process.
Review and improvement measures for the incident	<ol style="list-style-type: none"> Based on the corrective actions identified in the incident investigation and analysis report, each unit shall track and control the implementation until completion, and conduct a comprehensive review and improvement. In the event of a major occupational accident, photographs of the scene shall be taken for documentation and submitted along with the investigation report to the Safety and Health Office as case study material for training purposes, in order to prevent similar incidents from recurring.

Accident reporting, investigation, and handling process



Occupational Injury Accident Statistics and Analysis

In 2024, employees at TPT’s Taiwan facilities worked a total of 848,200 hours, with zero recordable occupational injuries. At the China facilities, total employee work hours amounted to 11,508,771, with 12 recordable occupational injury cases for the year—an incidence rate of approximately 1.04, representing a decrease of 0.58 compared to 2023. The Vietnam facility reported a total of 1,084,716 work hours and 2 recordable occupational injuries, resulting in an incidence rate of approximately 1.84. No serious occupational injuries or work-related fatalities occurred during the year.



Occupational Injury Statistics for Workers in the Taiwan Facilities in 2024

Region	Taiwan		China		Vietnam	
	Employee	Non-Employee	Employee	Non-Employee	Employee	Non-Employee
Number of Employees	5,521	0	38,996	13,431	3,556	600
Total Worked Hours	848,200	0	11,508,771	3,133,614	1,084,716	15,648
Death Toll	0	0	0	0	0	0
Fatality Rate	0	0	0	0	0	0
Number of Severe Occupational Injuries	0	0	0	0	0	0
Severe Occupational Injury Rate	0	0	0	0	0	0
Total Recordable Injury Frequency Number	0	0	12	6	2	0
Total Recordable Injury Frequency Rate	0	0	1.04	1.91	1.84	0
Trauma Types			Caught-in : 1 Sprain : 1 Collision : 1 Fall : 2 Fall from Height / Rolling Fal : 1	Improper Motion : 3 Struck by Falling Object : 3	Caught-in : 2	

Note:

- Occupational injuries refer to accidents or injuries that occur while workers are performing their duties or within the workplace environment. Commuting accidents, such as those that happen while traveling to or from work, are not included in these statistics.
- Total Exposure Hours: This is calculated by adding up the total hours worked by all workers throughout the year. For employees, it is calculated based on their actual working hours and overtime hours. For non-employees (contract workers and dispatched workers), it is estimated based on 8 hours per day multiplied by the number of workers entering the factory per month, multiplied by the number of working days in a month.
- Serious Occupational Injuries: These are injuries that result in disability or the inability to return to the worker’s pre-injury health status within 6 months (excluding fatalities).
- Fatality Rate = (Number of deaths due to occupational injuries × 1,000,000) / Total Exposure Hours.
- Serious Occupational Injury Rate = (Number of serious occupational injuries × 1,000,000) / Total Exposure Hours.
- Total Recordable Injury Frequency Rate (TRIFR) = (Total Recordable Injury Frequency Number, including serious injuries, fatalities, and other recordable injuries × 1,000,000) / Total Exposure Hours.
- Ratios at points 4-6 are calculated to two decimal places and not rounded up.
- The ratio of 1,000,000 working hours is a measure that represents the number of occupational injuries for every 500 full-time workers over the course of a year, assuming each full-time worker works 2,000 hours in a year.

Statistics on the Frequency and Severity Rates of Disabling Injuries Among TPT Workers Over the Past Three Years.

Region	Year	Worker Category	No. of lost workdays due to disability injuries	FR	SR	FSI
Taiwan	2022	Employee	0	0.00	0.00	0.00
		Non-Employee	0	0.00	0.00	0.00
	2023	Employee	58	0.47	9.00	0.07
		Non-Employee	0	0.00	0.00	0.00
	2024	Employee	0	0.00	0.00	0.00
		Non-Employee	0	0.00	0.00	0.00
China	2022	Employee	1,114	1.59	93.00	0.38
		Non-Employee	477	2.8	103.00	0.54
	2023	Employee	1,141	1.62	102.00	0.41
		Non-Employee	177	0.77	68.00	0.23
	2024	Employee	898	1.04	78.00	0.28
		Non-Employee	362	1.91	115.00	0.47
Vietnam	2024	Employee	14	0.36	2.00	0.03
		Non-Employee	0	0.00	0.00	0.00

Note :

- Lost Workdays: The number of days when an employee is unable to work (including rest days). The calculation includes occupational injury public leave and does not include sick leave and menstrual leave.
- Calculation Methods for Taiwan and Vietnam:
 - Disabling Frequency Rate (FR): $\text{Disabling injury cases} \times 200,000 \div \text{Total hours worked}$ (calculated to 2 decimal places, no rounding).
 - Disabling Severity Rate (SR): $\text{Total lost workdays due to disabling injuries} \times 200,000 \div \text{Total hours worked}$ (rounded to the nearest whole number, no rounding).
 - The rate of 200,000 hours refers to the ratio of the number of occupational injuries for every 100 full-time employees in a year, assuming that full-time employees work 2,000 hours per year.
- Calculation Methods for China :
 - Disabling Frequency Rate (FR): $\text{Disabling injury cases} \times 1,000,000 \div \text{Total hours worked}$ (calculated to 2 decimal places, with no rounding).
 - Disabling Severity Rate (SR): $\text{Total lost workdays due to disabling injuries} \times 1,000,000 \div \text{Total hours worked}$ (rounded to the nearest whole number, with no rounding).
 - The rate of 1,000,000 hours refers to the ratio of the number of occupational injuries for every 500 full-time employees in a year, assuming that full-time employees work 2,000 hours per year.
- Frequency-Severity Indicator (FSI) of disabling injuries: $\sqrt{[(FR \times SR) \div 1,000]}$.

