

tht 2024

Sustainability Report

T-Flex Techvest Pcb Co.,LTD



ESG



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Chairman's Message

The year 2024 marks a critical juncture in THT's journey of transformation and renewal. In the face of intensifying industry competition, shifting Business landscapes, and growing sustainability responsibilities, we have remained firmly committed to integrity in governance and prudent management. Amid multiple challenges, we have made key strategic decisions that lay a new foundation for the company's long-term development.

During the year, we implemented a significant adjustment to our operational model. Starting in May 2024, our subsidiary TGT ceased all in-house production and transitioned to a fully outsourced manufacturing and delivery model. This strategic shift aims to reduce operational losses and enhance resource flexibility. While the move has effectively improved operational efficiency, it also resulted in a notable reduction in workforce. Throughout this transition, we remained guided by our core value of being "people-oriented." In compliance with legal regulations, we provided severance and retirement compensation, while actively facilitating internal transfers and reassignments within the company and its affiliates. These measures ensured a smooth workforce transition with no major labor disputes, underscoring our respect for and commitment to employee rights.

Sustainability is not only a corporate obligation, but also our firm belief in facing the future. THT will continue to strengthen corporate governance, deepen its commitment to environmental management and social responsibility, and seek new drivers of growth amid risks and transformation. Together with all stakeholders, we are moving toward a resilient and sustainable future.

Chairman Cheng-Min, Hsu



Report Translation

Report Overview and Issue Frequency

Welcome to the first publicly issued Sustainability Report of T-Flex Techvest Pcb Co., Ltd. (hereinafter referred to as "THT"). This report will be published annually, aiming to disclose not only our financial performance but also our broader operational outcomes. Through this process, we seek to demonstrate our firm commitment to corporate sustainability and responsible business practices. This report was issued in August 2025, and the next edition is scheduled for publication in August 2026.

Report Boundary and Scope

The reporting period of this Sustainability Report covers January 1, 2024 to December 31, 2024. The scope primarily includes T-Flex Techvest Pcb Co., Ltd. and its subsidiary, TGT Techvest Co., Ltd. The disclosed data represents 100.00% of the consolidated net revenue as reported in the company's financial statements.

The financial data presented in this report are based on the 2024 (Year 2024 in ROC calendar) consolidated financial statements of T-Flex Techvest Co., Ltd., covering both T-Flex Techvest Pcb Co., Ltd. and its subsidiary, TGT Techvest Co., Ltd. For environmental and social information, the reporting boundary likewise focuses on THT and TGT as the primary reporting entities. For more detailed information about affiliated companies, please refer to the T-Flex Techvest Pcb Co., Ltd. 2024 Annual Report. There were no significant changes in the organization's size, structure, ownership, or supply chain during the reporting period.

Guide Compilation

The THT 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, THT'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

If you have any suggestions or questions regarding the T-Flex Techvest Pcb Co., Ltd. 2024 Sustainability Report, please feel free to contact us through the channels listed below.

To fulfill our commitment to transparent information disclosure, this report is also available on our official website for public access.

Company Name: T-Flex Techvest Pcb Co., Ltd.

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

Official Website: [http:// www.tht-pcb.com.tw](http://www.tht-pcb.com.tw)

Contact Person:Sustainability Development Committee

Email: thtesg@tpt-pcb.com.tw

Sustainability Highlights and Performance

SDGsxESG Action Performance

Aspect	SDGs Indicators	2024 Performance Results
Environmental Protection	9 12 13 17	<ul style="list-style-type: none"> Implemented circular economy practices, resulting in a waste reuse/recycling rate of 88.07%. Thirteen suppliers associated with the Kaohsiung facility have obtained ISO 14001 Environmental Management System certification.
Social Responsibility	3 4 8	<ul style="list-style-type: none"> Provided a total of 23 health consultations. The employee welfare fund disbursed a total amount of NT\$210,000. Average training hours per employee reached 4.5 hours at the Pingzhen facility and 3.17 hours at the Kaohsiung facility.
Corporate Governance	8 9 10 12 17	<ul style="list-style-type: none"> No employees were sanctioned or dismissed for corruption, and no supplier relationships were terminated or not renewed due to corruption-related incidents. No major cybersecurity incidents were reported. The customer satisfaction rate for THT's consolidated entities reached 84%, surpassing the group target of 82%. THT's Pingzhen and Kaohsiung plants achieved a 100% green procurement rate for major raw materials and products during the year. In 2024, the Kaohsiung plant achieved a 100% local procurement rate for major raw materials and products. The Pingzhen plant recorded a 0% rate, as its operations are focused on providing on-site services to customers.

Sustainability Management

Sustainability Strategy and Goals

THT is dedicated to advancing corporate sustainability by integrating sustainability into operational decision-making. Based on the ESG framework (Environmental, Social, Governance), we review our corporate management practices and have established the "Sustainability Practice Guidelines" to develop a sustainability strategy blueprint unique to THT. This blueprint aims to realize sustainable business objectives and fulfill our corporate social responsibilities. Guided by the business philosophy of "Sustainability and Service," THT continuously pursues steady and robust corporate growth.

In terms of corporate governance, THT places great importance on resource integration, information transparency, and independent and fair decision-making. While pursuing revenue and profitability, the company also actively addresses environmental issues, striving to meet green product standards and build a sustainable supply chain that balances environmental, human rights, and governance responsibilities.

Sustainability Strategy		
Environment	Social	Governance
Using a product lifecycle perspective, we establish a low-carbon value chain, reducing the carbon footprint of products in terms of raw materials, manufacturing, and transportation, thereby creating a positive environmental impact.	We ensure the fundamental human rights of our employees and all business partners, providing comprehensive and professional education and training to reduce overall occupational safety and health risks, and creating a diverse and secure workplace.	We uphold the principle of integrity management, adhere to domestic and international laws and regulations, and practice sustainable procurement policies that benefit the environment and society, creating a sustainable supply chain.

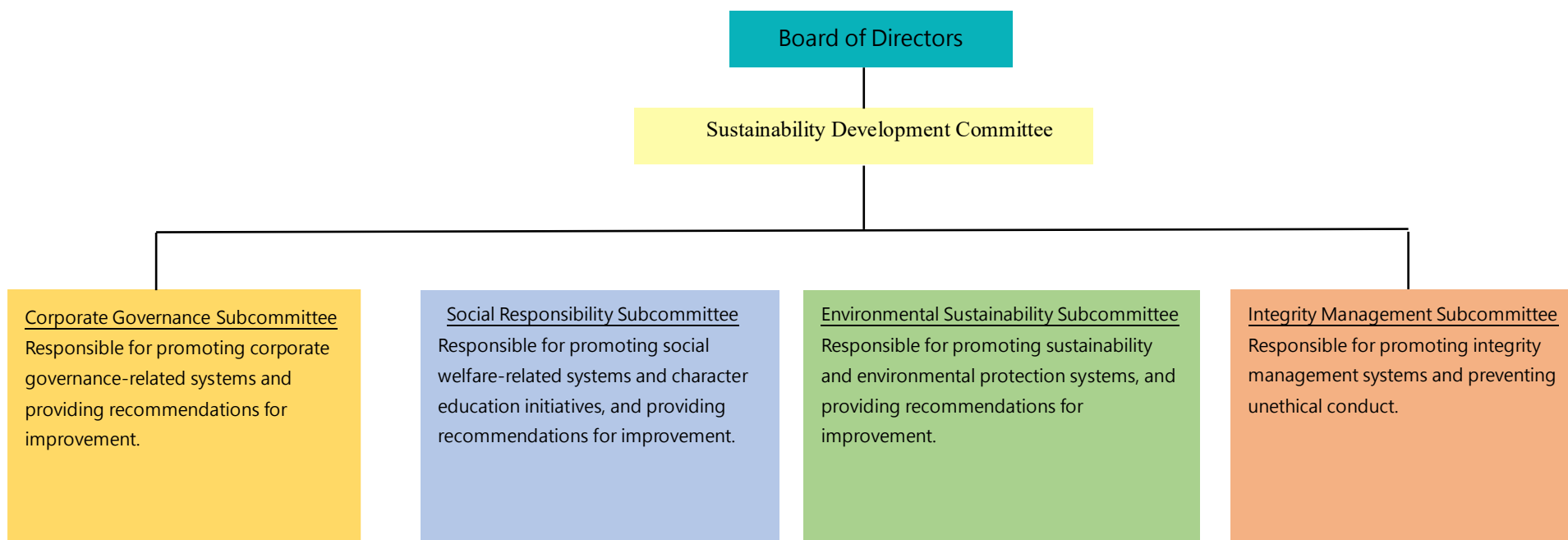
Subsidiary Operational Transformation and Sustainable Management

During the reporting period, our subsidiary, TGT Techvest Co., Ltd., adjusted its operational model in mid-2024, shifting from in-house manufacturing to a fully outsourced production and delivery approach. This transformation helps enhance resource utilization efficiency, reduce production costs, and improve operational efficiency and market responsiveness. Despite the shift to an outsourced production model, THT continues to implement stringent quality and sustainability risk controls. We have strengthened our supply chain management system by requiring all outsourcing partners to obtain and maintain international certifications such as ISO 9001 (Quality Management) and ISO 14001 (Environmental Management). Additionally, partners must provide hazardous substance declarations and sign outsourcing agreements to ensure that products and services consistently meet environmental and customer standards.

Sustainability Committee

THT has established a Sustainability Development Committee in accordance with the "Sustainability Development Committee Organizational Regulations" to promote the company's ESG sustainability strategies and practical actions. The committee consists of one chairperson and one to four members. The chairman of the board serves as the chairperson, while other members are appointed by the chairman from industry-related or functional executives. To strengthen execution and management, the Sustainability Development Committee has established four functional subcommittees: Corporate Governance Subcommittee, Social Welfare Subcommittee, Environmental Sustainability Subcommittee, and Integrity Management Subcommittee.

The Sustainability Development Committee is authorized by the Board of Directors and led by the Chairman, responsible for formulating and overseeing the implementation of the company's ESG policies. The committee regularly convenes relevant department heads or designated personnel to develop and promote sustainability policies, management systems, and action plans. Regarding the economic, environmental, and social issues related to the company's operations, the committee is required to report execution status to the Board of Directors at least once annually. During the reporting period, the Sustainability Development Committee held a meeting on March 12, 2025, and completed the submission of the 2024 Integrity Management and Social Responsibility performance report to the 17th meeting of the 9th Board of Directors, demonstrating the company's commitment and emphasis on sustainable governance.



Stakeholder Engagement

This report is prepared with reference to the sustainability topics outlined in the GRI Standards and SASB Standards. In accordance with the AA1000 AccountAbility Principles (2018), the material topics were identified based on four key principles: inclusivity, materiality, responsiveness, and impact. Subsequently, the material topics were prioritized following the requirements of the GRI Universal Standards 2021, and each topic is disclosed in terms of its impacts, management approaches, and practical performance.

At the same time, the results were used to align and refine THT's sustainability goals and strategies, thereby enhancing the effectiveness of external communication.

Based on the nature of THT's operations and industry characteristics, the company referred to the five core principles of the AA1000 Stakeholder Engagement Standard (SES) 2015. By assessing factors such as stakeholders' dependency on the company, responsibility, level of concern, influence, and diversity of perspectives, THT identified five key stakeholder groups: (1) Employees (2) Investors (3) Customers (4) Suppliers/Contractors (5) Regulatory Authorities

THT actively engages in two-way and ongoing communication with various stakeholder groups through a range of channels in daily operations. This approach enables the company to collect and respond to stakeholder concerns, gain a comprehensive understanding of the issues that matter most to them, and assess the actual or potential impacts of these issues, as well as determine their level of significance.

The Stakeholder Engagement Situation:

Stakeholder	Key Concerns	Communication Channels and Methods	Communication Frequency	Communication Performance in 2024
Employees	Employee Welfare, Training and Development, Human Rights and Equality, Workplace Environment, Performance Evaluation	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
		Free Health Check-ups	Once a year	<ul style="list-style-type: none"> Number of employees who received the health check: 4, accounting for 100% of the total number of employees
		Company Trips Educational Training	Intermittent	<ul style="list-style-type: none"> Total training hours: 18 hours There were 7 participant-sessions in occupational safety and health on-the-job training programs, with a total of 15 training hours completed.
Investors	Operational Performance and Future, Development Shareholder Equity, Information Disclosure	Holding Investor Conference	Intermittent	<ul style="list-style-type: none"> The annual institutional investor conference was held on December 11, 2024.
		Annual Shareholders Meeting	Once a year	<ul style="list-style-type: none"> The Annual General Shareholders' Meeting was held on June 21, 2024.
		Market Observation Post System Official company website	Intermittent	<ul style="list-style-type: none"> All required disclosures were made in a timely manner in accordance with the obligations of listed OTC companies. There were no regulatory penalties imposed by the Securities Authority
Customers	Product quality, Customer Satisfaction, Complaints Channel, Hazardous Substances	Annual Customer Satisfaction Survey	Once a year	<ul style="list-style-type: none"> The average customer satisfaction rate across THT and its consolidated entities reached 84%
		In coordination with customer audits, jointly implement prevention and improvement measures.	Intermittent	<ul style="list-style-type: none"> THT and its consolidated entities received 28 customer complaints, with a 100% resolution rate.
		Business contact email	Intermittent	<ul style="list-style-type: none"> Before raw material procurement each year, suppliers are required to provide a list of hazardous substances, including the 10 RoHS items and 4 halogen substances. No hazardous substances were detected during the reporting year.

2024 Sustainability Report

Chairman's Message Sustainability Highlights and Performance About Us Corporate Governance Supply Chain Management Environmental Protection Social Inclusion Appendix

Stakeholder	Key Concerns	Communication Channels and Methods	Communication Frequency	Communication Performance in 2024
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 are priced through negotiations based on market conditions. New materials are managed through the implementation of the new material verification procedure. All procurement activities strictly comply with the procurement procedures.
		Annual Supplier Audits	Once a year	<ul style="list-style-type: none"> The supplier audit rate reached 100%. One qualified supplier
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"> Conduct self-assessment of the design and effectiveness of internal control systems, prepare an internal control system declaration in accordance with regulations, and disclose the declaration in the following year.
		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 zero cases of labor condition violations or penalties imposed by regulatory authorities. Occupational safety and health compliance audits revealed no significant abnormalities.
		Regularly disclose company-related information on the Market Observation Post System and the company's website	4times/regularly	<ul style="list-style-type: none"> Individual and consolidated financial reports were submitted on schedule for each quarter.
		Participate in meetings organized by the competent authority	Intermittent	<ul style="list-style-type: none"> In 2024, a total of 2 promotional and informational sessions were attended.
		Investor Conference	Once a year	<ul style="list-style-type: none"> Held on December 11, 2024. For details, please refer to the official website.
		Important Announcements	Intermittent	<ul style="list-style-type: none"> Disclosed on schedule in accordance with the requirements for OTC-listed companies. For details, please refer to the official website.

Identification and Prioritization of Material Topics

After completing stakeholder engagement, the process advanced to assessing operational impacts and identifying, validating, and confirming material topics. A standardized and quantifiable internal assessment was conducted through the “Stakeholder Concern Survey” to identify and prioritize the seven key material topics to be disclosed in this report. These include one environmental topic, two social topics, and four governance topics.

The process and criteria were reviewed through discussions among internal departments and external experts to ensure their appropriateness and to confirm that no material issues were overlooked. The final list of material topics was then submitted to the Sustainability Development Committee for deliberation, followed by the formal preparation of this report.

In addition, to ensure effective communication with a wide range of stakeholders through this sustainability report, we have established a dedicated “Stakeholder Section” on our official website. A designated contact channel is also provided: ritahu@tpt-pcb.com.tw.

For any questions, suggestions, or grievances related to material topics or other content of this report, stakeholders are welcome to use this email to maintain open and constructive communication with us.

▼ 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 THT 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.