Workplace Safety Improvement and Prevention

Pingzhen

- Improvement of fire safety facilities, including pipeline modifications, exhaust system installation for hazardous materials storage, equipment registration and maintenance, fire extinguisher inspection and replacement, and the redesign of evacuation maps

Suining

- Installation of downward-spraying fire sprinklers in the evacuation routes on the first and second floors
- Commissioning of a subcontractor to prepare a safety acceptance evaluation report for Class A warehouses
- Replacement of sprinkler heads in interior zones; installation of additional sprinklers in the molding dust collection room, production dust collection room, and testing/anti-static rooms
- Annual special health examinations (scheduled for November)

Wuxi

- Upgraded VOC exhaust treatment to a spray + RCO system to ensure compliant emissions
- Replacement of storage tanks for high-risk chemicals such as nitric acid, caustic soda, and sulfuric acid
- Planning and construction of a hazardous waste warehouse in compliance with regulations
- Replacement of the exhaust monitoring platform with one that meets safety and environmental standards
- Annual on-the-job health examinations for employees

Zhongshan

- Replacement of aging safety warning signs and standardization of labeling for repackaged alcohol containers
- Repair of bund walls and anti-corrosion layers in the hazardous waste tank area and raw chemical storage area
- Use of benzene-free adhesive in the welding mesh cleaning room, installation of hanging curtains for isolation, and third-party testing confirming compliant toluene concentration levels
- Annual on-the-job health examinations for employees

Vietnam

- Installation of on-site operational instructions, notifications, and hazard warning signs
- Implementation of chemical safety training
- Special equipment safety operation training
- Radiation safety assessment
- Comprehensive health and occupational disease examinations for all factory employees (May 15)
- First responder emergency rescue training for frontline teams (June 11)
- Completion of workplace environment monitoring and labor classification (March 20)
- Quarterly regular environmental monitoring

Accident Improvement

In 2024, TPT experienced a total of 20 occupational injury incidents, all of which were classified as minor. To reduce accidents caused by employees' inattention, unfamiliarity with procedures and equipment, or insufficient warning signs, TPT conducts thorough investigations into the causes and circumstances of each incident. In addition, the company has implemented enhanced training programs and installed additional warning signs as corrective measures to prevent similar incidents from occurring in the future.

Contractor Occupational Health and Safety Management Regulations

To ensure the safety of subcontracted personnel, TPT not only complies with the Occupational Safety and Health Act and related regulations by implementing hazard notifications and supervision, but also promotes various management mechanisms to strengthen subcontractor construction safety. This aims to improve the quality of subcontracted operations and elevate occupational safety standards in practice.

- All subcontractors are required to sign and return a safety notification form before entering the facility.
- Subcontractors must apply to TPT for permission before performing any hazardous operations on-site (e.g., lifting operations, hot work, confined space work, etc.).

:: Workplace Health Services

| Occupational Injury and Disease Prevention Management |

TPT conducts annual health checkups for all employees on a regular basis. These include general health examinations for current employees, special hazard health checkups, and night shift health screenings. Graded health management is carried out in accordance with legal regulations. Health examination results are followed up by onsite nurses and occupational medicine specialists, who provide health education and further medical follow-up. When necessary, on-site evaluations for suspected work-related illnesses are also conducted.

Employees classified as Level 3 or higher in the health management system are tracked again in the following year. Those in Level 4 receive health consultations and guidance from professional physicians at the Health Center. As of the end of 2024, a total of 2,406 employees across the TPT Group participated in special health examinations. Among them, 108 employees in the China facilities were classified as Level 3 or higher. For Level 4 cases, job reassignment is implemented as a control measure. In addition, warning signs and instructions for personal protective equipment (PPE) are posted in designated areas to alert employees to potential hazards and ensure they wear appropriate protective gear before entering these areas—safeguarding occupational health and safety for all employees.

■ Health Management Classification for Special Health Checks at TPT in the Past 3 Years

Unit: Number of People

Region	Taiwan			China			Vietnam
	2022	2023	2024	2022	2023	2024	2024
Class 1 Management	53	50	16	1,160	1,357	877	100
Class 2 Management	40	39	21	1,098	1,511	1,284	0
Class 3 Management	1	0	0	61	90	70	0
Class 4 Management	0	0	0	22	29	38	0
Total Number of Examined Individuals	94	89	37	2,341	2,987	2,269	100

Note :

1. Class 1 Management: Examination results are determined by the physician as a whole to be free of abnormalities
2. Class 2 Management: Examination results are abnormal and are determined by the physician as a whole to be abnormal yet the abnormality has nothing to do with the work.
3. Class 3 Management: Examination results are abnormal and it is determined by the physician as a whole to be abnormal yet it is uncertain if the abnormality has to do with work and an occupational medicine specialist shall be asked further to perform validation.
4. Class 4 Management: Examination results are abnormal and are determined by the physician as a whole to be abnormal and abnormality has to do with the work.



| Health Promotion and Care |

Achieving a balance among work, health, and life is crucial for retaining outstanding talent, and enhancing the well-being of our employees is a fundamental responsibility that TPT consistently emphasizes. We have designated nursing staff at the factory and integrate both internal and external specialized service resources to assist employees in addressing issues related to health, family, legal matters, and psychological factors that may impact work performance. The support we offer to employees includes:

Service System	<p>On-Site Doctor: Provides monthly regular health services at the factory.</p> <p>Full-time Nursing Staff: Offers occasional health consultations and care, as well as basic first aid services.</p>	
Self-Assessment	<p>To ensure workplace health and safety, we have established night-shift workplaces for female employees that comply with health and safety regulations. We have also developed a self-inspection checklist for the health and safety of female night shift workers at TPT. This checklist is regularly used to monitor and ensure the overall health and safety conditions of female workers in their workplace. We commission a professional occupational environment testing company twice a year to ensure the safety of the work environment for our employees.</p>	
Equipment Assessment	<ul style="list-style-type: none"> • AED (Automated External Defibrillator) testing and maintenance • Respiratory protective equipment fit testing • Fire safety equipment and system inspections • High-pressure gas storage inspection • Workplace environment measurement 	
Protective equipment	<p>To prevent workers from being harmed by materials, noise, dust, high temperatures, and toxic substances during work, all employees at the factory are required to wear protective equipment properly and to replace it regularly based on usage.</p>	
Health News Information Sharing	<p>Regularly, the company disseminates the latest health information through bulletin boards and internal emails.</p> <p>In 2024, other promotional activities included:</p> <p>Health education consultation following special medical examinations</p> <ul style="list-style-type: none"> • Promotion of proper use of noise-reducing earplugs • Awareness campaign on workplace hazards of nickel and manganese • Education on principles of ionizing radiation protection 	<p>Health and Safety Promotion</p> <ul style="list-style-type: none"> • Influenza prevention awareness • Promotion of five free cancer screening services • Anti-drug campaign and public announcements • Dengue fever prevention and mosquito control awareness • Awareness on prevention of the three highs (hypertension, hyperglycemia, hyperlipidemia) and community adult health checkups • Measles awareness during peak season • Hazard symbol education and awareness



▲ Commission professionals to inspect and install a new AED (Automated External Defibrillator)