▼ List of Material Topics



Sort	Material topics of 2024 (Reporting Year)	Orientation
1	Customer Relationship Management	G
2	Integrity Management	G
3	Occupational Safety and Health	S
4	Information Security Management	G
5	Procurement Practices and Management	G
6	Talent Development and Recruitment	S
7	Waste Management	E

Management Approach for Material Topics


Upstream Impact: Actual  / Potential  ; THT'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	 (+) : Provide a high-quality and stable service mechanism to enhance customer satisfaction and mutual trust. (-) : Improper management may lead to customer loss or the spread of negative reputation.	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 action to continuously improve the customer experience and enhance satisfaction.	Short-term : ●Maintain customer satisfaction at no less than 82%. ●Regardless of shipment amount or frequency, automotive PCB customers fully participate in customer satisfaction surveys. Medium to long-term : ●Customer satisfaction has consistently remained above 82%. ●Customer service and information are integrated into the system to promote supply chain information transparency and co-create sustainable value.	●Customer Satisfaction Survey	●THT's consolidated group achieved an average customer satisfaction score of 84%. ●Maintained a high level of compliance with no violations of product labeling or health and safety regulations. ●No incidents of customer rights violations or improper marketing communications occurred.	Chapter3 Supply Chain Management – Customer Service
Integrity Management	205 206	 (+) : Significantly enhances corporate reputation, reduces legal risks, and attracts more investment and partnership opportunities.	Integrity is our core business value. We are committed to complying with all applicable laws and regulations, maintaining a transparent and open business	Short-term : ●Conduct integrity awareness campaigns annually. Mid- term : ●Regularly assess corruption risks at all operational sites	●Integrity management training status ° ●Communication and Training Status of Anti-Corruption Policies and Procedures	●Anti-corruption and anti-bribery training sessions were held, with a total of 8 participants. ●No incidents of corruption or bribery occurred.	Chapter2 Corporate Governance — Integrity Management




Issue	GRI	Value Chain Impact	Governance Issues		Tracking Mechanisms	Actions and Measures	Chapters
			Significance and importance	Goals			
		(-) : Any violation of integrity may damage the company's reputation and lead to legal disputes.	environment, and preventing any form of misconduct. Through internal training and strict oversight mechanisms, we ensure that all employees and partners adhere to the principles of integrity.	<ul style="list-style-type: none"> Strengthen integrity communication and training mechanisms with suppliers to enhance the overall integrity defense. long-term : Establish a highly transparent culture of integrity management. 		<ul style="list-style-type: none"> No violations related to integrity management occurred. The communication coverage with governance bodies, senior management, and middle management reached 100%. 	
Information Security Management	418	 <p>(+) : Protect customer and company data security, enhance trust, and reduce the risk of business interruptions.</p> <p>(-) : Information leaks 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 measures 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 information security incident reporting and response procedures to minimize the damage caused by security incidents. Enhance employees' awareness of information security. <p>Mid- term :</p> <ul style="list-style-type: none"> Optimize the information security management system and governance structure, promote consistency in information security management across all facilities, and strengthen cross-regional collaborative defense capabilities against 	<ul style="list-style-type: none"> Information Security Awareness Activities. Information Security Training Status. Number of Major Information Security Incidents. 	<ul style="list-style-type: none"> Conduct monthly cybersecurity awareness emails to strengthen employees' preventive awareness. Completed annual training for dedicated information security personnel. Implement regular updates of antivirus databases and systems across all factory sites. Strengthen SSL VPN security by enabling multi-factor authentication and restricting external connection access. Access to electronic documents is finely controlled based on department and hierarchy levels. Daily backups and annual restoration drills are conducted 	Chapter2 Corporate Governance – Information Security Policy


Issue	GRI	Value Chain Impact	Governance Issues		Tracking Mechanisms	Actions and Measures	Chapters
			Significance and importance	Goals			
				cybersecurity threats. long-term : ●Establish an information security resilience system equipped with early warning, defense, and recovery capabilities.		to ensure data recovery feasibility.	
Procurement Practices and Management 	204-1	 (+) : 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.	We prioritize local procurement and green purchasing to reduce impacts on the environment and society. We strictly comply with relevant domestic and international procurement regulations to ensure legality and compliance, and require our contractors to adhere to the same environmental protection and social responsibility standards.	Short-term : ●All contractors have signed the Supplier Code of Conduct. Mid- term : ●Enhance local and green procurement policies to move toward green product certification. ●Continue to promote ESG compliance among suppliers and contractors, working together to build a sustainable supply chain.	●Selection and Management of Qualified Contractors ●Regular Contractor Audits	●A total of 13 suppliers at the Kaohsiung plant have been certified under the ISO 14001 Environmental Management System. ●At the Pingzhen plant, the local procurement ratio for THT's key raw materials and products is 0.00% due to the provision of on-site services for customers. At the Kaohsiung plant (TGT), the local procurement ratio is 74.69%. Green procurement at both sites reached 100%.	Chapter3 Supply Chain Management — Sustainable Value Chain

Upstream Impact: Actual  / Potential  ; THT'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
Waste Management	301 306	 (+) : Comprehensive waste management is in place to reduce the environmental impact of business operations. (-) : Poor waste management may lead to environmental pollution and legal liabilities.	To achieve sustainable development, we are committed to waste reduction, proper classification, and responsible disposal. We actively promote resource recycling and reuse. By working together with our employees, supply chain partners, and the broader community, we aim to minimize the environmental impact of our operations and create a greener future for the next generation.	Medium to long-term : Increase the waste recycling and reuse rate, steadily reduce the total amount of waste year by year, and maintain a recycling and reuse rate above 80%.	<ul style="list-style-type: none"> ●Waste recycling and reuse rate. ●Total waste generated. 	<ul style="list-style-type: none"> ●The total waste generated in 2024 was 965 tons, representing a 64.5% decrease compared to the previous year. ●The reuse rate in 2024 reached 88.07%. 	Chapter3 Environmental Protection – Waste Management

Upstream Impact: Actual  / Potential  ; THT'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, adhering to 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 : ●Conduct one major occupational disaster response drill annually. ●No major occupational injury incidents. Medium to long-term : ●Establish a long-term occupational health care system for all employees.	●Employee Occupational Safety and Health Training Status ° ●Occupational Injury Incident Statistics	●Pingzhen Plant – THT's total occupational safety and health training hours reached 15 hours, with an average of 2.1 hours per participant; Kaohsiung Plant – TGT's total occupational safety and health training hours reached 17 hours, with an average of 2.8 hours per participant. ●Throughout the entire year, the recorded occupational injury incidents totaled zero cases among employees. ●At the Pingzhen Plant—THT held a total of 23 health consultation-related activities, including 3 sessions required by regulations and 20 health promotion sessions.	Chapter 5 Social Prosperity — Safe and Secure Workplace Environment

Issue	GRI	Value Chain Impact	Social Issues		Tracking Mechanisms	Actions and Measures	Chapters
			Significance and importance	Goals			
Talent Cultivation and Recruitment 	401	(+) : Enhance corporate competitiveness and innovation capabilities, while increasing employee loyalty and productivity. (—) : Insufficient training can lead to decreased employee capabilities, while talent loss increases recruitment costs, ultimately impacting corporate performance.	We prioritize talent development by planning comprehensive education and training programs to enhance employee capabilities. We also establish complete promotion and compensation systems, providing equal employment opportunities regardless of gender or age, enabling employees to fully utilize their talents and continuously grow within the company.	Short-term :	●Conduct regular employee performance evaluations as the basis for determining bonuses, promotions, transfers, and terminations. ●Encourage employees to engage in diversified learning through the “Position and Rank Appointment Guidelines.”	●Pingzhen Plant (THT): Total internal and external training hours reached 18 hours, with an average of 4.5 hours per person. Kaohsiung Plant (TGT): Total internal and external training hours reached 19 hours, with an average of 3.17 hours per person. ●A total of 4 employees at THT's Pingzhen Plant applied for free health check-ups, accounting for 100% of eligible participants. ●The proportion of employees who regularly undergo performance and career development reviews at both THT’s Pingzhen Plant and TGT (Kaohsiung Plant) is 100%.	Chapter 5 Social Prosperity - Human Resource Development
	404			●Enhance employees' professional skills and technical capabilities. ●To assist employees' career development, regular performance evaluations are conducted annually. Medium to long-term : ●Expand diverse training channels by increasing online course resources, providing employees with a variety of professional training programs. ●Continuously review and optimize the compensation system by aligning it with market salaries and conducting periodic adjustments based on industry benchmarks. ●Enhance the employee welfare system by establishing an Employee Welfare Committee to provide more diverse and comprehensive			

Issue	GRI	Value Chain Impact	Significance and importance	Social Issues	Goals	Tracking Mechanisms	Actions and Measures	Chapters
					welfare programs for employees. ●Integrate internal and external professional service resources to continuously support employees in addressing issues that may affect work performance, such as health, family, legal, and psychological matters.			

Chapter1 About Us

1-1 About THT

1-2 Economic Performance

1-3 External Engagement



1-1 About THT

T-Flex Techvest Pcb Co., Ltd. (Stock Code: 3276) is primarily engaged in the manufacturing and sales of electronic components and printed circuit boards (PCB). Its end products are widely used in TFT-LCD display modules, automotive electronics, and industrial control systems. Since its establishment, THT has adhered to the core values of "Quality First, Service Foremost," continuously cultivating professional expertise, improving manufacturing quality, and enhancing delivery efficiency. The company is committed to achieving customer satisfaction and sustainable business development.

THT adopts steady development, professional service, and sustainable growth as its core strategies. The company not only focuses on its core business operations, but also enhances overall operational flexibility and competitiveness through resource integration and supply chain collaboration, aiming to become a trusted long-term partner for its clients.

For more details on THT's short- and long-term business strategies and financial performance, please refer to the 2024 Annual Report.

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

▼ Basic Information on THT

Company Name	T-Flex TECHVEST CO., LTD. (Ticker: 3276)
Date of Establishment	December 29, 1999
Headquarters Location	No.12, Gongye 2 nd Road, Pingzhen District, Taoyuan City
Main Products and Services	Manufacturing and sales of electronic components and printed circuit boards
Paid-Up Capital	NT\$ 697,126,660
Net Sales (Thousand Units)	NT\$ 893,954,000
Global Number of Employees	10 persons

▼ THT's Operational Locations in 2024

Name of Operational Location	Address	Telephone
Pingzhen Plant (THT), Taoyuan, Taiwan	No. 12, Gongye 2nd Rd., Yongfeng Vil., Pingzhen Dist., Taoyuan City 32461, Taiwan (R.O.C.)	+886-3-4698860
TGT – Kaohsiung Plant, Taiwan	No. 4, S. 2nd Rd., Cianjhen Dist., Kaohsiung City 80681, Taiwan (R.O.C.)	+886-7-8217111

1-2 Economic Performance

THT adheres to the principle of prudent management, implementing sound corporate governance and transparent information disclosure mechanisms. The company regularly updates financial information on its official website and proactively communicates with investors and shareholders through various channels, such as investor conferences and annual general meetings. By disclosing operational results and future outlook in a timely and transparent manner, THT aims to safeguard shareholder rights and strengthen investor confidence.

2024 Operating Performance

In 2024, THT faced significant operational pressure due to continued weakness in global consumer electronics demand, persistent inflationary pressures, and cost changes resulting from the transformation of its subsidiary's business model. The company reported consolidated revenue of NT\$893,954 thousand, representing a decrease of NT\$395,703 thousand compared to 2023, or a year-over-year decline of 30.68%. The consolidated net loss after tax amounted to NT\$50,226 thousand, compared to a net profit after tax of NT\$46,898 thousand in 2023, marking a year-over-year decline of 207.10%. Despite facing headwinds in 2024, THT remained committed to quality enhancement and sustainable development strategies, aiming to strengthen its competitive edge from a mid- to long-term perspective and lay a solid foundation for future recovery in operational momentum.

Consistent Shareholder Returns

THT values shareholders' rights and interests, and has consistently distributed cash dividends for four consecutive years since 2021. At the 2025 Annual General Meeting, shareholders approved a cash dividend of NT\$0.02 per share for fiscal year 2024, totaling approximately NT\$1,394 thousand in distributions. Despite the net loss recorded this year, the company remained committed to its fundamental principle of giving back to shareholders, demonstrating its long-term dedication to shareholder value.

▼ Cash Dividend Distribution by THT in the Past 4 Years (Currency: New Taiwan Dollar, NTD)

Year	Unit	2021	2022	2023	2024
Dividend per Share	Dollars	0.4	0.5	0.2	0.02
Amount of Cash Dividends Paid	Thousands	27,885	34,856	13,943	1,394

▼ THT Consolidated Financial Statements for the Past 3 Years (Currency: New Taiwan Dollar in Thousands)

Year	Unit	2022 年	2023 年	2024 年
Sales Revenue	Thousands	1,331,914	1,289,657	893,954
Gross Profit (Loss)	Thousands	104,386	53,717	-31,780
Operating Income (Loss)	Thousands	21,450	-18,456	-133,640
Income Tax	Thousands	14,895	1,081	607
Net Profit (Loss) After Tax	Thousands	71,358	46,898	-50,226
Earnings (Loss) Per Share (EPS)	Dollars	0.87	0.79	-0.14

▼ The direct economic value generated and distributed by the organization

Item (Unit: Thousands)		2022	2023	2024
Generated Direct Economic Value	Sales Revenue	1,331,914	1,283,861	891,165
	Non-operating income	1,773	3,771	9,564
Distributed Economic Value	Operating Costs	1,068,666	1,072,198	910,390
	Employees salaries and benefits	220,864	226,955	111,748
	Payments to capital contributors	5,486	7,116	4,346
	Payments to government	15,448	1,844	1,110
	Donations to charitable organizations, arts and educational activities, community leisure facilities	0	0	0
Retained Economic Value		23,223	-20,481	-126,865

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

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Product Quality Control

A Printed Circuit Board (PCB) is a substrate used to assemble electronic components by connecting them through circuits on the board, allowing the components to function together and transmit signals. PCB are widely used in computers, telecommunications, consumer electronics, automotive, aerospace, military, precision instruments, and industrial products. PCB are generally classified by flexibility into rigid and flexible boards, and by layer count into single-layer, double-layer, and multi-layer boards.

The subsidiary Kaohsiung Plant — TGT has obtained ISO 9001, ISO 14001, and IATF 16949 certifications to ensure customer safety and provide comprehensive product quality. In addition, with the quality policy of “Manufacturing excellent products, complying with green regulations, and meeting customer needs,” we continuously improve product quality. The Quality Control Department holds weekly meetings with the Manufacturing Department to review scrap rates, identify root causes, and develop countermeasures to effectively enhance product yield.

Regular defect analyses are also conducted, and improvement reports are submitted to customers to maintain strong relationships. Quality status is reviewed periodically to continuously advance TGT’s manufacturing standards and meet customer and market demands.

Under the proper division of labor and professional oversight across the four major sections—Quality Control, Quality Inspection, Quality Assurance, and Customer Service—the Quality Department ensures the quality of the products manufactured.

We have established a Quality Assurance Manual that outlines inspections at different stages: raw material incoming inspection, in-process quality control (IPQC), final electrical testing (to check conductivity and detect short circuits or open circuits), and finished product inspection (FQC) for appearance.

Various quality inspection items are set, and any products failing inspection undergo abnormality handling following strict non-conforming product control procedures.

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

▼ THT's Output Value for the past three years

Unit: Square Feet / Thousands

Year	2022			2023			2024		
	Production Capacity(ft ²)	Production output(ft ²)	Output Value(NT\$000's)	Production Capacity(ft ²)	Production output(ft ²)	Output Value(NT\$000's)	Production Capacity(ft ²)	Production output(ft ²)	Output Value(NT\$000's)
Printed Circuit Board (PCB)	4,800,000	5,933,023	973,361	4,800,000	4,799,083	1,067,802	2,300,000	2,274,710	440,110

1-3 External Engagement

External Initiatives

▼ International Initiatives Supported by THT

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 challenge 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.
SocialAspect	<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
GovernanceAspect	<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 Organization

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

Chapter2

Corporate Governance

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

2-1 Governance Structure

Governance Policies and Commitments

THT has established the Corporate Governance Code in accordance with the "Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies," building a comprehensive governance structure and information disclosure mechanism. Adhering to principles of accuracy, completeness, and fairness, the company promptly provides key information such as operations, financial status, board resolutions, and management philosophy to enhance operational transparency, protect shareholders' rights, strengthen board functions, and respect stakeholder interests.

To improve 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 board functions. By the end of 2024, the Corporate Governance Officer completed two external training courses totaling 12 hours.

In terms of sustainable development, THT 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".