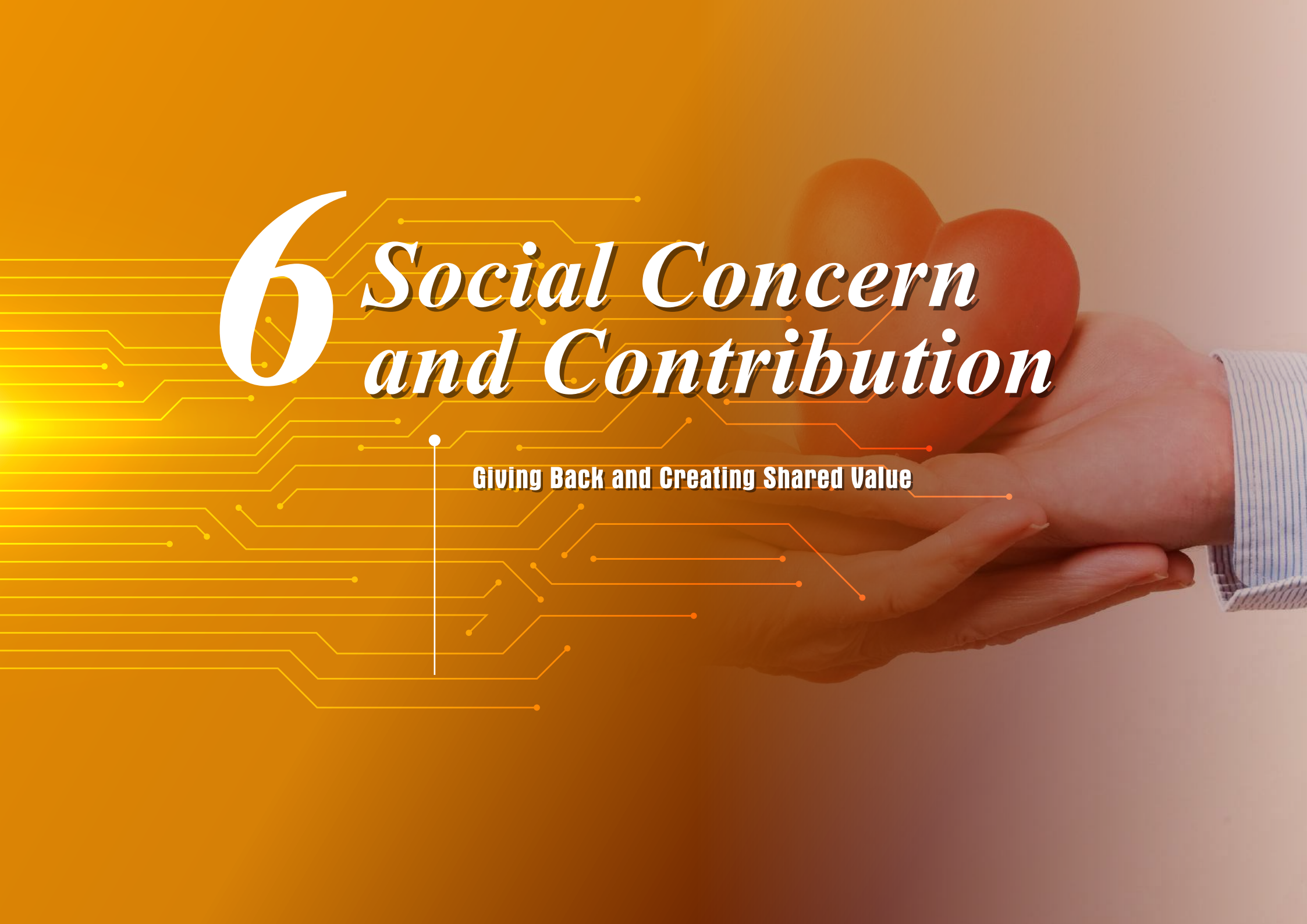


▲ Healthcare professionals conducted on-site education on osteoporosis and cancer screening.



6 *Social Concern and Contribution*

Giving Back and Creating Shared Value



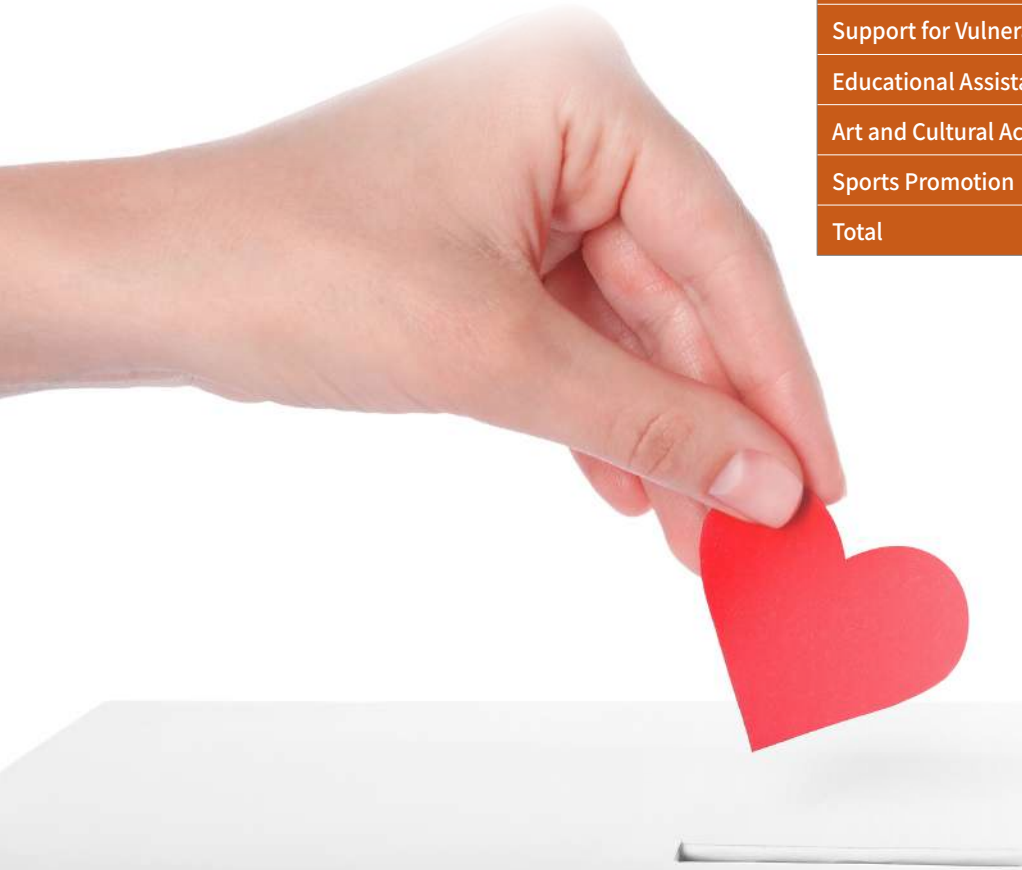
Giving Back and Creating Shared Value



Social Welfare Expenditures in the Past Three Years at TPT

Unit: NT\$ 000's

Item	2022	2023	2024
Support for Vulnerable Groups	4,200	2,920	200
Educational Assistance	1,895	1,457	1,564
Art and Cultural Activities Sponsorship	1,000	-	-
Sports Promotion	1,900	1,698	1,700
Total	8,995	6,075	3,464



Specific Actions of TPT's Charitable Donations in 2024

Unit: NT\$ 000's

Item	Donation Details		Amount
Support for Vulnerable Groups	Kuei-Huei Elementary School Fuxing District, Taoyuan City	Provided weekend essentials to support 25 underprivileged students Support for diverse educational opportunities and after-school assistance programs	200
	Pei Hu Elementary School Xinwu District, Taoyuan City	Provided subscriptions to high-quality children's magazines Supplied e-books and laptops to support teachers and students	200
Educational Assistance	Nan Shi Elementary School Pingzhen District, Taoyuan City	Providing diverse extracurricular training programs to help students develop their talents Implementing support initiatives for economically disadvantaged students	200
	Datan Elementary School Guanyin District, Taoyuan City	Subsidy program providing after-school care support for students in grades 4 to 6	200
	Shanfong Elementary School Pingzhen District, Taoyuan City	Children's Diverse Learning Development Program: <ul style="list-style-type: none"> • Maker design clubs to cultivate creativity and hands-on skills • Community-based projects focused on thematic arts and cultural education 	210
	Xinwu Elementary School Xinwu District, Taoyuan City	Providing funding to enrich library collections and upgrade equipment	200
	Yuren Elementary School Guanyin District, Taoyuan City	Fees for external instructors, lodging for competitions, and miscellaneous costs associated with the creative puppet theater program Funding for the promotion and implementation of diverse learning initiatives	154
	Nei Wan Elementary School Hengshan Township, Hsinchu County	Financial support for violin club activities Compensation for instructional hours and lecture sessions provided by teachers and guest speakers	100
	Bao-Sheng Elementary School Guanyin District, Taoyuan City	Development of student club learning initiatives and enhancement of facilities for environmental education	200
	Zhao-Dong Elementary School Xinpu Township, Hsinchu County	Funding for school development, covering facilities such as conference tables and computer systems	100

Item	Donation Details		Amount
Sports Promotion	Taoyuan Municipal Pingjen Senior High School	Support fund for talented baseball players from low-income backgrounds	700
	Ke Jian Elementary School Xinwu District, Taoyuan City	Compensation for instructors of unicycle, inline skating, table tennis, and dance based on hourly rates	200
	The Affiliated Taoyuan Agricultural & Industrial Senior High School of National Taipei University of Technology	Financial aid for tuition and fees for low-income public-funded baseball team students	600
	Chung Ping Elementary School Chungli District, Taoyuan City	Capacity-building training program for the baseball team	200
Total			3,464



:: Starting from the factory, building a friendly and collaborative community

TPT Group continues to implement local community care initiatives by installing community courier lockers at Zhongshan, Suining, and Wuxi factories, providing convenient access for employees and community residents (usage at Wuxi factory is limited to on-site personnel). TPT covers the electricity costs for these lockers, bringing faster and more convenient parcel pickup experiences to the community.

Additionally, the Wuxi Factory has established a "Care Water Station" that is open to delivery workers, cleaning staff, and employees, offering instant hydration services and conveying the warmth of the company. To address safety concerns near the main roads adjacent to the factories, TPT has also applied for the installation of roadside fencing to separate motorized and non-motorized vehicles, enhancing traffic safety and reducing the risk of accidents.

From convenient parcel pickup and thoughtful hydration services to safer commuting, TPT demonstrates its commitment to connecting with the community and fulfilling corporate social responsibility by continuously building an inclusive and friendly living environment.



▲ Off-site courier lockers at Zhongshan Factory



▲ On-site courier lockers at Wuxi Factory



▲ Off-site courier lockers at Suining Factory

:: Enhancing student employability – Vocational training program at the Vietnam factory

To lower the barriers for students from remote areas entering the workforce and strengthen their job skills, TPT Vietnam Factory launched a dedicated vocational training program for graduates from remote regions, investing approximately NT\$ 1.46 million to train 70 graduates. These 70 voluntary participants undergo a two-month employment training program, where they are trained to become professional operators. After the training, an assessment is conducted to ensure the effective application of the skills learned. Upon completion, participants receive a professional certificate issued by TPT, laying a solid foundation for their future careers.

This training program not only cultivates more professionals for the industry but also demonstrates TPT's care and support for students from remote areas, helping them overcome employment barriers and open new chapters in their professional lives.



:: Public welfare collaboration

| Collaborating with Etron to Promote Educational Charity |

In September 2024, TPT participated in an educational charity event hosted by Etron Technology. Together with 26 supplier partners, they donated teaching materials valued at NT\$ 3 million to 30 elementary and secondary schools in Hsinchu County and City, benefiting approximately 1,500 students.

The donation included books, stationery, and teaching aids—everyday essentials for students—which help resource-limited schools improve their teaching environments and support children's growth under more stable learning conditions. TPT has long invested resources in schools across Taoyuan and Hsinchu, fully aware of the critical role educational resources play in students' future development. The company aims to provide stable support to more schools, narrowing the gap in learning opportunities between urban and rural areas.

| Deepening Roots in Education, Bringing Vitality to the Classroom |

TPT believes education is the fundamental force driving positive social change. For many years, the company has supported diverse learning environments through various initiatives, assisting underprivileged students to continue their education, and actively promoting after-school companionship, talent development clubs, and improvements in teaching facilities. By responding to the actual needs of local schools, TPT embodies its core value of "long-term cultivation and local care" in educational charity.

Participating in Etron's public welfare collaboration not only aligns with TPT's focused educational mission but also resonates with the United Nations Sustainable Development Goal 4 (Quality Education). TPT will continue to deepen connections with educational institutions and partners to promote meaningful educational care actions, striving to advance equal learning opportunities, broaden children's horizons, and create a more hopeful learning environment for the next generation.

| Sponsoring Juheng's Public Welfare Initiative to Rebuild Homes in Eastern Taiwan |

In April 2024, a major earthquake severely impacted Hualien, causing significant damage to Taiwan's eastern region. In response to this natural disaster, TPT sponsored Juheng's project, "Rebuilding Hopeful Homes with Love, United to Protect and Spread Care in Eastern Taiwan". Through donations, the project assists vulnerable groups in the disaster area to maintain stable operations and supports local residents on their path to reconstruction.