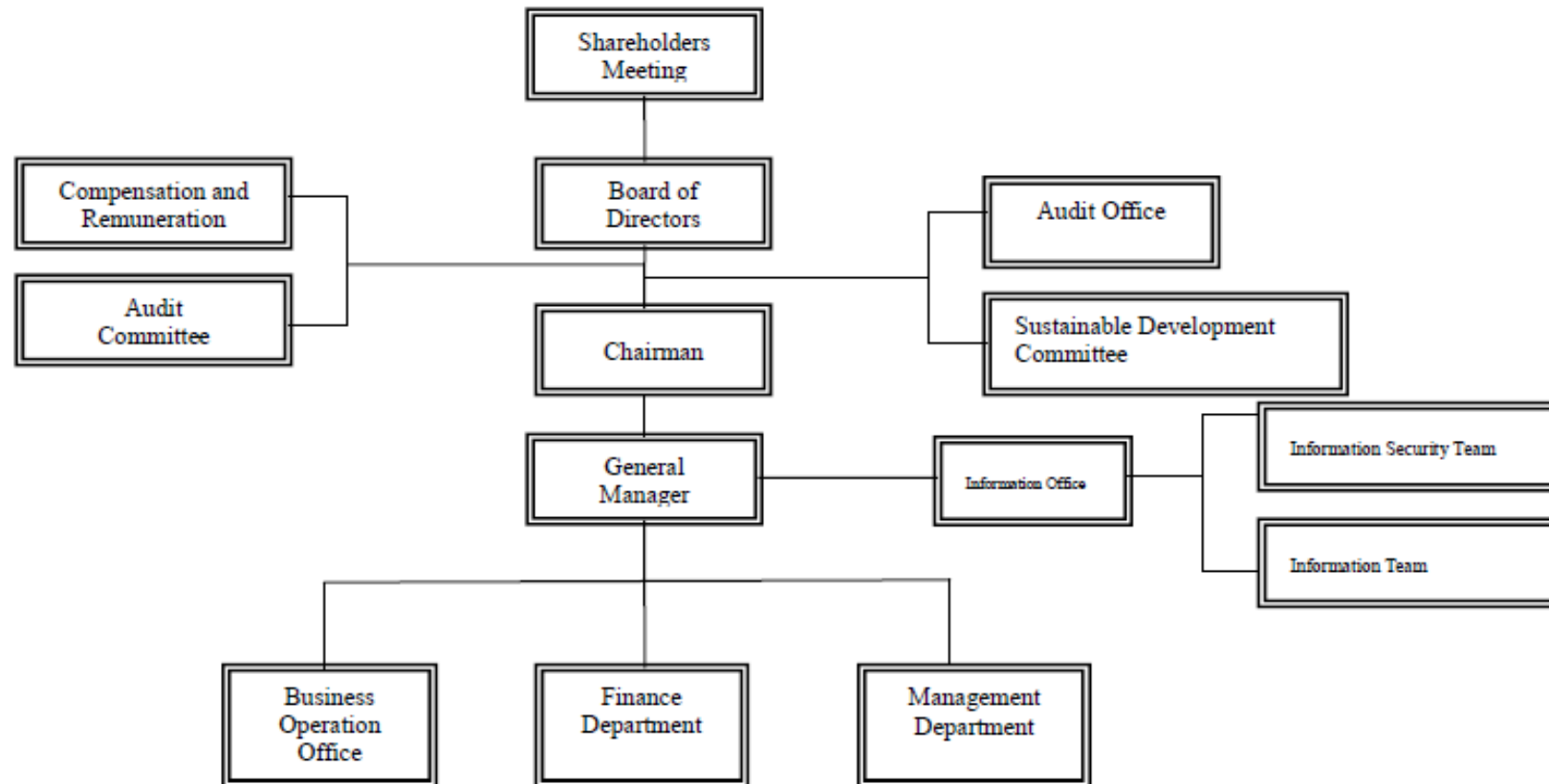
These principles are integrated into the internal control system, operational strategies, and workflows, and are overseen by the Sustainable Development Committee.

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 THT'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 THT



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 Director

The highest governance body of THT 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 7 members, including 3 independent directors (43%), 3 female directors (43%), and directors representing employees also account for 43%. The current term of office for the Board of Directors spans from June 2022 through June 2025.

A total of 5 board meetings were held during the year, averaging one meeting every 2.4 months, with an average attendance rate of 97%. 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 THT's official website.

▼ THT's Board Members

Title	Name	Gender	Age	Attendance in Board Meetings	Concurrent Employee Position Held
Chairman	HSU, CHENG-MIN	M	51↑	5	CEO
Director	LEE, MING-HIS	M	51↑	5	General Manager
Director	HSU, MING-CHIEH	M	31~50	5	None
Director	HU, HSIU-HSING	F	51↑	5	Vice General Manager
Independent Director	HU, CHIA-LI	F	51↑	4	None
Independent Director	TSENG, HSIU-MIN	F	51↑	5	None
Independent Director	WU, YA-CHUAN	F	51↑	5	None

Note:1. All members of the Board of Directors do not identify as belonging to socially disadvantaged groups, including but not limited to Indigenous peoples, immigrants, ethnic or racial minorities, individuals with diverse gender identities or sexual orientations, or persons with disabilities.

2. Chairman Mr. HSU, CHENG-MIN also serves as an employee of the subsidiary, TGT.

According to the Company's "Corporate Governance Best Practice Principles," directors shall generally possess the knowledge, skills, and character necessary to perform their duties. To achieve the Company's corporate governance objectives, the Board of Directors as a whole should possess the following core competencies: Operational judgment、Accounting and financial analysis skills、Business management capabilities、Crisis management skills、Industry knowledge、Global market perspective、Leadership、Decision-making ability.

▼ Professional Competencies of THT's Board Members

Title	Name	Professional Knowledge and Skills							
		Operational judgment	Accounting and financial analysis skills	Business management capabilities	Crisis management skills	Industry knowledge	Global market perspective	Leadership	Decision-making ability.
Chairman	HSU, CHENG-MIN	✓		✓	✓	✓	✓	✓	✓
Director	LEE, MING-HIS	✓		✓	✓	✓	✓	✓	✓
Director	HSU, MING-CHIEH			✓		✓			
Director	HU, HSIU-HSING		✓				✓		
Independent Director	HU, CHIA-LI		✓	✓			✓	✓	✓
Independent Director	TSENG, HSIU-MIN		✓						
Independent Director	WU, YA-CHUAN		✓	✓					

Nomination and Selection

Members of the Board of Directors are nominated in accordance with the Company's Articles of Incorporation under a candidate nomination system, and elected through a cumulative voting system with open ballots, as stipulated in the "Rules for Election of Directors" and the "Corporate Governance Best Practice Principles" approved by the shareholders' meeting.

Independent and non-independent directors are elected concurrently, but the number of seats is calculated separately.

In addition to possessing professional knowledge, skills, and character traits that align with the Company's operations, business model, and development needs, director candidates are also assessed with reference to stakeholder feedback to ensure the diversity and independence of the Board, thereby reducing overall operational risk.

The competencies required of Board members include: Operational judgment 、 Financial analysis 、 Business management 、 Crisis management 、 Industry expertise Global market perspective 、 Leadership 、 Decision-making ability.

Among the elected directors, more than half must not be spouses or relatives within the second degree of kinship. If this rule is violated, the candidate with the lower number of votes shall be disqualified. For further details on the selection process, 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 Company has established a "Code of Ethical Conduct" and "Procedures for Ethical Management and Guidelines for Conduct", which clearly define the principles for conflict of interest avoidance by directors.

If any director or managerial officer violates the ethical conduct standards, the Company will take disciplinary actions in accordance with the Code of Ethical Conduct, and disclose the relevant information and handling results on the Market Observation Post System (MOPS).

Currently, the Company has no material conflict of interest risks. A comprehensive conflict of interest avoidance mechanism is in place, requiring Board members to exercise self-discipline and perform their duties with due care.

If a director has a conflict of interest with a stakeholder of the Company, they must disclose the nature of the conflict during the meeting and appropriately recuse themselves from discussions or voting on the related matters. Directors are prohibited from acting as proxies to vote on behalf of other directors.

Board Training and Continuing Education

THT provides its Board members with a variety of irregular but diverse training programs, enabling them to gain deeper insights into economic, environmental, and social issues and stay informed of the latest trends.

Training plans are adjusted and enhanced based on the needs and feedback of independent directors, ensuring the effective transmission of information and helping directors build the professional capabilities necessary to fulfill their supervisory and leadership responsibilities.

These programs aim to improve the Board's agility in responding to market changes and strengthen its risk management and governance capacity.

As of the end of 2024, the Board of Directors had accumulated a total of 54 hours of training, averaging 7.7 hours per director.

THT will continue to deepen the Board's understanding of ESG, climate-related risks, and sustainability governance, thereby enhancing the sustainability awareness of top management and driving progress toward the Company's sustainable development goals.

▼ Board of Directors Training Courses in 2024

	Course Name	Hours
Environmental / Economic / Governance / Social	2024 WIW: Special Lecture on the Digital Finance and Sustainable Finance Symphony Amid the AI Boom	3.0
	Understanding and Prevention of Workplace Misconduct and Unlawful Harassment	3.0
	Corporate Carbon Management Strategies: Responding to the Climate Change Act and Green Transition Planning	3.0
	Insider Shareholding Management and Legal Considerations in Securities Transactions	3.0
	International Trends and Practices in Anti-Money Laundering	3.0

Course Name	Hours
Practical Analysis of Corporate and Individual CFC (Controlled Foreign Corporation) Application with Overseas Fund Inflow Auditing	6.0
Practical Analysis of ESG Sustainability Policies and Regulations in Latest Annual Report Preparation, and the Impact of Net-Zero Carbon Emissions on Financial Statements	6.0
Updates on Internal Control System Guidelines and Practical Compliance with Internal Audit and Control Regulations Related to Financial Reporting	6.0
Common Deficiencies in Financial Statement Reviews and Practical Analysis of Key Internal Control Regulations	6.0
Common Internal Control Management Deficiencies in Enterprises and Practical Case Studies	6.0
2024 Insider Trading Prevention Awareness Seminar	9.0

Board Performance Evaluation

THT conducts board performance evaluations in accordance with the "Board Performance Evaluation Guidelines" to enhance operational efficiency through clear performance targets. The evaluation mechanism is conducted annually via internal questionnaires, covering the overall board performance, individual director self-assessments, and the performance of functional committees (Audit Committee and Remuneration Committee).

In 2024, all evaluations exceeded the standards and were reported to the Board on March 12. The overall board score was 88.44, the average director self-assessment score was 94.17, the Remuneration Committee scored 94.0, and the Audit Committee scored 95.45.

The evaluation results indicate effective operations of all governance units. Directors highly recognize the evaluation criteria, meeting corporate governance requirements, effectively strengthening board functions and safeguarding shareholder interests.

▼ 2024 Board Performance Evaluation Metrics

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 Executives

The remuneration policies, systems, standards, and structures for THT's directors and senior executives are established and reviewed by the Remuneration Committee. The annual compensation of board members and the remuneration of senior executives are regularly disclosed in the company's annual report.

Directors' Remuneration

According to Article 32 of the Company's Articles of Incorporation, THT allocates up to 3% of the current year's pre-tax net profit (before deducting directors' and employees' remuneration) as directors' compensation. The distribution of remuneration follows the "Director Compensation and Remuneration Allocation Procedures", which is approved by the Board of Directors and the Remuneration Committee before being disbursed, and reported to the shareholders' meeting.

The procedure for determining directors' remuneration follows the "Board Performance Evaluation Guidelines." After the fiscal year ends, the board secretariat conducts performance evaluations of board members through three self-assessment questionnaires: Board Performance Evaluation, Individual Director Evaluation, and Functional Committee Performance Evaluation. Directors who achieve an average total score of 70 or above will receive remuneration allocated according to the ratio specified in the Articles of Incorporation. For those who do not meet the threshold, the Remuneration Committee will submit proposals to the Board for discussion and adjust the remuneration ratio accordingly. Individual directors' remuneration ratios are assessed and adjusted by the Remuneration Committee based on the "Individual Director Self-Evaluation Questionnaire."

Senior Executive Compensation

The salaries of the General Manager and Deputy General Managers include base salary, seniority allowance, and position allowance. These are paid monthly based on their qualifications, performance, industry benchmarks, and in accordance with the "Managerial Salary Standards, Year-End Bonus, and Employee Remuneration Distribution Procedures." Adjustments to managerial salary standards, year-end bonuses, and employee remuneration grade standards are proposed by the Remuneration Committee and approved by the Board of Directors.

The performance evaluations and reasonableness of remuneration for both directors and executives are reviewed by the Remuneration Committee and the Board. The remuneration system is periodically reviewed and adjusted as necessary in response to actual business conditions and relevant regulations to ensure a balance between sustainable corporate management and risk control.

Clawback Policy for Unjust Enrichment's Bonuses

To strengthen corporate and employee ethical standards, professional competence, and codes of conduct, THT has established the "Labor Ethical Conduct Guidelines" and "Work Rules."

Violations of these guidelines require the return of improperly obtained benefits to the requesting party or the company and may result in disciplinary actions depending on the severity of the violation, including warnings, demerits, reassignment, demotion, suspension, salary reduction, or dismissal. These actions serve as internal review measures.

If the violation also breaches laws or regulations set by regulatory authorities, the offender will face judicial or administrative penalties accordingly. The company expects all employees and management to diligently fulfill their management and supervisory responsibilities, strictly adhere to ethical standards, and ensure the company's sustainable operation and long-term development.

2-2 Functional Committees

THT has established the Audit Committee and the Remuneration Committee under the Board of Directors to effectively manage business risks and monitor the economic, environmental, and social impacts on the company. Through daily business communications, internal meetings, surveys, document signings, and whistleblowing mechanisms, due diligence is conducted to collect stakeholder feedback and suggestions regarding significant positive and negative risk events affecting the company's operations.

These two committees are responsible for formulating, approving, and updating relevant strategies and policies to address such impacts. The Board oversees the impact management processes 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 consists of three independent directors, with a term from June 2022 to June 2025. The committee meets at least once every quarter. In 2024, the Audit Committee held a total of five meetings, with an average attendance rate of 93%. The main responsibilities, resolutions, and the annual Audit Committee review report can be found on THT's official website.

▼ Members of THT Audit Committee

Name	Position	Gender
HU, CHIA-LI	Independent Director (Convenor)	F
TSENG, HSIU-MIN	Independent Director (Committee Member)	F
WU, YA-CHUAN	Independent Director (Committee Member)	F

Remuneration Committee

The Remuneration Committee consists of three independent directors, with a term from June 2022 to June 2025. The committee meets at least twice annually. In 2024, the Remuneration Committee held two meetings, with an average attendance rate of 100%. The main responsibilities and resolutions of the Remuneration Committee can be found on THT's official website.

▼ Members of THT Remuneration Committee

Name	Position	Gender
HU, CHIA-LI	Independent Director (Convenor)	F
TSENG, HSIU-MIN	Independent Director (Committee Member)	F
WU, YA-CHUAN	Independent Director (Committee Member)	F

2-3 Integrity Management

To prevent various forms of unethical conduct, THT has established the “Code of Integrity Management”, which was approved by the Board of Directors and is publicly available on the company's official website. The code clearly requires the Board, management, and all employees to actively uphold and implement ethical business practices.

In addition, THT has implemented the “Procedures for Ethical Management and Guidelines for Conduct”, which include regular analysis and assessment of business activities with a higher risk of unethical behavior within the company's operations.

The company has also established the “Regulations for Handling Reports of Illegal, Unethical, or Dishonest Conduct” to provide a formal whistleblowing mechanism.

All new employees receive training upon onboarding to reinforce the importance of complying with the “Labor Ethical Conduct Guidelines” and “Work Rules.” Any violation of these regulations by employees will be subject to disciplinary actions based on the severity of the case, and such incidents are treated as matters for internal review.

Dedicated Unit for Integrity Management

To promote ethical business practices, THT has designated the Sustainable Development Committee as the responsible unit for integrity management. The committee regularly audits and monitors the implementation of internal business activities. It advocates for integrity and ethical conduct, ensures the fair treatment of all stakeholders, and reports its operations and supervisory outcomes to the Board of Directors at least once a year.

In accordance with the “Code of Integrity Management,” THT conducts annual training and assessments for directors and employees to reinforce professional conduct and workplace ethics. Any violations of ethical standards or reportable incidents are directly reported to the Board of Directors.

Implementation of Integrity Management in 2024

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 Mechanism

Anti-Corruption and Anti-Bribery Policy

THT has always placed great importance on integrity in business operations. The company adheres to high ethical standards and principles in all commercial activities and adopts a zero-tolerance policy toward corruption and bribery. In accordance with the company's “Procedures for Ethical Management and Guidelines for Conduct,” THT has established a comprehensive integrity management policy.

Through documents such as the “Procedures for Ethical Management and Guidelines for Conduct” and the “Code of Integrity Management,” the company has set clear anti-corruption and anti-bribery standards. Communication and training are provided to employees and business partners to help prevent bribery and corrupt practices.

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In 2024, corruption-related risk assessments were conducted for THT and its Kaohsiung plant operations. There were no incidents of corruption or bribery, and no employees were penalized or dismissed for such misconduct. Likewise, no suppliers had contracts terminated or were denied renewal due to corruption-related issues.

▼ THT's Integrity-Related Commitments and Regulations

Commitments and Guidelines	Contents	Operating Locations
"Confidentiality Agreement"	All new employees are required to sign a Non-Disclosure Agreement (NDA) upon onboarding. At the same time, the Human Resources Department emphasizes the importance of integrity management and clearly communicates the consequences of violations. In addition, the company holds at least one annual training session on Business Ethics and Corporate Social Responsibility to ensure that all employees understand and comply with relevant policies and guidelines.	THT and its subsidiary, TGT Techvest Co., Ltd.

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

Employee Categories	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)	7	7	100.00%	0	0	0%
Senior Managerial Officers	0	0	0%	0	0	0%
Middle-Level Manager	1	1	100.00%	0	0	0%
Grass-Root Employees	0	0	0%	0	0	0%
Business Partners	0	0	0%	0	0	0%

Prevention of Insider Trading

To ensure the consistency and accuracy of external information disclosure and to prevent insider trading, THT 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

2-4 Internal Control and Internal Audit

The THT 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

2-5 Compliance with Laws and Regulations

THT regards regulatory compliance as the foundation of sustainable operations and continuously improves its compliance status by referencing standards such as ISO 14001 and ISO 45001. Each department is responsible for monitoring the formulation and revision of laws and regulations related to their respective operations, ensuring that all business activities comply with local legal requirements.