TPT's contributions helped Juheng assist three long-term nonprofit organizations dedicated to caring for disadvantaged groups: the Taitung Christian Aniseff Children's Home, the Hualien Autism Association, and the Taitung Autism Association. This donation effort not only addresses urgent needs but also demonstrates ongoing commitment to supporting Eastern Taiwan.

TPT will continue to collaborate with partners and charitable platforms to respond to social needs through concrete actions, delivering resources to where they are most needed, allowing hope and warmth to take root and flourish amid adversity.

Appendix

About this Report

GRI Standards Content Index List

SASB Standards Index

**Sustainable Disclosure Index – Electronic
Parts and Components Manufacturing**

❖ About this Report

:: Report Overview and Issue Frequency

Welcome to the third public release of TPT's Sustainability Report. We will continue to issue this report on an annual basis, regularly disclosing operational achievements beyond financial performance and actively embodying our vision of sustainable business. This report was published in July 2025, with the next report expected to be released in August 2026.

:: Report Boundary and Scope

The time frame covered by this report is from January 1, 2024, to December 31, 2024. It is published annually and covers mainly TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD.'s Pingzhen, Kaohsiung, T-Flex Techvest PCB CO., LTD., Wuxi, Zhongshan, Suining, Suzhou, and Vietnam factories. The disclosed scope accounts for 99.99% of the net revenue in the consolidated financial statements.

The financial data in this report is sourced from the consolidated financial statements of TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD. for the year 2024. The disclosure scope includes TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD. and its subsidiary companies. Within the reporting boundaries for environmental and social aspects, the primary disclosure scope includes TPT's Pingzhen, Kaohsiung, Wuxi, Zhongshan, Suining, and Vietnam factories. For more detailed information on related companies, please refer to TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD.'s Annual Report 2024. There have been no significant changes in organizational size, structure, ownership, and supply chain during the reporting period.

:: Guide Compilation

The TPT 2024 Sustainability Report is prepared based on the 2021 edition of the Global Reporting Initiative (GRI) Standards. The alignment of thematic standards is as follows: GRI 303 and GRI 403 are aligned with the 2018 edition, while GRI 306 is aligned 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 Sustainability Development Committee. The data, strategy objectives, performance indicators, and other disclosures in this report are provided by various responsible units. Subsequently, the Sustainability Development Committee integrates, compiles, proofreads, and revises the content.	Sustainability Development Committee, Related Responsible Departments
Internal Review	After the completion of the compiled report, its content is re-confirmed for completeness and accuracy by various units. The final approval is carried out by the highest executive of the relevant unit.	Relevant Responsible Departments and their Highest Executive
External Assurance	To enhance the accuracy and credibility of the information in this report, TPT's financial data undergoes an audit and certification by KPMG Taiwan, following the International Financial Reporting Standards (IFRS), and is standardized in New Taiwan Dollars as the reporting currency. In the future, we plan to engage a third-certifying authority to follow the AA1000AS v3 Assurance Standard, utilizing Type 1 application and the Moderate Assurance level as the verification criteria, to ensure that the content of this report aligns with GRI Standards and AA1000AP (2018) Account Ability Principles.	KPMG Taiwan
Approved Final Version	The final complete report is reviewed by the Sustainability Development Committee and officially published after deliberation by the Board of Directors.	Sustainability Development Committee Board of Directors

:: Contact Information

We welcome you to contact us through the following methods to provide your suggestions and feedback on the "TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD. 's Sustainability Report 2024" To enhance stakeholders' understanding of TPT and fulfill our commitment to corporate information disclosure, we will also publish this report on our official website for easy access

Company Name: TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD.

Address: No. 12, Gongye 2nd Road, Pingzhen District, Taoyuan City

Official Website: <http://tpt-pcb.com.tw>

Contact Person: Sustainability Development Committee

Email: esg@tpt-pcb.com.tw



GRI Standards

General Disclosure

GRI Disclosure No.	Disclosure Title	Corresponding Chapter	Page No.
GRI 2: General Disclosures 2021			
GRI 2-1	Organizational details	About TPT	P.25
GRI 2-2	Entities included in the organization's sustainability reporting	Report Boundary and Scope	P.131
GRI 2-3	Reporting period, frequency and contact point	Report Overview and Issue Frequency Report Boundary and Scope Contact Information	P.131 P.131 P.132
GRI 2-4	Restatements of information	Greenhouse Gas Emissions Air Pollution Control	P.81 P.84
GRI 2-5	External assurance	Main Responsible Units for the Report and Quality Management Methods	P.132
GRI 2-6	Activities, value chain and other business relationships	Sustainable Value Chain	P.59
GRI 2-7	Employees	Human Resource Structure	P.94
GRI 2-8	Workers who are not employees	Human Resource Structure	P.94
GRI 2-9	Governance structure and composition	Professional and Diverse Board of Directors	P.34
GRI 2-10	Nomination and selection of the highest governance body	Nomination and Selection of Board Members	P.35
GRI 2-11	Chair of the highest governance body	Conflict of Interest Avoidance	P.35
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Functional Committees	P.40
GRI 2-13	Delegation of responsibility for managing impacts	Risk Management	P.48
GRI 2-14	Role of the highest governance body in sustainability reporting	Main Responsible Units for the Report and Quality Management Methods	P.132

GRI Disclosure No.	Disclosure Title	Corresponding Chapter	Page No.
GRI 2-15	Conflicts of interest	Conflict of Interest Avoidance	P.35
GRI 2-16	Communication of critical concern	Professional and Diverse Board of Directors	P.34
GRI 2-17	Collective knowledge of the highest governance body	Board of Directors Continuing Education	P.36
GRI 2-18	Evaluation of the performance of the highest governance body	Board of Directors Performance Review	P.37
GRI 2-19	Remuneration policies	Remuneration Policy for Directors and Managerial Officers Clawback Policy for Unjust Enrichment's Bonuses	P.38 P.39
GRI 2-20	Process to determine remuneration	Remuneration Policy for Directors and Managerial Officers	P.38
GRI 2-21	Annual total compensation ratio	Due to confidentiality agreements, details are omitted.	
GRI 2-22	Statement on sustainable development strategy	Chairman's Message Sustainability Strategy and Goals	P.5 P.7
GRI 2-23	Policy commitments	Governance Policies and Commitments	P.32
GRI 2-24	Embedding policy commitments	Governance Policies and Commitments	P.32
GRI 2-25	Processes to remediate negative impacts	Complaints and Suggestions Channel	P.47
GRI 2-26	Mechanisms for seeking advice and raising concerns	Complaints and Suggestions Channel	P.47
GRI 2-27	Compliance with laws and regulations	Compliance with Laws and Regulations	P.46
GRI 2-28	Membership associations	Eligibility in Trade Unions/Associations	P.30
GRI 2-29	Approach to Stakeholder Engagement	Stakeholder Engagement	P.12
GRI 2-30	Collective bargaining agreements	Protection of Human Rights and Labor Rights	P.97

Material Topics Disclosure

GRI Disclosure No.	Disclosure Title	Corresponding Chapter	Page No.
GRI 3: Material Topics 2021			
GRI 3-1	Process to determine material topics	Stakeholder Engagement Identification and Prioritization of Material Topics	P.12 P.16
GRI 3-2	List of material topics	Identification and Prioritization of Material Topics	P.16
GRI 3-3	Management of material topics	Management Approach for Material Topics	P.17

GRI Disclosure No.	Disclosure Title	Corresponding Chapter	Page No.
Customer Relationship Management			
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Customer Rights and Interests Protection	P.69
Integrity Management			
GRI 205-1	Operations assessed for risks related to corruption	Anti-Corruption and Anti-Bribery Policy	P.43
GRI 205-2	Communication and training about anti-corruption policies and procedures	Anti-Corruption and Anti-Bribery Policy	P.43
GRI 205-3	Confirmed incidents of corruption and actions taken	Anti-Corruption and Anti-Bribery Policy	P.43
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	No anti-competitive, antitrust or monopolistic behavior in 2024	
Occupational Safety and Health			
GRI 403-1	Occupational health and safety management system	Occupational Health and Safety Management System	P.110
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Occupational Hazard Risk Control and Management	P.114
GRI 403-3	Occupational health services	Occupational Injury and Disease Prevention Management	P.120
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety Committee	P.111
GRI 403-5	Worker training on occupational health and safety	Occupational Health and Safety Education and Training	P.113

GRI Disclosure No.	Disclosure Title	Corresponding Chapter	Page No.
GRI 403-6	Promotion of worker health	Health Promotion and Care	P.121
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Workplace safety improvement and prevention	P.119
GRI 403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety Management System	P.110
GRI 403-9	Work-related injuries	Occupational Injury Accident Statistics and Analysis	P.117
GRI 403-10	Work-related ill health	Occupational Injury and Disease Prevention Management	P.120
Information Security Management			
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Rights and Interests Protection	P.69
Procurement Practices and Management			
GRI 204-1	Proportion of spending on local suppliers	Sustainable Procurement	P.66
Talent Cultivation and Recruitment			
GRI 401-1	New employee hires and employee turnover	New hires and separations	P.96
GRI 401-2	Benefits provided to full-time employees that are (not provided to temporary or part-time employees)	Benefits Measures	P.105
GRI 401-3	Parental leave	Support for childbearing and child-rearing	P.101
GRI 404-1	Average hours of training per year per employee	Diverse Training Channels	P.107
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Protection of Human Rights and Labor Rights	P.97
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Performance and Career Development	P.108
Energy and Greenhouse Gas Management			
GRI 302-1	Energy consumption within the organization	Energy Management	P.79
GRI 302-3	Energy intensity	Energy Management	P.79
GRI 302-4	Reduction of energy consumption	Energy-Saving and Carbon Reduction	P.83
GRI 305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions	P.81

GRI Disclosure No.	Disclosure Title	Corresponding Chapter	Page No.
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions	P.81
GRI 305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions	P.81
GRI 305-4	GHG emissions intensity	Greenhouse Gas Emissions	P.81
GRI 305-5	Reduction of GHG emissions	Energy-Saving and Carbon Reduction	P.83
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Air Pollution Control	P.84
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air Pollution Control	P.84
Waste Management			
GRI 306-1	Waste generation and significant waste-related impacts	Waste Management	P.89
GRI 306-2	Management of significant waste-related impacts	Waste Management	P.89
GRI 306-3	Waste generated	Waste Management	P.89
GRI 306-4	Waste diverted from disposal	Waste Management	P.89
GRI 306-5	Waste directed to disposal	Waste Management	P.89