The company has established a dual supervision mechanism, which includes annual departmental compliance self-assessments and regular random audits by the audit office. This effectively ensures that all units operate in full accordance with relevant regulations, reducing legal risks and supporting the company's sustainable development goals.

In 2024, THT recorded one environmental pollution violation. The company has commissioned a contractor to carry out remediation work according to a corrective plan approved by the competent authority and has allocated NT\$205 million for potential future soil improvement or land restoration efforts.

Legal Compliance Training

THT provides regulatory consultation and promotional information required by various departments through measures such as establishing an internal website, compiling frequently asked questions, and publishing announcement materials. This ensures employees stay updated on the latest regulatory requirements, facilitating the review and improvement of practical operations to reduce the risk of non-compliance.

Additionally, the company conducts relevant training annually to promote adherence to regulatory principles among supervisors and frontline staff, thereby strengthening ethical awareness.

Communication Channels and Complaint Mechanism

THT has established the “Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct” to encourage both internal and external stakeholders to report any violations of laws or breaches of integrity in business operations. Furthermore, all new employees receive training on the Code of Ethical Conduct, and any violations are subject to disciplinary actions according to company policies. This approach strengthens the corporate culture of integrity from the outset, ensuring comprehensive protection of stakeholders’ rights.

We have set up multiple, accessible reporting channels, including in-person reporting, telephone, mail submissions, and a public whistleblowing mailbox (3276@tpt-pcb.com.tw). We place great emphasis on whistleblower protection, committing to maintain strict confidentiality and to prevent any form of retaliation or improper treatment against reporters. All reported cases are investigated through independent channels, with strict restrictions on information sharing limited to only necessary personnel.

Additionally, the company provides appropriate rewards to those who report illegal activities in accordance with work regulations, demonstrating our commitment to ethical governance. As of the end of 2024, the company has not received any complaints or reports.

▼ THT Whistleblowing and Complaint Reporting Unit and Handling Procedures

Responsible Unit	Spokesperson and Deputy Spokesperson Responsible for receiving complaints from shareholders, investors, and other stakeholders. Office of the General Manager Responsible for receiving complaints from internal employees, customers, suppliers, contractors, and others.	Reporting Channels	<ul style="list-style-type: none"> • Report in person • Report by phone • Report by mail
Handling Procedure	<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. 	
Whistleblowing Reception and Protection Mechanism	<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. 		

2-6 Risk Management

To strengthen corporate governance and ensure sound business management, THT 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.

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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 0.03% of the consolidated company's revenue and 0.53% 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>Through the implementation of internal control mechanisms, THT ensures that all personnel and operations comply with relevant laws and regulations. The company has established a "Procurement Procedure" and "Supplier Code of Conduct," incorporating key criteria such as ISO 9001 and ISO 14001 into supplier evaluation. These measures aim to avoid the use of conflict minerals, ensure that products are free from company-regulated hazardous substances, uphold human rights and environmental protection, and safeguard consumer health and safety.</p>	Various Departments
Information Security	<p>THT's information security policy includes: strengthening employees' awareness of cybersecurity, ensuring the effectiveness and integrity of daily operations and maintenance, conducting regular information security audits and ensuring their implementation, and maintaining business continuity. For full details, please refer to the <i>Information Security Policy</i> section.</p> <p>The IT Department serves as the core unit for promoting information security policies. It is responsible for the overall execution of cybersecurity strategies, communicating security messages, and enhancing all employees' cybersecurity awareness. The department continuously evaluates and improves the integrity of the organization's information security system.</p> <p>The Audit Office, in accordance with the internal control system and the "Information and Communication Security Procedures," performs annual systematic security audits to assess the effectiveness of the company's information operations and control mechanisms.</p> <p>To mitigate information security risks, THT has implemented the following protective 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. 	Information Systems Audit Office
Product Safety	<p>All of the company's products comply with government regulations and meet the European Union RoHS directive, containing no hazardous substances. A rigorous quality management system is in place to ensure product consistency and reliability, in order to meet customer requirements. To enhance customer satisfaction, we conduct regular annual customer satisfaction surveys. By strengthening collaborative relationships with our clients, we are committed to achieving mutual benefit and shared prosperity, establishing a solid foundation for sustainable corporate development.</p>	Quality Control Department Business Operation Office

Risk Item	Risk Management Policy and Coping Strategies	Responsible Unit
Supply Chain Management	We require our suppliers to obtain third-party ISO 9001 quality management system certification and submit valid proof. For uncertified suppliers, the Administration Department conducts annual quality system audits to ensure compliance with basic quality standards. We also perform irregular multi-dimensional supplier evaluations covering key areas such as risk control, quality system development, and product/process reviews to maintain supply chain quality and stability. Risk mitigation measures include: 1. The Administration Department conducts annual reviews and audits of new and existing suppliers for environment-related risks, ensuring the implementation of environmental and safety evaluations. 2. If a supplier is found to have violated relevant laws or initiatives, a risk investigation and assessment will be initiated immediately. The Administration Department will convene a meeting with the Quality Control Department to determine whether to continue cooperation with the supplier or contractor.	Management Department Quality Control Department
Environmental Protection and Ecological Conservation	THT's subsidiary, TGT, obtained ISO 14001 environmental management system certification in 2002 to fulfill its corporate social responsibility. Under this system, the company effectively reduces pollutant emissions and minimizes environmental impact. Annual plans and programs are established, with regular tracking and reviews to ensure progress toward environmental goals. The company has invested heavily in pollution control equipment to ensure air and wastewater emissions comply with environmental regulations. Both general and hazardous industrial waste are handled by government-approved waste management contractors.	Administrative Department - Environmental and Safety
Occupational Safety	THT's subsidiary, TGT, is certified under ISO 45001 Occupational Health and Safety Management System. Regular workplace safety inspections and audits are conducted, with affiliated companies supervising one another and sharing best practices to strengthen the implementation of the safety management system. In addition, the company holds annual fire drills and occupational safety training to enhance employees' emergency response and self-management capabilities.	Health and Safety Office

2-7 Information Security Policy

THT places strong emphasis on information security and privacy protection. To enhance cybersecurity management, the Company has established the *Information and Communication Security Policy* with reference to the Cybersecurity Management Guidelines for TWSE/TPEX-listed companies.

A cross-functional Information and Communication Security Task Force, led by the Deputy General Manager of the Administration Division, is responsible for coordinating security policies, plans, and resource allocation, and reviewing governance practices across departments.

The task force's duties include conducting security audits, promoting cybersecurity awareness, handling incident reporting, and overseeing the implementation of security systems such as network and system management. It also develops and maintains security policies and standards, enforces control mechanisms, enhances employee awareness, verifies execution results, and continuously improves the integrity of the Company's cybersecurity framework.

Information and Communication Security Policy	Composition of the THT Cybersecurity Implementation Team	Responsibilities of the Dedicated Information Security Unit
<ul style="list-style-type: none"> Strengthen Staff Information Security Awareness Implement Effective and Complete Daily Operations and Maintenance Conduct information security audits to ensure effective implementation of information security measures. Ensure the Continuity and Sustainability of Operations 	<ul style="list-style-type: none"> Information Security Audits Information Security Awareness Promotion Security Incident Reporting Implementation of Information and Communication Security Systems 	<ul style="list-style-type: none"> Risk Management Compliance and Regulatory Adherence Incident Response and Recovery Ensuring Business Continuity

Cybersecurity Staff Training

Course	Number of Participant	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 security Management for TWSE/TPEX Listed Companies (Management Workshop)	2	12

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Course	Number of Participant	Total Training Hours
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

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, THT 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 THT

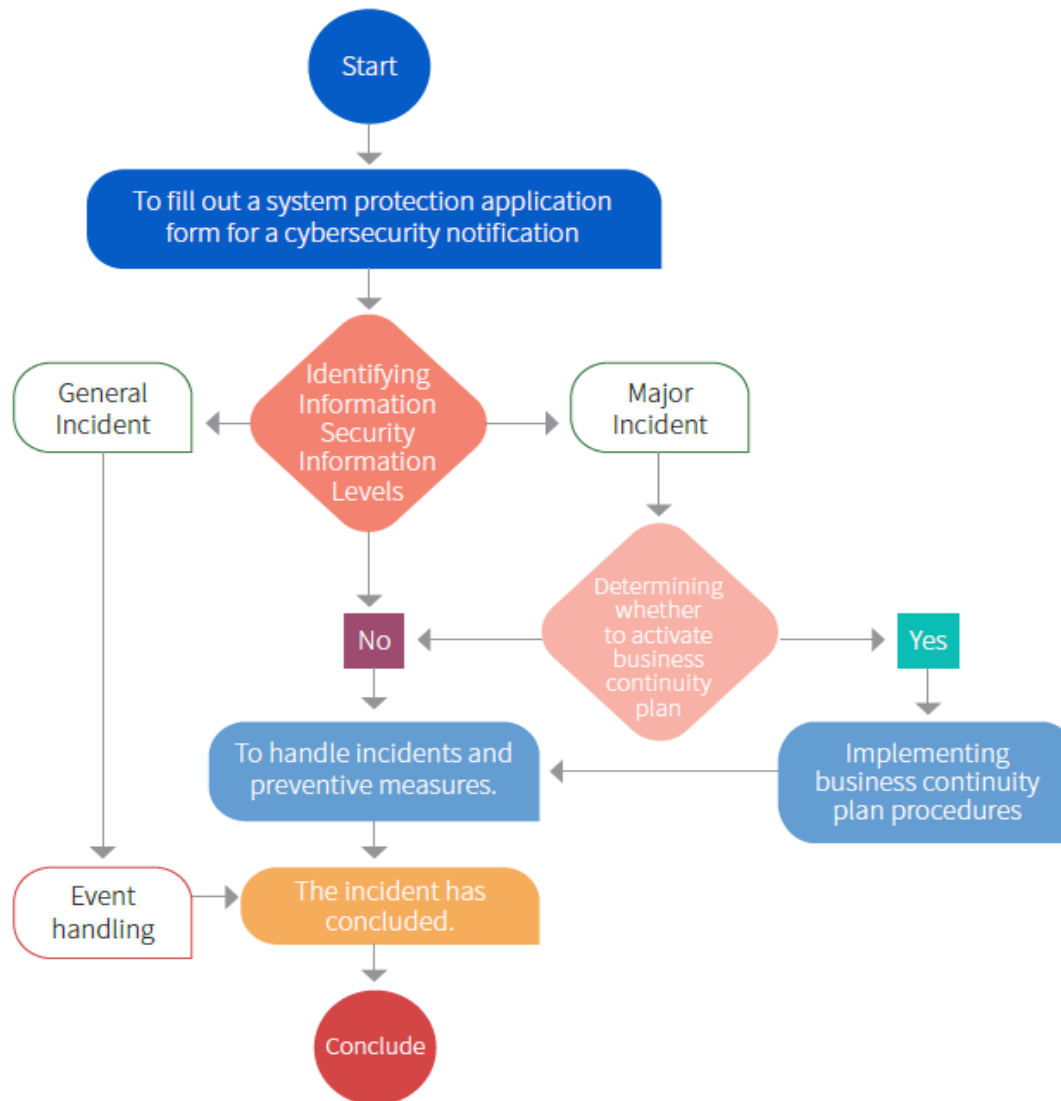
Item	Description
Network Information Security Management and Control	<ul style="list-style-type: none"> ●Data Center Environment Monitoring and Management: Regularly inspect temperature, humidity, and fire safety equipment; enforce strict access control; review entry and exit logs; and immediately report 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.
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.

Item	Description
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 THT Group's Information Security Measures in 2024

Category	Description
Information Security Management System	Regular Information Security Risk Assessment Social Engineering and Phishing Email Drills
Network and Device Security	Firewall Rule Review and Update (Including Internet Usage Management) SSL VPN Security Enhancement (Adding Multi-Factor Authentication and Restricting External Connections)
Antivirus and System Updates	Deployment of Antivirus Software (OfficeScan, Huorong, NOD) Regular Updates of Virus Definitions and System Patches
Information Security Awareness Enhancement	Regular information security awareness campaigns (via emails and training sessions)

▼ The Cybersecurity Incident Reporting and Response Procedure



Chapter3 Supply Chain Management

3-1 Sustainable Value Chain

3-2 Customer Service



Sustainable



Service



Non-hazardous materials

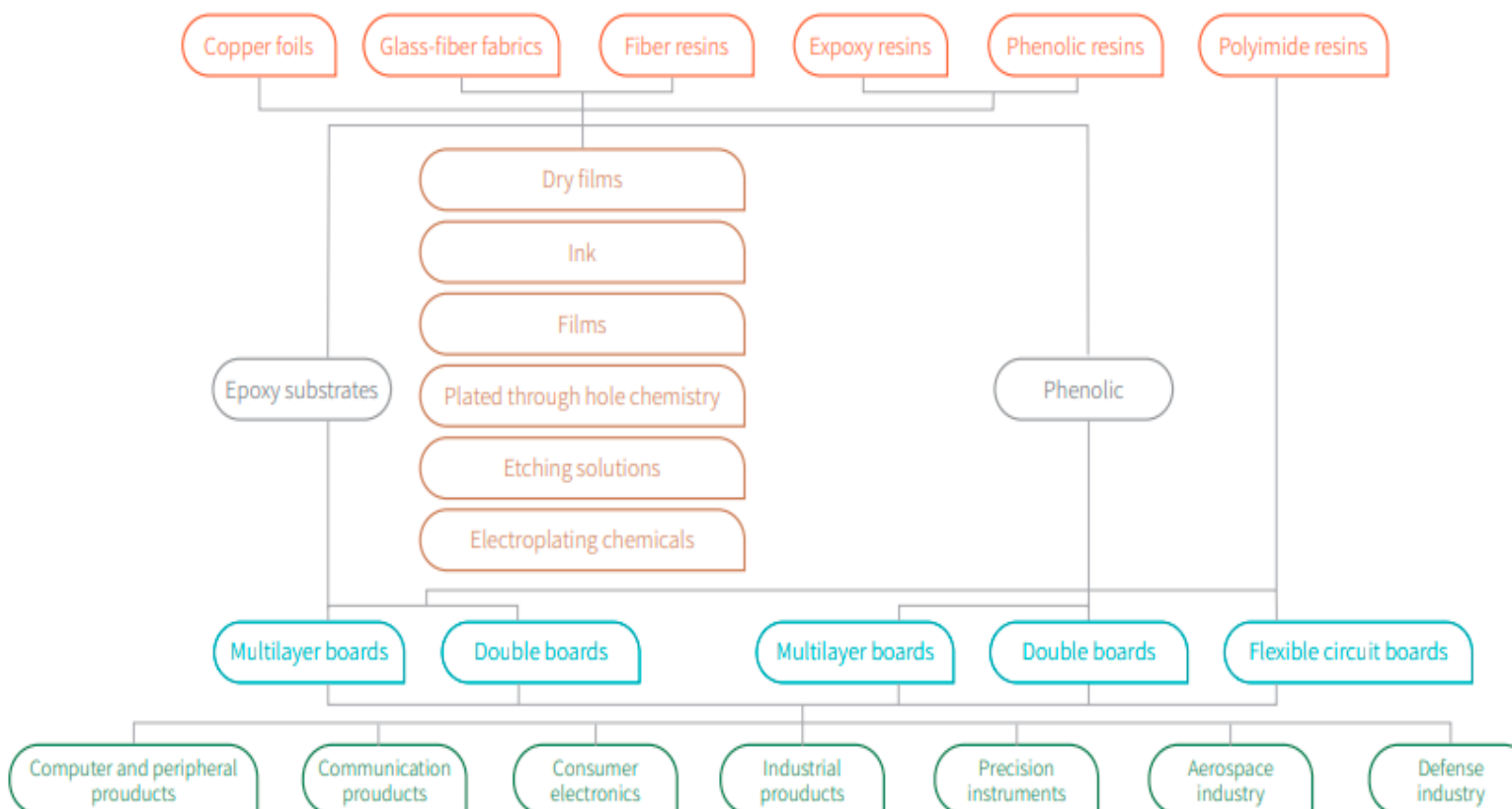
3-1 Sustainable Value Chain

THT focuses on the manufacturing and sales of printed circuit boards (PCB), which serve as key components for electronic part support and circuit connectivity. Its upstream supply chain includes various chemical and metal raw materials such as substrates, copper foil, dry film, ink, film, and etching solutions, spanning the petrochemical, metal, and electronic component industries. Downstream applications cover sectors including computer peripherals, communication equipment, consumer electronics, industrial machinery, aerospace, and defense.

As of 2024, the Company's supply chain structure and upstream/downstream business relationships remained stable with no significant changes.

In response to the Kaohsiung plant (TGT) shifting to full-process outsourcing in mid-2024, THT enhanced ESG management of contractors to ensure compliance with environmental, human rights, and quality standards, thereby maintaining supply chain sustainability, stability, and risk control.

▼The Value Chain of THT



Supply Chain Management Policy

THT is committed to establishing a responsible and sustainable supply chain. The Company has implemented a Procurement Procedure and a Supplier Code of Conduct to ensure suppliers comply with ESG standards in areas such as quality, environmental protection, human rights, and product responsibility through standardized management systems. Key policy highlights are as follows:

Quality and Environmental Certification Requirements	Suppliers are required to possess international certifications, including ISO 9001 (Quality Management) and ISO 14001 (Environmental Management).
Labor and Human Rights Protection	The use of child labor and forced labor is strictly prohibited.
Conflict-Free Minerals Policy	We comply with EICC, GeSI, and CFSP guidelines to ensure no use of metals sourced from conflict-affected regions.
Hazardous Substance Management	Suppliers are required to sign the Environmental Hazardous Substance Guarantee and provide MSDS and SGS test reports.
Green Product Certification	Suppliers are required to disclose chemical toxicity and restriction information and to verify their green product management systems.

Supplier Risk Assessment

To effectively manage potential ESG risks in the supply chain, THT conducts risk assessments focusing on three key areas: environmental risks, hazardous substance management, and governance capabilities.

Environmental Risk Management	<ul style="list-style-type: none"> •The Kaohsiung plant—TGT requires its primary raw material suppliers (substrates, copper foil, ink, etc.) to obtain ISO 14001 certification. •In 2024, 13 primary raw material suppliers of the Kaohsiung plant—TGT passed certification, with no significant environmental impacts identified.
Hazardous Substance Control	<ul style="list-style-type: none"> •The Kaohsiung plant—TGT requires all major suppliers and contractors to sign the Environmental Hazardous Substance Guarantee. •Toxicity data, restricted substance information, and management system certification must be provided.
Governance Risk Control	<ul style="list-style-type: none"> •The Kaohsiung plant—TGT has 20 suppliers certified to ISO 9001. •Suppliers must undergo internal audits to be included on the approved list, ensuring stable operational quality.

Supply Chain Evaluation and Audit

THT and its affiliates regularly audit and manage the supply chain through site visits, performance evaluations, and contractual obligations:

Pingzhen Plant – THT	<ul style="list-style-type: none"> •Performance is evaluated annually based on delivery time and quality (full score: 100). Scores below 69 are considered unsatisfactory and require corrective actions within a specified timeframe. •In 2024, transactions were conducted with only one contractor, who received a satisfactory evaluation.
Kaohsiung Plant – TGT	<ul style="list-style-type: none"> •Suppliers are classified into four levels (A to D) based on the Supplier Evaluation Procedure, which serves as the basis for collaboration. •In 2024, all cooperating suppliers were group-approved through a unified evaluation, and no separate individual assessments were conducted. •Starting mid-2024, in-house production was fully discontinued and replaced by outsourced delivery. Contractual obligations have been strengthened to require contractors to comply with ESG guidelines.

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Sustainable Procurement

To support local business development and reduce carbon emissions from long-distance transportation, THT's key operational sites (including those within the reporting boundary) prioritize local sourcing whenever possible. In addition, THT actively procures environmentally friendly products, aiming to minimize the environmental impact from its purchasing activities.

▼THT's Sustainable Procurement in the Last 3 Years

Procurement Type		Local Sourcing			Green Procurement		
		2022	2023	2024	2022	2023	2024
Pingzhen Plant – THT	Purchase Amount	0	0	0	108,329,194	86,172,847	76,438,004
	Total Purchase Amount	0	0	0	108,329,194	86,172,847	76,438,004
	Procurement Amount Ratio	0.00%	0.00%	0.00%	100.00%	100.00%	100.00%
Kaohsiung Plant – TGT	Purchase Amount	630,398,433	687,329,833	453,195,794	632,888,025	699,868,866	606,744,483
	Total Purchase Amount	632,888,025	699,868,866	606,744,483	632,888,025	699,868,866	606,744,483
	Procurement Amount Ratio	99.61%	98.21%	74.69%	100.00%	100.00%	100.00%

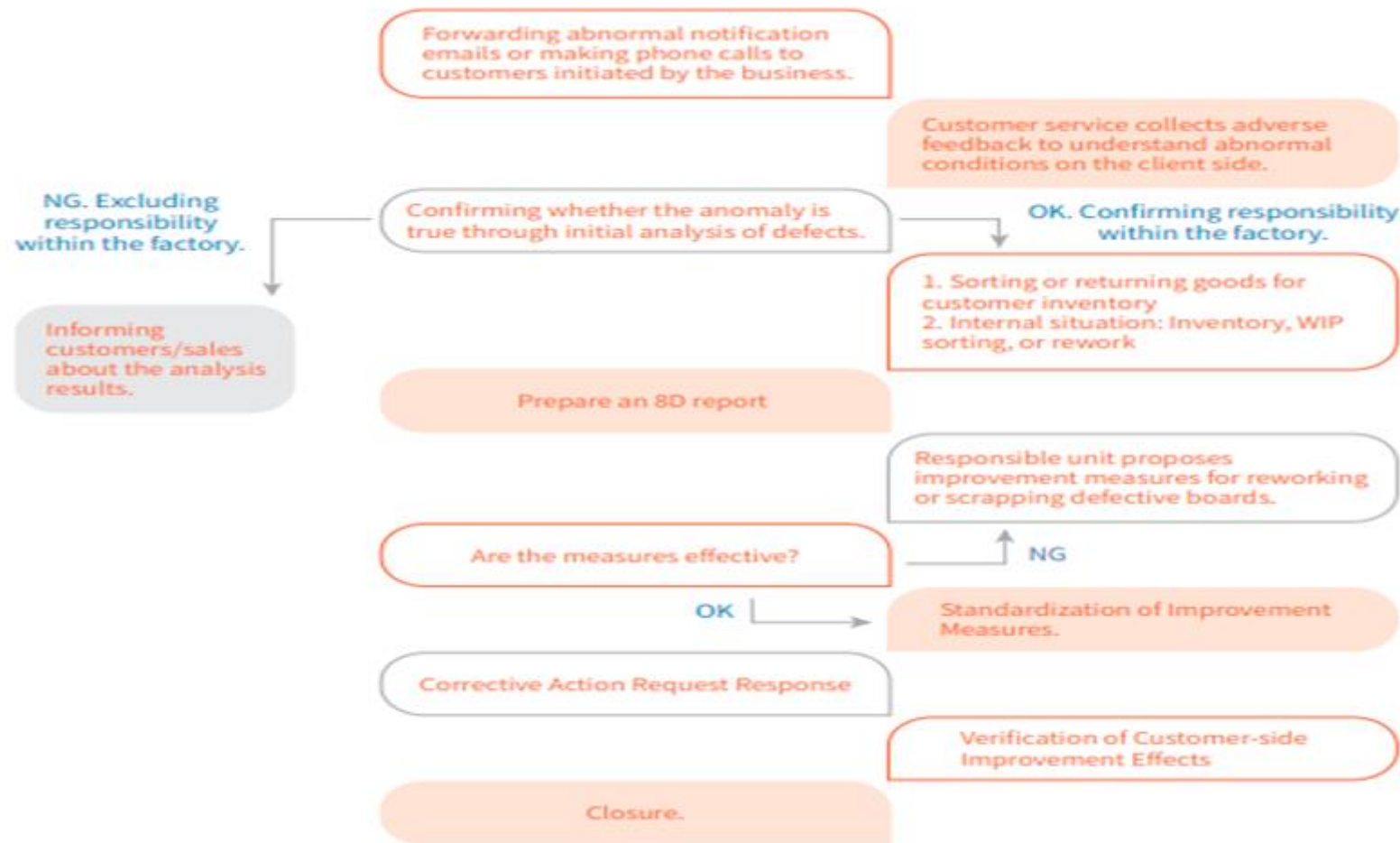
Note: 1. The Pingzhen Plant – THT sources locally as it provides on-site services to customers.

3-2 Customer Service

THT has established clear customer service standards, placing customer satisfaction as a top priority. To ensure timely responses to customer needs, customer service personnel are required to provide updates on complaint handling progress within three working days. A real-time response mechanism is in place to resolve customer issues as quickly as possible, while also identifying root causes and ensuring continuous follow-up.

THT is committed to providing customers and end users with timely and comprehensive product and service information, including safety of use, handling procedures, material sources, and potential social and environmental impacts. In 2024, there were no violations related to product or service labeling, or regulations concerning product health and safety.

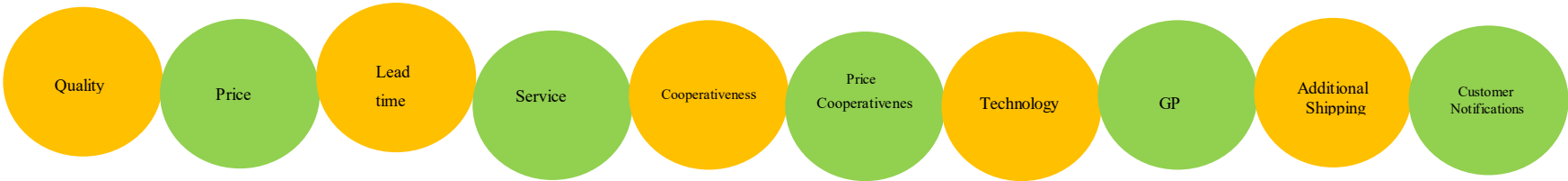
▼ THT Customer Complaint Handling Procedure



Customer Satisfaction Survey

THT values every piece of customer feedback, regarding it as a key foundation for strengthening customer relationships. To better understand customer needs, we collect opinions through multiple channels and provide a mechanism for handling after-sales service complaints. An annual customer satisfaction survey is conducted, and results are analyzed through 8D reports. Relevant departments are assigned to develop improvement strategies and review their effectiveness, thereby establishing a comprehensive customer response and handling process.

▼ Customer Satisfaction Survey 10 Aspects



▼ THT's Customer Satisfaction Results in the Last 3 Years

Year	2022	2023	2024
Customer Satisfaction	79%	90%	84%

Note: The scope of this table covers the consolidated company.

Customer Rights Protection

THT is committed to protecting customer rights, viewing it as a core responsibility. We design and manufacture products based on customer needs and strictly adhere to confidentiality agreements to ensure the security of customer privacy and product information. Additionally, to ensure compliance with international regulations and customer requirements, and to minimize health and safety impacts throughout the product lifecycle, we regularly conduct environmental, health, and safety regulatory audits. In 2024, there were no violations of marketing communication regulations or standards, nor any incidents infringing on customer rights.

Chapter4 Environmental Protection

4-1 Task Force on Climate-Related Financial Disclosures

4-2 Greenhouse Gas (GHG) Emissions

4-3 Energy Management

4-4 Waste Management

4-5 Water Resource Management

4-6 Air Pollution Control

4-1 Task Force on Climate-Related Financial Disclosures

In response to the increasing frequency of climate-related disasters caused by climate change, THT has proactively adopted the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), established by the Financial Stability Board (FSB) in 2015. We voluntarily disclose our policies and preventive measures for managing climate-related risks, as well as the financial impacts arising from such risks. After implementing proper climate adaptation and disaster recovery efforts, we identify opportunities to secure profitability and strengthen our climate resilience, enabling the company to better cope with future climate-related disasters.

Four Core Elements

▼ Core Elements of Climate-Related Financial Disclosures

Core elements	Action Plan
Governance	<ul style="list-style-type: none"> ● THT's Sustainability Development Committee convenes members responsible for environmental risks to periodically discuss potential internal and external impacts of various issues, including the identification and assessment of climate change risks and responses to climate impacts. After identifying climate-related impacts, meetings with senior management are held to review climate risks and opportunities. Based on the potential hazards posed by these risks, improvement suggestions and measures are proposed to adapt to and mitigate climate-related financial risks, while also identifying corresponding climate-related financial opportunities. ● The Sustainability Development Committee provides an annual report to the Board of Directors on the overall ESG performance and climate change-related issues.
Strategy	<p>To plan proactive and forward-looking climate actions, THT incorporates potential climate-related financial impacts into overall operations through scenario analysis. We assess the likelihood and severity of risks, develop response and mitigation plans, and establish crisis management mechanisms. Based on business types, risk strategies, and financial planning, we identify both physical and transitional risks and opportunities. These include actively promoting green energy policies, resource recycling and reuse, and developing carbon-reduction innovative technologies to comprehensively reduce the carbon footprint of our operations and products.</p> <p>In response to global climate change and greenhouse gas effects on the environment, we comply with government regulations on environmental actions by purchasing and replacing products with energy-saving and eco-label certifications, reducing waste, implementing green and local procurement, and establishing and practicing various energy-saving and carbon reduction measures.</p> <p>For detailed information on our company's key short-, medium-, and long-term risks and opportunities, please refer to the section "Climate-Related Risks and Opportunities and Their Financial Impacts."</p>
Risk Management	<p>To identify and assess significant operational impacts or risks, the Sustainability Development Committee will regularly evaluate climate change risks in the future to understand their specific potential financial impacts. This evaluation will serve as the basis for policy formulation and goal setting. A climate management process will be established, with ongoing monitoring of the effectiveness and implementation of climate risk management.</p>
Indicators and Goals	<p>To mitigate the risks posed by climate change and achieve carbon reduction and energy-saving goals, THT manages climate-related risks and opportunities through key performance indicators.</p> <p>THT has long been committed to promoting "Energy Saving and Carbon Reduction Measures," with the main initiatives as follows:</p> <ul style="list-style-type: none"> ● Energy: Energy efficiency is improved by selecting lighting equipment with energy-saving and eco-friendly labels, as well as upgrading and maintaining in-facility equipment. ● Water Resources: <ol style="list-style-type: none"> (1) Install water- and energy-saving devices on equipment, with automatic shutdown of power and water supply during non-production hours. (2) Monitor water usage at on-site units and immediately notify the respective unit when usage exceeds set limits. <p>Regarding greenhouse gas reduction targets, strategies, and specific action plans:</p> <p>In accordance with the Financial Supervisory Commission's directive No. 11203852314 dated November 13, 2023, the Company has not yet established such plans.</p>

Climate Scenario Analysis

Physical Climate Risk Scenario

The Sustainability Development Committee assesses potential climate disaster impacts based on THT’s selected RCP scenarios. Using publicly available tools such as the Taiwan Climate Change Projection Platform and the 3D Disaster Potential Map, the company simulates RCP 2.6 and RCP 8.5 scenarios to estimate mid-century changes in average maximum daily rainfall and annual mean temperature.

▼Types of IPCC RCP Climate Scenarios and Relevant Indicators Used by THT

Scenario		RCP 2.6		RCP 8.5	
		Taoyuan	Kaohsiung	Taoyuan	Kaohsiung
tem pera ture	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
rainf all	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
Estimated Annual Mean Temperature Change In terms of annual mean temperature, the areas where the company's facilities are located—Taoyuan City and Kaohsiung City—may experience a temperature increase of 2°C by mid-century. This could result in higher air conditioning electricity costs, reduced lifespan of instruments and equipment, asset write-offs and early decommissioning, increased infrastructure costs, and potential reductions in the production of certain products. Source: Taiwan Climate Change Projection and Information Platform	<p>桃園市 年平均溫度 基期：20.2°C</p> <p>世紀中</p> <p>RCP2.6 RCP8.5</p>	<p>高雄市 年平均溫度 基期：20.9°C</p> <p>世紀中</p> <p>RCP2.6 RCP8.5</p>
Estimated Maximum Daily Rainfall By mid-century, the projected increase in average maximum daily rainfall at various locations in Taiwan does not exceed the disaster threshold of 650 mm in 24 hours, as defined by the “3D Disaster Potential Map.” Therefore, there is no immediate risk of flooding or inundation. However, there remains a possibility of site shutdowns, transportation difficulties, supply chain disruptions, and employee absenteeism due to typhoons or surrounding area flooding. Source: Taiwan Climate Change Projection and Information Platform	<p>桃園市 年最大日降雨量 基期：185.8 公厘</p> <p>世紀中</p> <p>RCP2.6 RCP8.5</p>	<p>高雄市 年最大日降雨量 基期：223.1 公厘</p> <p>世紀中</p> <p>RCP2.6 RCP8.5</p>
Maximum Daily Rainfall Flood Potential Map Source: 3D Disaster Potential Map		

Transition Climate Risk Scenario

In response to the Paris Agreement's NDCs and domestic regulations such as the Greenhouse Gas Reduction and Management Act and the Renewable Energy Development Act, a scenario analysis estimates the financial impact of future electricity costs in Taiwan. Under the 2030 target of reducing greenhouse gas emissions by 50% from the business-as-usual (BAU) level, Taiwan's renewable energy share is expected to increase from 5.6% in 2019 to 40% by 2030 as planned in the national energy policy. Due to the higher cost of renewable energy, UHU's purchased electricity costs in Taiwan are projected to rise. Based on this analysis, UHU will continue to implement energy-saving measures to mitigate the impact of increased electricity costs.

Financial Impacts of Climate-Related Risks and Opportunities

THT conducts climate risk and opportunity assessments by analyzing and ranking items based on their level of impact and likelihood of occurrence. Impact levels are categorized as low, medium, or high, while likelihood is classified as unlikely, possible, or highly likely. Medium- to high-risk items are identified through this analysis, and appropriate response measures are developed accordingly to enhance the company's resilience to climate-related risks and opportunities.

After reviewing identified risks, THT analyzed the financial impacts of climate change and corresponding annual adaptation measures. Disclosures are presented 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
<p>① The government promulgates energy and carbon reduction regulations</p> <p>② Climate anomalies (e.g., heavy rainfall, typhoons, etc.).</p> <p>③ Climate anomalies (rising average temperatures)</p>	<p>① Increased energy resource use efficiency.</p> <p>② Expansion of low-carbon products and services.</p> <p>③ Enhanced resilience to climate change risks.</p>

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▼ Climate-Related Risks and Financial Impact

Type	Climate-Related Risks	Impact Period	Risk Content Description	Potential Financial Impact	Adaptation and Coping Measures
Transition Risks	Policies and Regulations				
	Legal Standards for Energy-Efficient Products	Long-term	1.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.	1.Increased energy costs. 2.Potential fines or penalties.	1.Implemented energy-saving and carbon reduction equipment in the factory, such as high-efficiency air compressors, additional and upgraded chiller systems, and the replacement of lighting with energy-efficient fixtures. 2.Installed continuous pH monitoring for the scrubbers to automatically add alkaline solution for neutralization when pH falls below 6. As a result, no air pollution-related fines were incurred in 2024.
	Local Regulation	Mid-term	1.Climate Change Response Act of Taiwan 2.Air Pollution Control Act of Taiwan °	1.Increased carbon reduction costs. 2.Potential fines or penalties.	
Physical risks	Immediate				
	Typhoons, floods, and other extreme weather events	Short-term	1.Production line disruptions. 2.Reduced employee attendance rates. 3.Transportation interruptions and cargo losses. 4.Typhoons may cause water and power outages, leading to production halts and equipment malfunction.	1.Annual budgeting for insurance premiums 2.Construction/project schedule delays 3.Loss or damage to equipment and personnel 4.Emergency water procurement in case of water shortages	1.Properly plan property insurance coverage to transfer losses caused by extreme weather events. 2.Increase safety stock levels to mitigate the risk of delivery delays or contract breaches due to logistics disruptions or production halts. 3.Enhance windproof and waterproof protection for critical equipment to minimize property damage.
	Long-term				
	Increase in annual average temperature	Long-term	1.Reduced lifespan of instruments and equipment. 2.Increased cooling demand for air conditioning systems. 3.Power outages during summer peak electricity usage causing operational stoppages and product losses..	1.Increased equipment procurement costs. 2.Higher electricity expenses. 3.Reduced production capacity.	1.Replace air conditioning equipment with high energy -efficiency models to reduce energy consumption. 2.Enhance insulation in new buildings to lower air conditioning energy use. 3.Regularly inspect and maintain instruments and equipment to extend their service life. 4.Prepare backup power equipment to respond to power restrictions and outages.

▼ Climate-Related Opportunities and Financial Impacts

Type	Climate-Related Occurrences	Potential Financial Impacts	Coping Measures
Product and Service	<ol style="list-style-type: none"> 1. Timely feedback on the latest climate change risk information to improve service quality. 2. Development or expansion of low-carbon products and services. 3. Research, development, and innovation of new products and services. 	<ol style="list-style-type: none"> 1. Diverse services and products that meet market demand, enhancing the company's reputation and brand awareness. 2. Business opportunities from new products or services, leading to increased revenue. 	<ol style="list-style-type: none"> 1. Implement design modifications to shorten process routes and reduce production steps. 2. WPNL adopts large-format layout operations to reduce the number of production runs and lower energy consumption during manufacturing.
Resilience	<ol style="list-style-type: none"> 1. Summarizing climate change risks and response strategies to enhance the company's resilience. 	<ol style="list-style-type: none"> 1. Enhancing corporate resilience to reduce losses caused by climate change, while also minimizing impacts on customers. 	<ol style="list-style-type: none"> 1. Implement climate change adaptation measures across all stages of the internal value chain, such as adopting energy-efficient equipment, energy-saving designs, and low-carbon manufacturing processes. Suppliers are also required to meet environmentally friendly standards, working together with partners to build a sustainable supply chain.

4-2 Greenhouse Gas (GHG) Emissions

Strategies, Methods, and Targets for Greenhouse Gas (GHG) Management

Pursuant to FSC Order No. 11203852314 dated November 13, 2023, the Company has not yet established such targets.

Greenhouse Gas (GHG) Emissions

GHG Emissions of THT Consolidated Entities Over the Past Three Years

Greenhouse Gas (GHG) Emissions	2022	2023	2024
Scope 1 (tCO ₂ e)	1,509.433	1,632.358	138.275
Scope 2 (tCO ₂ e)	14,244.12	15,881.283	5,830.017
Scope 3 (tCO ₂ e)	0	18,198.127	8,860.306
Total displacement (tCO ₂ e)	15,753.553	35,711.768	14,828.598
Emissions intensity (tCO ₂ e/ per million revenue)	11.83	27.68	16.59

Notes:

- 1.Scope 1, 2, and 3 data cover the subsidiary TGT Techvest Co., Ltd. The parent company, T-Flex Techvest Pcb Co., Ltd., is not yet included in the inventory.
- 2.Emission factors are sourced from the Ministry of Environment's GHG Emission Factor Management Table, Version 6.0.4.
- 3.GHG emissions are compiled using the operational control approach. GWPs are based on the IPCC Sixth Assessment Report.
- 4.Electricity emission factors (kg CO₂e/kWh): 0.495 in 2022; 0.494 in 2023; the 2024 factor is not yet available, so the 2023 value is used.

4-3 Energy Management

The main energy sources used by THT's consolidated sites in 2024 were purchased electricity (94.06% of total energy use), diesel (3.55%), natural gas (2.14%), and gasoline (0.25%). Total energy consumption in 2024 was 45,169.514 GJ.

▼ 2024 Energy Use at THT's Kaohsiung Site – TGT (Scope 1 + Scope 2)

Unit: Gigajoules

Energy Types		2022	2023	2024
Non-renewable energy	Purchased electricity	103,593.6	115,500.240	42,485.954
	Diesel	14.421	64.656	1,603.617
	Natural gas	1,830.153	1,906.271	966.263
	Purchased steam	0	0	0
	Gasoline	363.529	680.704	113.68
renewable energy	Procured renewable energy	0	0	0
Total energy consumption		105,801.703	118,151.871	45,169.514
Revenue (NT\$ millions)		1,332	1,290	894
Energy intensity		79.43	91.59	50.53

Notes:

1. Emission factors are based on the Ministry of Environment's GHG Emission Factor Management Table, Version 6.0.4.
2. Energy intensity is calculated as: Energy consumption / Revenue (NTD million).
3. In mid-2024, TGT (subsidiary) shifted its operating model from in-house production to full-process outsourcing, resulting in a significant 61.77% reduction in total energy consumption.

4-4 Waste Management

Waste Management

THT continuously focuses on product lifecycle management and implements waste reduction initiatives at the production stage, striving toward a zero-waste **circular economy**.

The majority of copper foil used by THT is made from 100% recycled materials that meet low-carbon environmental standards.

By optimizing production parameters and effective recovery operations, acidic etching solution is recycled into raw materials for other industries, enhancing material reuse and circularity.

Besides the currently recyclable materials, all waste generated from THT's operations is managed in accordance with the Waste Disposal Act. Waste collection and treatment are entrusted to licensed contractors, with waste flow reported online as required.

THT conducts annual audits of these contractors, covering permit validity, operator training, operational procedures, and final disposal methods to ensure quality and compliance.

THT also requires its business partners to set targets for waste reduction and recycling, aiming to minimize waste generation across the entire value chain and jointly promote energy saving, waste reduction, and a circular economy.

▼ THT 2024 Waste Classification by Composition

Unit: Metric tons

Site	Waste			
	Composition	Total Disposal and Transfer Volume	Total Direct Disposal	Total
Pingzhen Plant –THT	Hazardous Waste	0	0	0
	Non-hazardous waste	0	0	0
Kaohsiung Plant –TGT	Hazardous Waste	849.1	11.4	860.6
	Non-hazardous waste	0.7	103.7	104.4
Total Waste Generated		849.9	115.1	965.0

▼THT Consolidated Companies' Waste Management Over the Past 3 Years

Unit: Metric tons

Year			2022		2023		2024	
Classification	Treatment Site	Treatment Method	Output	占比（%）	Output	占比（%）	Output	占比（%）
Hazardous Industrial Waste	Off-site	Recycling	1,707.5	76.08	2,073.6	76.28	709.2	73.49
		Incineratio	0	0	0	0	0	0
		Landfill	0	0	0	0	0	0
		Other	299.4	13.34	427.1	15.71	151.4	15.69
General Industrial Waste	Off-site	Recycling	0	0	0	0	0	0
		Incineratio	236.8	10.55	217.5	8.00	100.6	10.42
		Landfill	0	0	0	0	0	0
		Other	0.7	0.03	0.4	0.01	3.8	0.40
Total Waste Generated			2,244.4	100.00	2,718.5	100.00	965	100.00
Recycling Rate(%)			89.45		92.00		88.07	

Notes:1.Disposal location: On-site (handled within the plant) and Off-site (outsourced to external contractors).

2.Disposal methods: Recycling (reprocessed into new materials), incineration, landfill, and others.

3.Recycling rate (%) = (Total volume of recycled waste / Total waste generated) × 100%.

4.The classification of hazardous and general industrial waste follows Taiwan's Waste Disposal Act and Standards for Defining Hazardous Industrial Waste.

5.Waste intensity in 2024: 1.08 metric tons per NT\$ million in revenue.

6.Due to a shift in operating model in mid-2024, the Kaohsiung Plant ceased in-house production and switched to full outsourcing. As a result, on-site waste generation dropped by over 64%from 2,718.5 tons in 2023 to 965 tons in 2024.

Waste Management Measures

We require all employees within the facility to strictly comply with waste management measures in order to minimize the negative impact of hazardous waste and fulfill our corporate responsibility toward environmental sustainability. Below are the waste management measures implemented by THT:

Management Procedure	Establish a waste management procedure to classify, collect, store, and transfer all hazardous waste generated by THT’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.

4-5 Water Resource Management

Water is an essential resource throughout THT's operations, including both production processes and daily office activities. As such, the company places great emphasis on responsible water use. THT's main operational sites are located at the Pingzhen Plant and the Kaohsiung Plant.

According to the Aqueduct Water Risk Atlas by the World Resources Institute (WRI), Taiwan falls within the low to medium water stress category (10–20%), indicating that water use at these sites does not have a significant negative impact on surrounding water sources.

At the Kaohsiung Plant – TGT, industrial water is primarily used, with no conflict with domestic water supply. However, wastewater generated during the production process may pose potential environmental impacts on the surrounding area.

To monitor wastewater discharge during the production of printed circuit boards, THT has installed surveillance equipment on relevant systems. Employees can remotely view real-time wastewater discharge levels, and in the event of any exceedance, immediate on-site action can be taken.

In 2024, the Kaohsiung Plant – TGT secured a soil improvement budget, with a remediation project scheduled over a four-year period.

To ensure efficient water usage and reduce pollution and waste, THT continues to explore diversified water sources. In pursuit of sustainable water resource management, we remain committed to reducing the use of natural water sources and minimizing wastewater discharge to mitigate environmental impacts caused by water consumption.

▼ THT – Water Usage Overview

Site		Pingzhen Plant – THT Office			Kaohsiung Plant – TGT		
Water Stress Note 1		low to medium (10-20%)			low to medium (10-20%)		
Water Sources		Pingzhen Water Plant			Chengqing Lake Water Treatment Plant		
Source Water Area		Shimen Reservoir			Gaoping River		
Discharge Watershed		Laojie Creek			Taiwan Strait (Marine Discharge)		
Wastewater Treatment Unit		Pingzhen Industrial Park, Industrial Development Bureau, Ministry of Economic Affairs Sewer System Operation Center			Southern District Wastewater Treatment Plant		
Year		2022	2023	2024	2022	2023	2024
Water Intake Volume	Tap Water	0	0	0	285.25	302.02	119.57
	Urban	0	0	0	-	-	-
	Reclaimed Water						
Total Water Withdrawal		0	0	0	285.25	302.02	119.57
Discharge Volume	Surface Water	0	0	0	-	-	-
	Seawater	0	0	0	259.14	302.02	119.57
Total Discharge Volume		0	0	0	259.14	302.02	119.57
Water Consumption		0	0	0	26.11	0	0
Volume of Recycled Water		0	0	0	0	0	0
Water Recycling Rate		0%	0%	0%	0%	0%	0%
Effluent Water Quality	BOD	Compliant	Compliant	Compliant	41.0	57.9	<10
	COD				74.1	204.0	<1.0
	SS				20.8	19.4	8.8

Notes: 1. Water stress calculation was performed using the Aqueduct tools: <https://www.wri.org/aqueduct>.

2. Units for water intake, total water intake, discharge volume, total discharge volume, water consumption, and recycled/reused water volume are in megaliters (ML),

rounded to two decimal places.

3. Tap water and urban reclaimed water under the water intake categories are both considered surface water.

4. Effluent discharge standards:

- a. All plants discharge treated wastewater into receiving water bodies after industrial park pipeline treatment, complying with effluent discharge standards.
- b. The water quality data in the above table were analyzed from samples collected on-site by certified testing laboratories.
- c. COD (Chemical Oxygen Demand); BOD (Biochemical Oxygen Demand); SS (Suspended Solids).
- d. Local standards at Pingzhen Plant – THT Office: BOD 240 mg/L, COD 400 mg/L, SS 160 mg/L; Kaohsiung Plant local standards: BOD 450 mg/L, COD 600 mg/L, SS 450 mg/L.

4-6 Air Pollution Control

THT implements various air pollution control measures and monitors emissions through dedicated facilities. In accordance with the Air Pollution Control Act, THT reports air pollutant emissions, including nitrogen oxides (NOx), sulfur oxides (SOx), volatile organic compounds (VOC), and particulate matter from the Pingzhen and Kaohsiung plants. In 2024, the consolidated company recorded no emissions of ozone-depleting substances (ODS) and had no violations or exceedances of air pollutant discharge limits.

▼ Air Pollutant Emissions of THT Consolidated Companies in 2024.

Types of Air Pollutants	Unit: metric tons (t)		
	2022	2023	2024
Nitrogen Oxides (NOx)	0	0	0
Sulfur Oxides (SOx)	0.31	0.40	1.12
Volatile Organic Compounds (VOC)	5.05	6.15	1.79
Fine Particulate Pollutants	0.03	0.25	0.10

Note: 1. The figures represent actual values from January 1 to December 31, 2024, and are not the officially reported figures for the year.

Chapter 5

Social Inclusion

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

5-1 Human Resources Overview

THT regards all employees as vital partners on the path toward sustainable development. Their collaboration in fulfilling the company's core values and sustainability vision is the driving force behind THT's continuous growth and progress. We are committed to fostering a diverse, inclusive, and respectful workplace culture. Discrimination of any kind is not tolerated, and we promote equality by ensuring that talent recruitment, development, promotion, and retention are free from bias based on race, nationality, gender, age, political affiliation, or religious beliefs. THT also places strong emphasis on talent development and the protection of employee compensation and benefits, enabling every employee to thrive, grow, and work together with the company to create value and achieve collective success.

Workforce Structure

As of December 31, 2024, THT's consolidated workforce totaled 10 employees, a decrease of 320 compared to 2023. The decline was mainly due to a Board resolution in May 2024 by the subsidiary TGT to cease in-house production and shift to full-process outsourcing to improve operational efficiency and reduce losses.

In response to the workforce adjustment, the company provided severance compensation in accordance with labor laws and promoted internal transfers where possible. Moving forward, THT will focus on employee development and work-life balance initiatives to stabilize operations and enhance employee retention.

▼ Workforce Changes of THT Consolidated Companies Over the Past 3 Years

Employee Categories	2022	2023	2024
Employees	278	326	10
Non-employee workers	5	4	0
Total	283	330	10

Note: 1. The number of workers reflects the count as of December 31, 2024.

2. Non-employee workers refer to individuals not directly employed by the company but whose work is controlled by the company. This includes temporary staff dispatched by labor agencies and contractors' workers, mainly engaged in environmental cleaning, meal services, and similar tasks.

▼ THT 2024 Employee Types by Facility

Employee Classification (Unit: Number of Employees)		Pingzhen – THT		Kaohsiung – TGT		Total		
		M	F	M	F	M	F	Total
According to Contract	Permanent Employees (Indefinite Contract)	0	0	0	0	0	0	0
	Contract Employees (Fixed-term Contract)	0	0	0	0	0	0	0
According to Work Hours	Full-time Employees	0	4	5	1	5	5	10
	Part-time Employees	0	0	0	0	0	0	0
	Non-guaranteed Hours Employees (Temporary Workers)	0	0	0	0	0	0	0
Gender Totals by Facility		0	4	5	1	5	5	10

Note: 1. Full-time employees are defined according to Taiwan's Labor Standards Act as those working 40 hours per week.

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

3. Non-guaranteed hours employees refer to those without a specified minimum or fixed working hours, such as temporary or on-call workers.

Diversity and Equality Workplace Overview

THT upholds the principles of “respecting differences and equal opportunities,” fostering an employment environment free of discrimination based on gender, age, or background.

▼ 2024 THT Consolidated Employee Job Category Diversity

Job Categories / Diversity Categories			Gender		Age			Other		
			M	F	Under 30 y.o	31-50 y.o	Above 51 y.o	Ethnic Minorities	Foreign Migrant Workers	Individuals with Disabilities
Managers	Senior management	Number	1	0	0	0	1	0	0	0
		percentage (%)	100%	0.00%	0.00%	0	100.00%	0.00%	0.00%	0.00%
	Non-Senior management	Number	2	1	0	3	0	0	0	0
		percentage (%)	66.67%	33.33%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Non-Managers	Technical Staff	Number	0	0	0	0	0	0	0	0
		percentage (%)	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	All Other Employees	Number	2	4	0	5	1	0	0	0
		percentage (%)	33.33%	66.67%	0.00%	83.33%	16.67%	0.00%	0.00%	0.00%
Number of Employees in Each Diverse Category			5	5	0	8	2	0	0	0
Percentage of Total Employees			50.00%	50.00%	0.00%	80.00%	20.00%	0.00%	0.00%	0.00%

Note: 1. Employee categories: Senior management includes supervisors at the department head level and above; non-senior management includes supervisors at section head level and below; technical staff refers to personnel in engineering departments (excluding the construction section) and the IT office; all other employees are those not included in the above categories.

2. Ratio calculation method: Number of people in each diversity category ÷ total number of people in the respective job category.

New hires and Turnover

In 2024, a total of 49 new employees were hired, with an average monthly new hire rate of approximately 2.4%, meeting the company's ongoing talent needs. Among them, 22 were male and 27 female, with 55.10% aged between 31 and 50.

There were 365 employee resignations in 2024, including 153 males and 212 females, resulting in an average monthly turnover rate of about 18.5%. The increase in turnover was mainly due to workforce adjustments following the operational shift of the subsidiary TGT in mid-2024.

The company will continue to enhance work-life balance, improve managerial capabilities, and provide career development opportunities to promote employee retention.

▼ 2024 THT Monthly Average New Hires / Departures and New Hire / Turnover Rates

Gender	Age	New Hires						Gender	Age	Employee Turnover					
		THT		TGT		Total				THT		TGT		Total	
		Number	New Hire Rate	Number	New Hire Rate	Number	New Hire Rate			Number	New Hire Rate	Number	New Hire Rate	Number	New Hire Rate
F	≤30	0.0	0.0%	1.0	0.6%	1.0	0.6%	F	≤30	0.0	0.0%	4.0	2.4%	4.0	2.4%
	31-50	0.0	0.0%	1.0	0.6%	1.0	0.6%		31-50	0.0	0.0%	12.0	7.1%	12.0	7.1%
	≥51	0.0	0.0%	0.0	0.0%	0.0	0.0%		≥51	0.0	0.0%	2.0	1.2%	2.0	1.2%
M	≤30	0.0	0.0%	1.0	0.6%	1.0	0.6%	M	≤30	0.0	0.0%	3.0	1.8%	3.0	1.8%
	31-50	0.0	0.0%	1.0	0.6%	1.0	0.6%		31-50	0.0	0.0%	8.0	4.8%	8.0	4.8%
	≥51	0.0	0.0%	0.0	0.0%	0.0	0.0%		≥51	0.0	0.0%	2.0	1.2%	2.0	1.2%
Average Monthly New Hire Rate		0.0	0.0%	4.0	2.4%	4.0	2.4%	Average Monthly Turnover Rate		0.0	0.0%	31.0	18.5%	31.0	18.5%

Notes: 1. The total number of new hires and departures represents the monthly average headcount. The monthly average is calculated by dividing the annual total by 12 and rounding to the nearest whole number.

2. Average Monthly New Hire Rate = (Average Monthly New Hires) ÷ (Annual Average Headcount); Annual Average Headcount is defined as (Beginning Headcount + Ending Headcount) ÷ 2, where the beginning headcount is the previous year's ending headcount.

3. Average Monthly Turnover Rate = (Average Monthly Departures) ÷ (Annual Average Headcount); Annual Average Headcount is defined as (Beginning Headcount + Ending Headcount) ÷ 2, where the beginning headcount is the previous year's ending headcount.

4. Departing employees include those who voluntarily leave, are dismissed, retire, or pass away while on the job.

5-2 Employee Rights and Benefits

Human Rights and Labor Rights Protection

THT is committed to upholding corporate social responsibility by protecting the fundamental human rights of all employees. We align with internationally recognized human rights standards, strictly prohibit any violations, and treat all employees with dignity and respect.

Our Human Rights Policy applies to all company sites and complies with local labor and gender equality laws. New employee orientation includes training on anti-discrimination, sexual harassment prevention and handling, and workplace bullying prevention. We also provide comprehensive occupational safety training to ensure a safe work environment.

THT encourages its business partners to raise awareness of human rights and strengthen related risk management. In 2024, neither THT nor its suppliers reported any major incidents of discrimination, child labor, forced labor, or other labor rights violations.

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

Year	2022	2023	2024
Number of Employees	100	213	5
Total Training Hours	100	213	9

▼ Management Situation of Human Rights Issues at THT

Human Rights Issues	Management Explanations
Employment policies	THT 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.
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			
Consultation Channel	Workplace Unlawful Infringement Complaint Hotline:			
	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 03-4698277	Email Send complaints directly to 5186@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 THT

Working Hours	<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.
Separation and Retirement Measures	<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.
Agreement Between Labor and Management	<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. 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.

Workforce Adjustment and Placement

In 2024, due to changes in its operational model, THT's subsidiary, TGT, ceased all in-house production starting in May and transitioned to a fully outsourced production model. This operational shift significantly reduced the need for production personnel, resulting in a decrease in the total number of consolidated employees from 326 at the end of 2023 to 10 by the end of 2024. The number of non-employee workers (such as dispatched and contract workers) was also reduced to zero.

To manage this workforce transition appropriately, THT adhered to the principles of legality, fairness, and respect. The company actively implemented employee placement and compensation measures to protect labor rights and maintain harmonious labor relations.

Workforce Transition Measures	Explanations
Legally-Compliant Voluntary Retirement Mechanism	Severance or retirement payments were made to all affected employees in full compliance with the Labor Standards Act and internal company regulations, thereby safeguarding their entitled rights.
Internal Transfer within the Group	A total of 77 employees possessing the required competencies were successfully transferred to affiliated companies within the group.
No disputes occurred	The company ensured transparent and respectful communication throughout the workforce transition, resulting in zero significant labor disputes or collective actions.

Support for childbearing and child-rearing

THT 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, THT 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, THT 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 THT as a strong support system for employees in caring for their families and the next generation..

▼ Relevant regulations related to maternity leaves at THT

Maternity Leave	<ul style="list-style-type: none"> ● Employees are entitled to maternity leave of eight weeks before and after childbirth. ● In the case of a miscarriage after three months of pregnancy, a maternity leave of four weeks is provided. ● 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. ● 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. ● 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. ● 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.
Pregnancy Checkup Accompaniment and Paternity Leaves	<ul style="list-style-type: none"> ● 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.
Prenatal Examination Leave	<ul style="list-style-type: none"> ● 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.

▼ Parental Leave of Absence Statistics in 2024

Item	F	M	Total
Number of Employees Eligible for Parental Leave in 2024 ¹ (a)	2	8	10
Actual Number of Parental Leave Applicants in 2024(b)	0	2	2
Parental Leave Application Rate (b/a)	0%	25%	20%
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)	2	4	6
Number of Employees ² Who Continued Working for One Year After Returning from Parental Leave in 2023(f)	0	0	0
Parental Leave Retention Rate (f/e)	0%	0%	0%

Note : 1.Estimated based on the number of employees who applied for maternity or paternity leave over the past 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

THT 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 THT'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)	3	3	3
Average Salary (NT\$ '000)	1,026	969	765
Median Salary (NT\$ '000)	1,029	1,082	777

Note: 1.Data disclosed refers only to U-Tech's Pingzhen plant and excludes directors and managerial personnel.

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

3.Salaries for employees with tenure between six months and one year are annualized for estimation purposes.

4.In 2024, the average annual salary decreased by NT\$204,000 and the median salary decreased by NT\$305,000, primarily due to lower profitability compared to 2023, resulting in reduced bonuses and employee remuneration.

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

Site	THT		TGT	
Employee Category	M	F	M	F
Manager	All female		1.38	1
Non-Managers			1.09	1

Note: 1. Calculation method: Average male salary ÷ average female salary within each category.

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

3. Supervisors" refer to employees at or above the section level.

▼ Ratio of Entry-Level Employee Wages to Local Minimum Wage (Consolidated Entities)

Site		THT	TGT
Salary Currency		NTD	
Ratio of Entry-Level Employee Starting Salary to Local Minimum Wage	M	1	1
	F	1	1
Local Minimum Wage		27,470	27,470
Legal Basis		Labor Standards Act	

Note: 1. Employee and other worker compensation is determined with reference to the Ministry of Labor's minimum wage announcement for the respective year, ensuring compliance with the minimum wage requirement.

2. Standard salary includes base salary, meal allowances, and other regular (fixed) compensation.

Benefits Measures

THT is committed to fostering a friendly and supportive workplace. In addition to complying with legal requirements such as labor and health insurance, paid leave, maternity and parental leave, the company has established an Employee Welfare Committee to provide a variety of benefits for full-time employees, aiming to enhance overall employee well-being.

▼ THT Employee Welfare Measures

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. THT 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\$1,132,000.
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	<ul style="list-style-type: none"> ● We provide periodic health consultations. In 2024, a total of 23 sessions were held, including 3 for legal compliance, and 20 for health

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Adequate Facilities		promotion initiatives.
	Health Examination	<ul style="list-style-type: none"> ● We provide free annual health check-ups for employees. In 2024, a total of 4 employees underwent health check-ups, which represents approximately 100% of the workforce.
	Workplace Health and Safety	<ul style="list-style-type: none"> ● 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	<ul style="list-style-type: none"> ● 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\$ 253,364 ● 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\$ 210,000 has been disbursed for these purposes.

5-3 Human Resource Development

Diverse Training Channels

THT has established the “Position and Rank Appointment Guidelines” to encourage employees to pursue multidimensional learning, with the goal of talent development and capability enhancement.

In 2024, the Pingzhen plant recorded a total of 18 hours of internal and external training, with an average of 4.5 training hours per employee. The Kaohsiung plant recorded 19 total training hours, with an average of 3.17 hours per employee.

▼ THT Employee Training Overview in 2024

Region		Pingzhen Plant – THT			Kaohsiung Plant – TGT		
Employee Category		M	F	Sub-Total	M	F	Sub-Total
Managers	Number of Employees Trained during the Reporting Period (A1)	0	0	0	12	3	15
	Total Training Hours during the Reporting Period (B1)	0	0	0	5	0	5
	Average Training Hours per Employee during the Reporting Period (B1/A1)	0	0	0	0.42	0	0.33
Non-Managers	Number of Employees Trained during the Reporting Period (A2)	0	4	4	147	209	356
	Total Training Hours during the Reporting Period (B2)	0	18	18	0	14	14
	Average Training Hours per Employee during the Reporting Period (B2/A2)	0	4.50	4.50	0	0.07	0.04
Total	Total Training Hours during the Reporting Period (Q)	0	18	18	5	14	19
	Total Number of Employees at the End of the Reporting Period (R)	0	4	4	5	1	6
	Average Training Hours per Employee during the Reporting Period (Q/R)	0	4.50	4.50	1.00	14.00	3.17

Performance and Career Development

▼ THT 2024 Employee Performance Evaluation System

Region	Site	Evaluation t Frequency	Evaluation Month	Description
Taiwan	Pingzhen Plant – THT Kaohsiung Plant – TGT	Once a yea	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.

▼ Employee Performance Evaluation at THT in 2024

Site		Pingzhen Plant – THT			Kaohsiung Plant – TGT		
Employee Category		M	F	Sub-Total	M	F	Sub-Total
Calculation Method							
Managers	End-of-Period Total Employees (A1)	0	0	0	3	1	4
	Number of Employees Undergoing Regular Performance and Career Development Reviews (B1)	0	0	0	3	1	4
	Percentage (B1/A1)	0	0	0	100%	100%	100%
Non-Managers	End-of-Period Total Employees (A2)	0	4	4	2	0	2
	Number of Employees Undergoing Regular Performance and Career Development Reviews (B2)	0	4	4	2	0	2
	Percentage (B2/A2)	0	100%	100%	100%	0%	100%
Total	End-of-Period Total Employees (R)	0	4	4	5	1	6
	Total Number of Employees Undergoing Regular Performance and Career Development Reviews (Q)	0	4	4	5	1	6
	Percentage of Employees Undergoing Regular Performance and Career Development Reviews (Q/R)	0	100%	100%	100%	100%	100%

5-4 Safe Working Environment

Occupational Health and Safety Management System

THT recognizes that the workplace is where employees spend most of their time, and providing a safe, healthy environment is a fundamental corporate responsibility.

In line with the Occupational Safety and Health Act, THT has established a Safety and Health Work Code, and its subsidiary TGT Kaohsiung Plant implemented the ISO 45001 Occupational Health and Safety Management System.

As of the end of 2024, the certification remained valid. Despite the plant's transition to full-process outsourcing in mid-2024, safety responsibilities and related systems continue to be maintained and monitored according to established standards.

To ensure effective implementation of the Safety and Health Work Code and the Occupational Health and Safety Management System, THT has established workplace emergency response procedures, conducted regular equipment self-inspections, strengthened OHS training and disaster prevention drills, and provided employee health check-ups to safeguard health and prevent occupational accidents.

Matters not explicitly stated are handled in accordance with the Occupational Safety and Health Act and related regulations.

The OHS management system covers both the Pingzhen and Kaohsiung plants, applying to 100% of employees and non-employees, with no exclusions.

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

Site	Pingzhen Plant – THT	Kaohsiung Plant – TGT	Total
Number of Employees	4	6	10
Number of Non-Employees	0	0	0
Total	4	6	10
Percentage	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 Education and Training

To effectively prevent and manage workplace health and safety risks, THT regularly identifies and assesses potential emergency scenarios and establishes corresponding response plans and procedures, including emergency reporting, employee notifications, evacuation plans, training, and drills. At least one emergency drill is conducted annually, or as required by law, covering fire detection and suppression equipment, accessible emergency exits, contact information for emergency personnel, and recovery plans.

All employees are required to undergo occupational safety and health (OSH) training. THT conducts regular onboarding safety training for new hires and refresher courses for current employees. Accident case studies and root cause analysis are also provided to prevent recurrence and improve safety awareness.

In 2024, the Pingzhen Plant recorded a total of 15 OSH training hours, with an average of 2.1 hours per participant. The Kaohsiung Plant recorded 17 hours in total, with an average of 2.8 hours per participant.

▼ 2024 Personnel Occupational safety and health Training at THT

Category		Pingzhen Plant – THT			Kaohsiung Plant – TGT		
Training Attendance		Average Hours per Participant	Number of Participants	Total Hours	Average Hours per Participant	Number of Participants	Total Hours
Worker	Training						
New Employees	General	0	0	1	0	0	0
	Specific	0	0	0	0	0	0
Current Employees	General	2.1	7	15	2.8	6	17
	Specific	0	0	0	0	0	0
Service Contractors	General	0	0	0	0	0	0
	Specific	0	0	0	0	0	0
Total		2.1	7	15	2.8	6	17

Occupational Safety Hazard Risk Control

The subsidiary TGT follows ISO 45001 standards to establish procedures and systems for preventing, managing, tracking, and reporting occupational injuries and diseases. Through hierarchical control and human factors engineering—including hazard elimination, process substitution, equipment and material control, engineering and administrative controls, preventive maintenance, safe operation procedures, and continuous safety training—workplace health and safety risks (such as chemical, electrical, fire, vehicle, and fall hazards) are identified, assessed, and mitigated.

Employees are encouraged to report, classify, and record occupational injuries and illnesses. Necessary treatment and investigations are provided to implement corrective actions that address root causes and assist employees in returning to work. Workers who believe their environment may cause harm or illness can request reassignment through their direct supervisor and are protected under THT's Whistleblowing Policy against intimidation, threats, or contract termination.

THT also actively invests in safety facilities to reduce occupational health and safety risks, regularly conducts related drills, and fosters a safe working environment where all workers can perform their duties with peace of mind.

Chemical Management and Workplace Environmental Monitoring

To prevent the use of hazardous substances from affecting employee health, THT 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

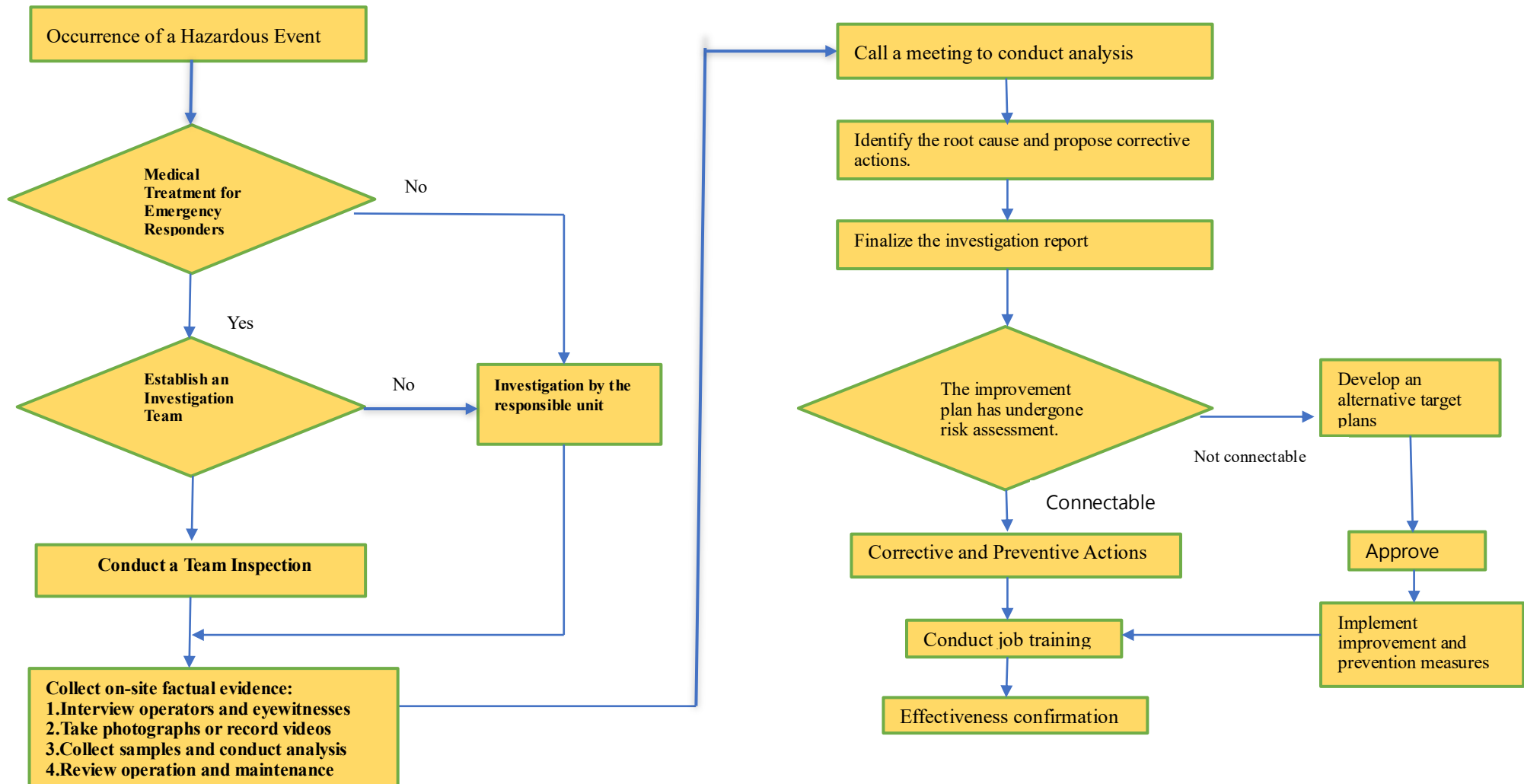
butanone, ethylene glycol monobutyl ether, ethylene diamine, naphthalene, nitric acid, sulfuric acid, and carbon dioxide, among others. Physical factors monitored include noise and lighting.

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 Incident Response and Management

The subsidiary TGT has established a procedure for occupational health and safety incident investigation to ensure timely response by relevant departments in the event of a workplace accident. The procedure focuses on identifying root causes and implementing corrective actions to prevent recurrence of similar incidents.

▼ Occupational Health and Safety Incident Investigation Procedure



Statistical Analysis of Occupational Injury Incidents

In 2024, the total employee working hours at the THT Pingzhen Plant were 6,520 hours, with zero recordable occupational injuries reported throughout the year.

At the Kaohsiung Plant, the total employee working hours were 226,640 hours, also with zero recordable occupational injuries reported during the entire year.

There were no serious occupational injuries and no fatalities caused by work-related incidents in 2024.

▼2024 Occupational Injury Statistics of THT Workers

Region	Pingzhen Plant – THT		Kaohsiung Plant – TGT	
Worker Category	Employee	Non-Employee	Employee	Non-Employee
Number of Employees	39	0	1,807	0
Total Worked Hours	6,520	0	226,640	0
Death Toll	0	0	0	0
Fatality Rate	0	0	0	0
Number of Severe Occupational Injuries	0	0	0	0
Severe Occupational Injury Rate	0	0	0	0
Total Recordable Injury Frequency Number	0	0	0	0
Total Recordable Injury Frequency Rate	0	0	0	0
Trauma Types	None		None	

- 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 THT Workers Over the Past Three Years.

Region	Year	Worker Category	No. of lost workdays due to disability injuries	FR	SR	FSI
Pingzhen Plant – THT	2022	Employee	0	0.00	0.00	0.00
		Non- Employee	0	0.00	0.00	0.00
	2023	Employee	0	0.00	0.00	0.00
		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
Kaohsiung Plant – TGT	2022	Employee	0	0.00	0.00	0.00
		Non- Employee	0	0.00	0.00	0.00
	2023	Employee	0	0.00	0.00	0.00
		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

Note: 1. 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.

2. Calculation Methods for Taiwan

a. Disabling Frequency Rate (FR): $\text{Disabling injury cases} \times 200,000 \div \text{Total hours worked}$ (calculated to 2 decimal places, no rounding).

b. 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).

c. 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.

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

Workplace Safety Improvement and Prevention

THT places great importance on ensuring a safe working environment for its employees. To improve and prevent workplace safety risks, the company has implemented the following specific measures:

- Improved fire safety facilities.
- Equipment registration and maintenance.
- Inspection and replacement of fire extinguishers.
- Updating and redesigning evacuation maps.

5-5 Workplace Health Services

Occupational Injury and Disease Prevention Management

THT conducts annual health examinations for all employees, including general, special hazard, and night-shift health checks, in compliance with legal requirements. A tiered health management system is implemented, with follow-up tracking and health education provided by occupational nurses and physicians. On-site evaluations are conducted when work-related illnesses are suspected. Employees classified in Tier 3 and above receive follow-up the following year, while Tier 4 cases are given professional health consultations. As of the end of 2024, there were zero cases requiring special health examinations across all THT sites.

▼Health Management Classification for Special Health Examinations at THT Taiwan Plants Over the Past Three Years (Unit: Number of Employees)

Region Year	Pingzhen Plant – THT			Kaohsiung Plant – TGT		
	2022	2023	2024	2022	2023	2024
Class 1 Management	0	0	0	32	23	0
Class 2 Management	0	0	0	21	21	0
Class 3 Management	0	0	0	1	0	0
Class 4 Management	0	0	0	0	0	0
Total Number of Examined Individuals	0	0	0	54	44	0

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 THT 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	Full-time Nursing Staff: Offers occasional health consultations and care, as well as basic first aid services.
Self-Assessment	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 THT. 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.
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	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.
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 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

Appendix

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SASB Index

Sustainable Disclosure Index - Electronic Parts and Components Manufacturing

GRI Standards Content Index

General Disclosure

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GRI 2: General Disclosures 2021			
GRI 2-1	Organizational details	About THT	P.19
GRI 2-2	Entities included in the organization's sustainability reporting	Report Boundary and Scope	P.3
GRI 2-3	Reporting period, frequency and contact point	Report Overview and Issue Frequency	P.3
		Report Boundary and Scope	P.3
		Contact Information	P.4
GRI 2-4	Restatements of information	Report Overview and Issue Frequency	P.3
GRI 2-5	External assurance	Main Responsible Units for the Report and Quality Management Methods	P.4
GRI 2-6	Activities, value chain and other business relationships	Sustainable Value Chain	P.39
GRI 2-7	Employees	Workforce Structure	P.59
GRI 2-8	Workers who are not employees	Workforce Structure	P.59
GRI 2-9	Governance structure and composition	Professional and Diverse Board of Director	P.26
GRI 2-10	Nomination and selection of the highest governance body	Nomination and Selection	P.27
GRI 2-11	Chair of the highest governance body	Conflict of Interest Avoidance	P.27
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Functional Committees	P.29
GRI 2-13	Delegation of responsibility for managing impacts	Risk Management	P.32
GRI 2-14	Role of the highest governance body in sustainability reporting	Main Responsible Units for the Report and Quality Management Methods	P.4
GRI 2-15	Conflicts of interest	Conflict of Interest Avoidance	P.27
GRI 2-16	Communication of critical concern	Professional and Diverse Board of Director	P.26
GRI 2-17	Collective knowledge of the highest governance body	Board Training and Continuing Education	P.27
GRI 2-18	Evaluation of the performance of the highest governance body	Board Performance Evaluation	P.28
GRI 2-19	Remuneration policies	Remuneration Policy for Directors and Executives	P.28
		Clawback Policy for Unjust Enrichment's Bonuses	P.29
GRI 2-20	Process to determine remuneration	Remuneration Policy for Directors and Executives	P.28
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	P.2
		Sustainability Strategy and Goals	P.6
GRI 2-23	Policy commitments	Governance Policies and Commitments	P.24
GRI 2-24	Embedding policy commitments	Governance Policies and Commitments	P.24
GRI 2-25	Processes to remediate negative impacts	Communication Channels and Complaint Mechanisms	P.32

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GRI 2-26	Mechanisms for seeking advice and raising concerns	Communication Channels and Complaint Mechanisms	P.32
GRI 2-27	Compliance with laws and regulations	Compliance with Laws and Regulations	P.31
GRI 2-28	Membership associations	Eligibility in Trade Unions/Associations	P.22
GRI 2-29	Approach to Stakeholder Engagement	Stakeholder Engagement	P.8
GRI 2-30	Collective bargaining agreements	Human Rights and Labor Rights Protection	P.62

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.8 P.10
GRI 3-2	List of material topics	Identification and Prioritization of Material Topics	P.10
GRI 3-3	Management of material topics	Management Approach for Material Topics	P.11
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 Protection	P.43
Integrity Management			
GRI 205-1	Operations assessed for risks related to corruption	Anti-Corruption and Anti-Bribery Policy	P.30
GRI 205-2	Communication and training about anti-corruption policies and procedures	Anti-Corruption and Anti-Bribery Policy	P.30
GRI 205-3	Confirmed incidents of corruption and actions taken	Anti-Corruption and Anti-Bribery Policy	P.30
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 safety and health management system	Occupational Health and Safety Management System	P.69
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Occupational Safety Hazard Risk Control	P.70
GRI 403-3	Occupational health services	Occupational Injury and Disease Prevention Management	P.75
GRI 403-4	Worker participation, consultation, and communication on occupational safety and health	Occupational Health and Safety Management System	P.69
GRI 403-5	Worker training on occupational safety and health	Occupational Health and safety Education and Training	P.70
GRI 403-6	Promotion of worker health	Health Promotion and Care	P.76
GRI 403-7	Prevention and mitigation of occupational safety and health impacts directly linked by business relationships	Workplace Safety Improvement and Prevention	P.74
GRI 403-8	Workers covered by an occupational safety and health management system	Occupational Health and Safety Management System	P.69
GRI 403-9	Work-related injuries	Statistical Analysis of Occupational Injury Incidents	P.73
GRI 403-10	Work-related ill health	Occupational Injury and Disease Prevention Management	P.75
Information Security Management			
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Rights Protection	P.43
Procurement Practices and Management			
GRI 204-1	Proportion of spending on local suppliers	Sustainable Procurement	P.41

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Talent Cultivation and Recruitment			
GRI 401-1	New employee hires and employee turnover	New hires and Turnover	P.61
GRI 401-2	Benefits provided to full-time employees that are (not provided to temporary or part-time employees)	Benefits Measures	P.66
GRI 401-3	Parental leave	Support for childbearing and child-rearing	P.64
GRI 404-1	Average hours of training per year per employee	Diverse Training Channels	P.68
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Human Rights and Labor Rights Protection	P.62
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Performance and Career Development	P.68
Waste Management			
GRI 306-1	Waste generation and significant waste-related impacts	Waste Management	P.53
GRI 306-2	Management of significant waste-related impacts	Waste Management	P.53
GRI 306-3	Waste generated	Waste Management	P.53
GRI 306-4	Waste diverted from disposal	Waste Management	P.53
GRI 306-5	Waste directed to disposal	Waste Management	P.53

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.19
GRI 201-2	Financial implications and other risks and opportunities due to climate change	Financial Impacts of Climate-Related Risks and Opportunities	P.48
GRI 201-3	Defined benefit plan obligations and other retirement plans	Benefits Measures	P.66
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.65
Energy and Greenhouse Gas Management			
GRI 302-1	Energy consumption within the organization	Energy Management	P.52
GRI 302-3	Energy intensity	Energy Management	P.52
GRI 305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas (GHG) Emissions	P.51
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas (GHG) Emissions	P.51
GRI 305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas (GHG) Emissions	P.51
GRI 305-4	GHG emissions intensity	Greenhouse Gas (GHG) Emissions	P.51
GRI 305-5	Reduction of GHG emissions	Greenhouse Gas (GHG) Emissions	P.51
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Air Pollution Control	P.57
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air Pollution Control	P.57
GRI 303 : Water and Effluents 2018			
GRI 303-1	Interactions with water as a shared resource	Water Resource Management	P.56
GRI 303-2	Management of water discharge-related impacts	Water Resource Management	P.56
GRI 303-3	Water withdrawal	Water Resource Management	P.56
GRI 303-4	Water discharge	Water Resource Management	P.56
GRI 402 : Labor Management Relations 2016			
GRI 402-1	Minimum notice periods regarding operational changes	Human Rights and Labor Rights Protection	P.62
GRI 405 : Diversity and Equal Opportunity 2016			
GRI 405-1	Diversity of governance bodies and employees	Workforce Structure	P.59
GRI 405-2	Ratio of basic salary and remuneration of women to men	Compensation and Remuneration Standards	P.65
GRI 406 : Non Discrimination 2016			
GRI 406-1	Incidents of discrimination and corrective actions taken	Human Rights and Labor Rights Protection	P.62

GRI Disclosure No.	Disclosure Title	Corresponding Chapter	Page No.
GRI 407 : Freedom of Association and Aollective Bargaining 2016			
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights and Labor Rights Protection	P.62
GRI 408 : Child Labor 2016			
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights and Labor Rights Protection	P.62
GRI 409 : Forced or Compulsory Labor 2016			
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights and Labor Rights Protection	P.62
GRI 417 : Marketing and Labeling 2016			
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	Customer Rights Protection	P.43
GRI 417-3	Incidents of non-compliance concerning marketing communications	Customer Rights Protection	P.43

SASB Index

SASB Code	Indicator Description	揭露章節	頁碼
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	Workforce Structure	P.59
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	Supply Chain Evaluation and Audit	P.40
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	Supply Chain Evaluation and Audit	P.40
Materials Sourcing			
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Supplier Risk Assessment	P.40

Activity Indicator No.	Indicator Description	Unit of Measure	Disclosure Description
TC-SC-000.A	Total production	Quantity	Printed circuit boards: 2,274,710 ft ²
TC-SC-000.B	Factory area	Sq. ft (ft ²)	Land: 158,832.11 ft ² , Building: 243,288.68ft ²
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
一	Total energy consumption, percentage of purchased electricity, and renewable energy usage rate	Quantification	45,169.514 、 94.06 、 0	Gigajoule (GJ), Percentage (%)	
二	Total water withdrawal and total water consumption	Quantification	119.57 、 0	1,000 cubic meters (1,000 m³)	
三	Weight of generated hazardous waste and recycling percentage	Quantification	860.6 、 82.41	Metric tons (t), Percentage (%)	
四	Description of occupational accident category, the number of cases, and the rate	Quantification	Refer to: Statistical Analysis of Occupational Injury Incidents	Quantity, ratio (%)	
五	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 (%)	
六	Description of the management of risks associated with the use of critical materials	Qualitative Description	Refer to: Supplier Risk Assessment	N/A	
七	Total monetary losses incurred due to legal proceedings related to anti-competitive agreements	Quantification	NT\$ 0	Reporting Currency	
八	Primary product output by product category	Quantification	Printed circuit boards: 2,274,710 ft²	Varies by product type	

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



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