Self-Disclosure Items

GRI Disclosure No.	Disclosure Title	Corresponding Chapter	Page No.
GRI 201 : Economic Performance 2016			
GRI 201-1	Direct economic value generated and distributed	Economic Performance	P.27
GRI 201-2	Financial implications and other risks and opportunities due to climate change	Financial Impacts of Climate-Related Risks and Opportunities	P.75
GRI 201-3	Defined benefit plan obligations and other retirement plans	Benefits Measures	P.105
GRI 202: Market Presence 2016			
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Compensation and Remuneration Standards	P.103
GRI 203 : Indirect Economic Impacts 2016			
GRI 203-1	Infrastructure investments and services supported	Giving Back and Creating Shared Value	P.124
GRI 303 : Water and Effluents 2018			
GRI 303-1	Interactions with water as a shared resource	Water Resource Management	P.85
GRI 303-2	Management of water discharge-related impacts	Water Usage Overview	P.86
GRI 303-3	Water withdrawal	Water Usage Overview	P.86
GRI 303-4	Water discharge	Water Usage Overview	P.86
GRI 402 : Labor Management Relations 2016			
GRI 402-1	Minimum notice periods regarding operational changes	Protection of Human Rights and Labor Rights	P.97
GRI 405 : Diversity and Equal Opportunity 2016			
GRI 405-1	Diversity of governance bodies and employees	Human Resource Structure	P.94
GRI 405-2	Ratio of basic salary and remuneration of women to men	Compensation and Remuneration Standards	P.103
GRI 406 : Non Discrimination 2016			
GRI 406-1	Incidents of discrimination and corrective actions taken	Protection of Human Rights and Labor Rights	P.97

GRI Disclosure No.	Disclosure Title	Corresponding Chapter	Page No.
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	Protection of Human Rights and Labor Rights	P.97
GRI 408: Child Labor 2016			
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Protection of Human Rights and Labor Rights	P.97
GRI 409 : Forced or Compulsory Labor 2016			
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Protection of Human Rights and Labor Rights	P.97
GRI 417 : Marketing and Labeling 2016			
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	Customer Rights and Interests Protection	P.69
GRI 417-3	Incidents of non-compliance concerning marketing communications	Customer Rights and Interests Protection	P.69

SASB Index

SASB Code	Indicator Description	Disclosure Chapters	Page No.
Product Safety			
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Not Applicable (N/A)	
Employee Diversity and Inclusion			
TC-HW-330a.1	Percentage of employees by (1) gender and (2) diverse group across the following categories: (a) senior management, (b) general management, (c) technical staff, and (d) all other employees	Human Resource Structure	P.94
Product Lifecycle Management			
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	N/A	
TC-HW-410a.2	Percentage of eligible products, by revenue meeting the requirements for EPEAT registration or equivalent	N/A	
TC-HW-410a.3	Percentage of eligible products, by revenue, certified to an energy efficiency certification	N/A	
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	N/A	
Supply Chain Management			
TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Supplier Risk Assessment	P.60
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 Risk Assessment	P.60
Materials Sourcing			
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Supplier Risk Assessment	P.60

Activity Indicator No.	Indicator Description	Unit of Measure	Disclosure Description
TC-SC-000.A	Total production	Quantity	Printed circuit boards: 57,537,729 sq. ft
TC-SC-000.B	Factory area	Sq. ft (ft ²)	Land: 5,177,248.83 sq.ft, Building: 4,179,674.14 sq.ft
TC-SC-000.C	Percentage of production from owned facilities (local content rate)	Percentage (%)	100

❖ Sustainable Disclosure Index - Electronic Parts and Components Manufacturing

No.	Indicator	Indicator Category	Annual Disclosure Status	Unit of Measure	Remark
1	Total energy consumption, percentage of purchased electricity, and renewable energy usage rate	Quantification	1,738,307.929、84.35、0.58	Gigajoule (GJ), Percentage (%)	
2	Total water withdrawal and total water consumption	Quantification	4,359.66、590.97	1,000 cubic meters (1,000 m ³)	
3	Weight of generated hazardous waste and recycling percentage	Quantification	38,219.2、83.68	Metric tons (t), Percentage (%)	
4	Description of occupational accident category, the number of cases, and the rate	Quantification	Refer to: Occupational Injury Accident Statistics and Analysis	Quantity, ratio (%)	
5	Disclosure of Product Lifecycle Management: including the weight of discarded products and electronic waste and the percentage of recycling ^{Note 1}	Quantification	N/A	Metric tons (t), Percentage (%)	
6	Description of the management of risks associated with the use of critical materials	Qualitative Description	Refer to: Supplier Risk Assessment	N/A	
7	Total monetary losses incurred due to legal proceedings related to anti-competitive agreements	Quantification	NT\$ 0	Reporting Currency	
8	Primary product output by product category	Quantification	Printed circuit boards: 57,537,729 sq. ft	Varies by product type	

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

The background of the entire image is a blue gradient with a white circuit board pattern. The pattern consists of various lines, nodes, and paths, resembling a complex network or a printed circuit board layout. The lines are thin and white, contrasting against the blue background. The pattern is more dense and detailed on the right side of the image, while the left side is more sparse.

tpt 2024

TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD.