



2022

TAIWAN PRINTED CIRCUIT BOARD
TECHVEST CO., LTD.
Sustainability Report

tpt

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Special Issue: Sustainable Manufacturing

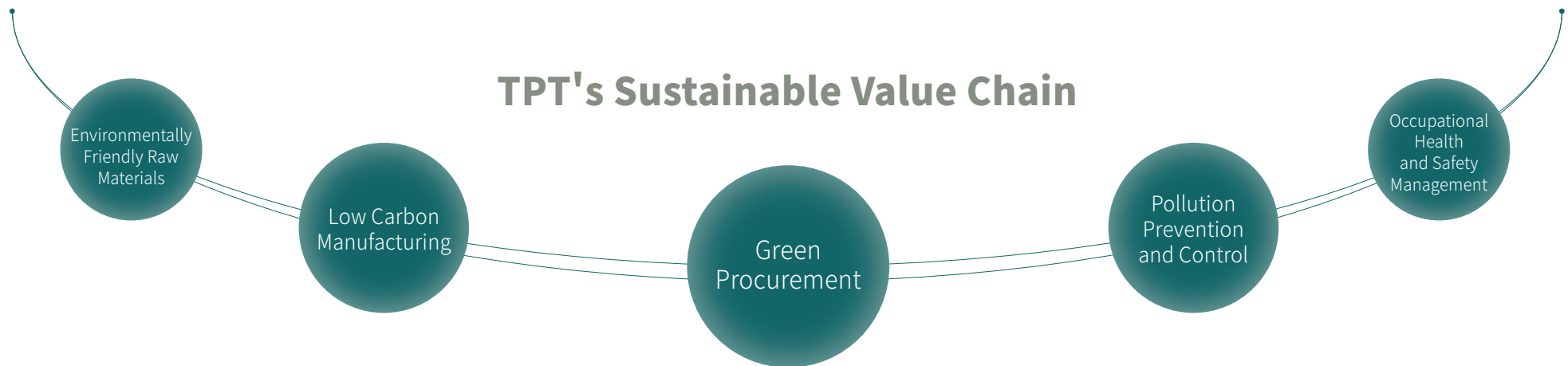
TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD. (abbreviated as TPT) primarily engages in the manufacture and sale of printed circuit boards, with a commitment to reducing adverse environmental and social impacts throughout the manufacturing and operational processes.

Printed circuit boards are primarily composed of materials such as copper-clad laminates, prepregs, copper foils, and gold salts. Resins like phenol-formaldehyde and epoxy resins are used in the manufacturing process. Copper foils are combined with fiberglass fabric to create copper-clad laminates, which are then processed through lamination, drilling, and brush plating, among other steps. Due to the substantial water usage and the generation of hazardous industrial waste, including sludge, acidic etching solutions, alkaline etching solutions, and strip soldering solutions, the printed circuit board manufacturing process has long been regarded as a key industry for pollution prevention and control. Therefore, TPT pays close attention to whether the raw materials used in its products comply with non-hazardous substance objectives, carbon emissions during the manufacturing process, and the management of wastewater and waste. Upholding the principle of balancing industrial development and environmental protection, TPT considers the best available technologies for all production processes and environmental protection equipment. The company adheres to the use of RoHS-compliant and halogen-free materials to meet environmental protection standards, promote green products, and safeguard the Earth's ecological resources.

In recent years, TPT has been actively engaged in efforts to address climate change. The company has allocated funds for improvements in both its offices and factories to reduce the overall carbon emissions generated by its operations. In total, this has resulted in a reduction of approximately 835.57 metric tons of carbon dioxide equivalent emissions. These initiatives include a proactive response to government policies and procurement of government-subsidized air compression equipment models with higher operating efficiency and variable frequency adjustment. Additionally, TPT has added lower energy-consuming and variable frequency chiller units. Notably, these chillers do not require the use of heating equipment (boilers) due to their heat recycling system, significantly reducing energy consumption. Within the factory premises, TPT has also replaced over 1,000 light fixtures with LED energy-saving lights that meet national certification standards.

Occupational health and safety, a matter equally prioritized alongside environmental friendliness, is another significant concern for both employees and contractors at TPT. The company employs appropriate management measures concerning occupational safety issues, aiming to control risks such as confined spaces, falls, chemical hazards, fire and explosions, mechanical equipment entanglement, electrical hazards, and other potential dangers. These measures are in place to prevent and mitigate occupational safety risks for TPT's employees within the working environment.

Due to our commitment to environmental and occupational safety concerns, TPT has established a dedicated environmental and safety policy. We strictly adhere to domestic environmental and safety regulations, as well as other requirements set by the competent authority. We invest in industrial waste minimization, recycling technologies, and enhance the control and improvement of pollution sources to reduce impacts on both personnel and environmental safety. Through proactive awareness campaigns, we ensure that all employees have a clear understanding of their individual environmental and safety responsibilities, thereby raising the overall environmental and safety consciousness within the company.



Focused Case Study: Green Factory Expansion Work Project

In 2022, TPT demolished the old warehouse to improve the production process and expand the production area, constructing a new factory in Taoyuan City, Taiwan. Under the Directions of Design and Technique Specifications for Green Building Materials, the new factory extensively incorporated green building materials for renovation. The outdoor green building material utilization rate reached 27.41%, while the indoor utilization rate was as high as 53.35%. In addition to using environmentally friendly materials for construction, the factory also installed inverter air conditioning equipment that automatically adjusts power based on on-site temperature and humidity. This approach ensures a comfortable and suitable working environment, complies with local government regulations, and provides triple benefits of energy savings and carbon reduction.

In terms of product manufacturing, the new factory not only addressed past production efficiency issues and expanded production area but also altered the previous process layout. Electroplating processes are now conducted on the ground floor, while solder mask printing is carried out on the second floor. Different floors utilize cargo elevators for material transfer, and within the same floor, table trolleys are used to facilitate smoother workflows, to improve production efficiency.

This project adopts the principles of green building, not only expanding the production area and improving production efficiency but also making efforts to reduce energy consumption. It demonstrates TPT's commitment to environmental preservation, balancing economic effectiveness with environmental protection. The company continues to progress toward the goal of corporate sustainability.



Chairman's Message

In 2022, the overall environment faced many changes and challenges. While countries gradually lifted pandemic restrictions, they still had to contend with challenges such as a strengthening US dollar, the Russia-Ukraine war, inflation, geopolitical tensions, and waning consumer confidence, leading to subdued market demand. Additionally, China's pandemic control measures posed significant challenges for TPT, whose primary production facilities are located in mainland China. This tested TPT's operational resilience and sustainability management capabilities. Despite the difficult overall environment in 2022, we continued to collaborate with customers to develop products and technologies aligned with market trends. We focused on diversifying our product offerings and improving yields. For the fiscal year 2022, TPT reported a consolidated net income attributable to the shareholders of the parent company of NTD1,472,323,000 and an EPS of NTD5.44. In terms of sustainable development, we published our first-ever sustainability report, which provides an overview of TPT's performance in the ESG realm. Simultaneously, we are actively planning TPT's future blueprint for corporate sustainability development, to meet the rights and expectations of all stakeholders.

In terms of environmental concerns, TPT continues to monitor energy usage in its operational processes to effectively manage overall emissions. We have implemented various energy-saving and carbon-reduction measures in our daily office operations and manufacturing lines. In 2022, the Group executed a total of 7 energy-saving and carbon-reduction projects across its facilities, resulting in a reduction of 12,995.15 GJ in energy consumption and a decrease in carbon emissions by approximately 1,490.56 metric tons of CO₂e. Furthermore, in the areas of wastewater management, hazardous waste management, and air pollution control, TPT complies with regulatory standards, aiming to minimize the adverse environmental impacts of its operations. Additionally, to effectively address the potential financial impacts of climate change on the business, we have implemented the Task Force on Climate-Related Financial Disclosures (TCFD) management framework. This framework helps us identify climate risks and opportunities that may affect TPT and plan appropriate responses. This ensures that TPT enhances organizational resilience in the face of increasingly severe climate change scenarios.

In the social aspect, TPT regards employees as its most valuable asset. The Employee Welfare Committee provides a diverse range of employee benefits each year, with a total allocation of NTD22,494,685 for this fiscal year. Our primary goal is to enhance employees' professional capabilities by offering a variety of training courses and implementing a new apprenticeship program. Through these initiatives, we aim to pass on the TPT corporate culture and facilitate rapid learning for new employees, effectively boosting overall competitiveness. In 2022, TPT's Taiwan facilities recorded a total of 16,453 hours of internal and external educational training, with an average training duration of 27.8 hours per person. In the China facilities, both internal and external educational training amounted to 72,180 hours, with an average training duration of 22.0 hours per person. Beyond our internal efforts, we also extend a helping hand to the broader community. Our main areas of focus for social responsibility include support for vulnerable groups, educational assistance, cultural support, and sports promotion. We maintain long-term relationships with beneficiary organizations and donate over NTD8 million annually to groups in need.

As we look ahead to 2023, it remains a challenging year for TPT. In the future, we will not only strive to maintain our presence in existing markets but also continue our efforts in the automotive market. Additionally, we are expanding by establishing a new production facility in Vietnam, marking our entry into a third production base overseas. This move allows us to better serve local customer demands and enhance TPT's competitiveness in the industry. While prioritizing product quality and service excellence, TPT will continue to advocate for global sustainable development initiatives and fulfill our corporate social responsibility. Our focus on sustainable development in the future will be centered on improving employee working conditions and welfare, giving back to the community, and actively pursuing goals related to energy efficiency, water conservation, and waste reduction. By implementing ESG development strategies and collaborating closely with employees and partners across the supply chain, we aim to elevate our sustainability competitiveness. Together, we will harness the power of our company to create a positive impact on society and the environment.

Chairman
Cheng-Min, Hsu



About this Report

Report Overview and Issue Frequency

Welcome to the first public release of TPT's Sustainability Report. We will continue to issue this report annually, regularly disclosing operational achievements beyond financial performance and actively embodying our vision of sustainable business. This report was published in September 2023, with the next report expected to be released in June 2024.

Report Boundary and Scope

The time frame covered by this report is from January 1, 2022, to December 31, 2022. It is published annually and covers mainly TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD.'s Pingzhen, Kaohsiung, Wuxi, Zhongshan, and Suining factories. The disclosed scope accounts for 99% of the net revenue in the consolidated financial statements.

The financial data in this report is sourced from the consolidated financial statements of TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD. for the year 2022. The disclosure scope includes TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD. and its subsidiary companies. For environmental category information boundaries, the primary disclosure scope includes TPT's Pingzhen, Kaohsiung, Wuxi, Zhongshan, and Suining factories. In the social category, the primary disclosure scope includes TPT's Pingzhen, Kaohsiung, Wuxi, Zhongshan, and Suining factories. For more detailed information on related companies, please refer to TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD.'s Annual Report 2022 (<http://www.tpt-pcb.com.tw/finance.htm>). There have been no significant changes in organizational size, structure, ownership, and supply chain during the reporting period.

Guide Compilation

The compilation of this report follows the Global Reporting Sustainability Reporting Standards (GRI Standards), 2021 edition. The main guidelines referenced include GRI 303 and GRI 403, which are contrasted to the 2018 edition, and GRI 306, contrasted to the 2020 edition. An index of GRI content is provided in the appendix.

Main Responsible Units for the Report and Quality Management Methods

Operating Procedures	Methods	Responsible Unit (or Position)
Report Compilation	This report is coordinated and planned by the Sustainability Development Committee. The data, strategy objectives, performance indicators, and other disclosures in this report are provided by various responsible units. Subsequently, the Sustainability Development Committee integrates, compiles, proofreads, and revises the content.	Sustainability Development Committee, Related Responsible Departments
Internal Review	After the completion of the compiled report, its content is re-confirmed for completeness and accuracy by various units. The final approval is carried out by the highest executive of the relevant unit.	Relevant Responsible Departments and their Highest Executive
External Assurance	To enhance the accuracy and credibility of the information in this report, TPT's financial data undergoes an audit and certification by KPMG Taiwan, following the International Financial Reporting Standards (IFRS), and is standardized in New Taiwan Dollars as the reporting currency. In the future, we plan to engage a third-certifying authority to follow the AA1000AS v3 Assurance Standard, utilizing Type 1 application and the Moderate Assurance level as the verification criteria, to ensure that the content of this report aligns with GRI Standards and AA1000AP (2018) AccountAbility Principles.	KPMG Taiwan
Approved Final Version	The complete final version is reviewed by the Sustainability Development Committee and then presented to the Board of Directors before being publicly released.	Sustainability Development Committee Board of Directors

Contact Information

If you have any suggestions or questions about TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD.'s Sustainability Report 2022, please feel free to contact us through the following methods. To fulfill our corporate information disclosure responsibility, we have also published this report on our official website for your reference.

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ESG Highlights

➤ SDGs x ESG Action Performance

Orientation	UN SDGs Indicators	SDGs Action Initiatives
Environment	   	<ul style="list-style-type: none"> Implementation of a total of 7 energy-saving and carbon reduction programs across the various facilities, resulting in a total reduction of carbon emissions by 1,490.56 metric tons CO₂e. The Suining factory implemented an environmental greening program, planting trees covering an area of 3.3 hectares. Emphasis on circular economy practices resulted in a waste recycling rate of 89.29%. The adoption of a climate-related financial disclosure framework effectively addresses climate change risks and opportunities. A total of 153 suppliers have obtained ISO 14001 Environmental Management System Certification.
Social	 	<ul style="list-style-type: none"> The average training hours per employee in TPT's Taiwan facilities is 27.8 hours, while in the China facilities, it is 22.0 hours. The Suining factory has a total of 250 employees participating in the new apprentice training program. A total of 21 health consultation-related activities were organized. The annual employee welfare expenditure amounted to NTD18,819,000. In 2022, the total charitable donations amounted to NTD8,995,000.
Governance	  	<ul style="list-style-type: none"> No employees were penalized or laid off due to corruption, and no suppliers had their contracts terminated or not renewed due to corruption. No significant cybersecurity attacks were experienced. All relevant suppliers for the year completed the "Declaration of Non-Use of Conflict Minerals" without any exception. All relevant suppliers for the year completed the "Declaration for Green Hazardous Substance-Free Product" without any exception. The Taiwan and China facilities sites achieved a 100% green procurement rate for key raw materials in the annual evaluation. The Taiwan facilities site achieved a 99.7% rate for locally sourced key raw materials, while the China facilities site achieved a 94.3% rate for locally sourced key raw materials.

Sustainability Management

TPT primarily references the GRI Standards and SASB Guidelines to identify sustainable issues. Under the AA1000 Account Ability Principle (2018), we assess momentous themes based on inclusivity, materiality, responsiveness, and impact. Following the requirements of the GRI Universal Standards 2021 edition, we prioritize and rank these momentous themes. We then disclose the impacts, management strategies, and practical situations related to each momentous theme individually. Based on these results, we calibrate our sustainable development goals and strategies to enhance external communication effectiveness.

Stakeholder Engagement

The company assesses its key industrial attributes based on the 5 principles of the AA1000 Stakeholder Engagement Standard (SES) 2015 edition, considering factors such as their dependence on the company, responsibility, level of concern, influence, and diverse perspectives. This assessment has identified 7 key stakeholders, including (1) employees, (2) investors, (3) customers, (4) buyers/subcontractors, (5) competent authority, (6) industry peers, and (7) the local community.

To gain a comprehensive understanding of what stakeholders are concerned about and to assess the actual or potential impact of these issues, the company actively engages in ongoing two-way communication with various stakeholders through various channels in its daily practices. Additionally, it collects and responds to the issues that stakeholders are concerned about.

In addition, by referencing national policy trends and various international standards (such as the Sustainability Accounting Standards Board (SASB) industry standards, the Task Force on Climate-related Financial Disclosures (TCFD), and the United Nations Sustainable Development Goals (SDGs)), and considering 16 sustainability issues highly relevant to the company, covering economic, environmental, and social aspects, the company designed and conducted a "Stakeholder Concerns Survey". The results of this survey were then analyzed and reported to the Sustainability Development Committee. Subsequently, the company discussed and confirmed the impact of these issues on the economy, environment, people, and human rights, considering the company's development strategy, industry status, value chain practices, and expert recommendations. These identified and prioritized momentous themes are then used as the central focus for information disclosure in this report, providing stakeholders with the necessary information for effective evaluation and decision-making.

➤ The Stakeholder Engagement Situation at TPT

Stakeholder	Key Concerns	Communication Channels and Methods	Frequency of Communication	Communication Performance in 2022
Employees	<ul style="list-style-type: none"> Employee Welfare Training and Development Human Rights and Equality Workplace Environment Performance Evaluation 	Conducting labor-management communication meetings and convening the Employee Welfare Committee periodically	Quarterly	1. Conduct 4 labor-management communication meetings. 2. Hold 4 Employee Welfare Committee meetings.
		Employees can raise grievances through verbal complaints, fax, complaint email, employee suggestion boxes, and whistleblower email.	Intermittent	Company fax number: 03-4698277 Complaint mailbox: 5134@tpt-pcb.com.tw Whistleblower mailbox: 51JG@tpt-pcb.com.tw
		We provide employees with free annual health check-ups and counseling	Health check-ups once a year; Health consultations as needed	1. Number of employees who received the health check: 312, accounting for 96.30% of the total number of employees 2. Intermittent health consultations: 16 times for epidemic prevention, 3 times for legal requirements, and 2 times for health promotion
		We offer annual company trips and educational training for our employees	Intermittent	1. In 2022, the number of participants in educational training programs was 1,989, with a total duration of 12,237 hours. 2. In 2022, there were 425 participants in occupational safety and health training programs, with a total duration of 1,377 hours.
		Setting up bulletin boards or Supervisor Email Box using email to communicate major events and understand operational policies.	Intermittent	Posted 91 relevant pieces of information on the bulletin board; Sent out 35 relevant pieces of information through supervisors' email.

Stakeholder	Key Concerns	Communication Channels and Methods	Frequency of Communication	Communication Performance in 2022
Investors	<ul style="list-style-type: none"> Operational Performance and Future Development Shareholder Equity Information Disclosure 	Holding Investor Conference	Intermittent	Held the annual corporate briefing on November 9th.
		Annual Shareholders Meeting	Once annually	Held the annual Shareholders Meeting on June 8th.
		Disclose company-related information on the Market Observation Post System and the company's official website.	Intermittent	All required corporate actions for a listed company were disclosed as scheduled, and there were no regulatory penalties imposed by the Securities Authority in the fiscal year 2022
Customers	<ul style="list-style-type: none"> Product quality Customer satisfaction Complaints channel Hazardous substances 	We conduct an annual customer satisfaction survey	Semi-annually	Average satisfaction rate of 84%
		We collaborate with customers to meet their requirements related to products, the environment, and responsibilities. We also work together to prevent issues and continuously improve our processes	Intermittent	2022 Annual Customer Complaints: 12 Cases / Closure Rate: 100%
		For various business inquiries, we have set up email addresses.	Intermittent	Before purchasing raw materials, we request suppliers to provide a 10-item RoHS list plus a list of four halogenated hazardous substances annually. In the current year, there were no instances of hazardous substances present

Stakeholder	Key Concerns	Communication Channels and Methods	Frequency of Communication	Communication Performance in 2022
Buyers/ Subcontractors	<ul style="list-style-type: none"> Fair and ethical procurement Integrity management 	Establish a "Procurement Procedure" that requires external procurement to go through quotation, negotiation, or price comparison processes. Compile information regarding potential suppliers, quantities, prices, delivery schedules, and payment terms. Once approved by responsible managers, the purchase can proceed.	Intermittent	Existing raw materials and consumables: Negotiations are conducted based on market prices. New materials: They are procured following the operation specifications for new material verification. The percentage of vendors complying with the annual procurement procedure implementation is 100%.
		Annual Supplier Audits	Once annually	The supplier audit rate is 100%. In the current year, there were a total of 69 qualified suppliers, all of whom underwent regular audits.
		Signing a Supplier Environmental and Safety Management Questionnaire	Once annually	The supplier response rate is 100%, with a total of 69 suppliers responding.
		Establish a "Supplier Corporate Social Responsibility Commitment" to encourage suppliers to work together with the company to enhance corporate social responsibility. This commitment is included in both the individual project contracts and hardware maintenance contracts.	Intermittent	During the year, a total of 96 contracts were signed, comprising 2 maintenance contracts, 92 procurement contracts, and 2 information contracts.

Stakeholder	Key Concerns	Communication Channels and Methods	Frequency of Communication	Communication Performance in 2022
Competent Authority	<ul style="list-style-type: none"> Legal compliance Risk management Honest tax practices Corporate governance 	Comply with the requirements of financial regulatory authorities by tracking and auditing relevant company systems and operations	We conduct audits annually according to the audit plan	Every year, we conduct a self-assessment of the effectiveness of our internal control system design and execution. We then prepare an internal control system statement following regulations, which is published in the following year as our company's 2022 Internal Control System Statement
		Establish a comprehensive regulation compliance system and conduct regular audits to ensure strict adherence to relevant laws and regulations	We conduct an annual regulatory compliance audit	<ol style="list-style-type: none"> 1. In the current year, there were no penalties or actions taken by the competent authority related to labor safety, etc. 2. In September, we conducted a regulation compliance audit with the Governing Information to be Published in Annual Reports of Public Companies Regulations. No significant issues or abnormalities were found 3. The Document Control Unit made additions and revisions to internal management documents related to ISO 14001 and ISO 45001 standards
		Regularly disclose company-related information on the Market Observation Post System and the company's website	4 times/regularly	The individual and consolidated financial reports of the company have been filed on time for each quarter
		Participate in meetings organized by the competent authority	Intermittent	In the current year, the company participated in a total of 3 promotional briefings (Taiwan Stock Exchange), with a total of 5 participants.
		Investor Conference	Once annually	Held once a year, the event took place on November 9th during the current year. For detailed information, please refer to the company's website
		Important Announcements	Intermittent	According to the obligations required for listed companies, announcements were made on time. For more details, please visit the company's website

Stakeholder	Key Concerns	Communication Channels and Methods	Frequency of Communication	Communication Performance in 2022
Industry Peers	<ul style="list-style-type: none"> Integrity Management 	Actively participating in various industry-related activities to create a fair and harmonious competitive environment	Intermittent	Participated in the Pingzhen Management Center's relevant businesses a total of 3 times
Community	<ul style="list-style-type: none"> Community development Environmental issues 	Continued maintenance and upkeep of public spaces and roadside trees outside the factory premises	Once monthly	Pruning of roadside trees is conducted once a month to maintain the surroundings of the factory
		Continued participation in charity activities	Intermittent	Please refer to: Social Care and Common Good



Identification and Prioritization of Momentous Themes

After completing the stakeholder engagement, we move on to the assessment of operational impacts and the identification, examination, and establishment of momentous themes. We conduct standardized and quantified internal assessments using the "Stakeholder Concerns Questionnaire" to identify and prioritize the 8 momentous themes that should be given priority in this report. These themes include 2 environmental themes, 3 social themes, and 3 economic themes. Following this, various departments and external consultant experts engage in discussions and review related processes and standards to ensure there are no oversights in the momentous themes. Once confirmed, these momentous themes are presented to the Chairman for approval, and the report compilation process continues.

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

Assessing Operational Impacts	We invited various stakeholders to assess the impact of 16 key issues, including the severity (scale, scope), likelihood (actual, potential), and risks of human rights violations for each issue. These assessments were conducted in a more detailed and standardized manner through the "Stakeholder Questionnaire." We received responses from 71 stakeholders in the survey.
Identifying Momentous Themes	After conducting an equal-weight analysis of the results obtained from the "Stakeholder Questionnaire", we ranked the issues based on their quantitative values and discussions with internal senior management. Threshold standards for the momentous themes were established. In total, we identified 8 such momentous themes in 2022.
Examining Momentous Themes	We engaged external consultants to jointly review and examine the identified significant 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.
Establishing Momentous Topics	The 8 significant topics identified by TPT for 2022, after being approved by the Chairman through the Sustainability Development Committee, are disclosed in this report. Each of these material topics is discussed in detail in the report, covering their impact, relevant company policies, commitments, management actions, indicators, and objectives.

➤ List of Momentous Themes

● Actual Impact ○ Potential Impact

No.	Momentous Themes	Significance and importance as far as TPT is concerned	Positive and Negative Impacts and Their Management Action	Value Chain Impact			Corresponding Chapters
				Upstream	TPT	Downstream	
1	Operational Performance	Pursuing excellent operational performance, delivering high-quality products and services, enhancing corporate competitiveness, and maximizing value for shareholders and other stakeholders.	Positive Impact: Continuously enhancing the financial performance of our company through prudent financial planning and strategic business operations aligned with market trends and our strengths. This effectively activates a flywheel of startup growth, creating maximum value for all stakeholders.	●	●	●	Chapter 1: About Us - Economic Performance
2	Procurement Practices and Management	By implementing a procurement policy that has a positive impact on the environment, we promote the overall healthy development of the supply chain.	Positive Impact: Strictly adhering to the regulations related to hazardous substance lists, procuring environmentally friendly and less harmful raw materials, thereby reducing the negative impact on the environment. Negative Impact: To avoid any negative impact on customers and indirect impact on supplier employees due to procurement activities, strict adherence to sustainable procurement policies is essential.	●		○	Chapter 3: Supply Chain Management - Sustainable Procurement

No.	Momentous Themes	Significance and importance as far as TPT is concerned	Positive and Negative Impacts and Their Management Action	Value Chain Impact			Corresponding Chapters
				Upstream	TPT	Downstream	
3	Human Rights	We acknowledge the importance of human rights and strive to minimize the impact on human rights in our operations, working towards the goal of becoming a responsible and sustainable company.	Positive Impact: Adhering to international human rights and labor standards, enhancing awareness of human rights among employees and business partners, and safeguarding the basic human rights and interests of both employees and non-employees contribute to the sustainable and steady development of the company's operations.	●	●	●	Chapter 5: Social Inclusion - Protection of Human Rights and Labor Rights
4	Social Welfare	We adhere to the philosophy of giving back to society, expanding our social involvement, assisting marginalized groups, and realizing a vision of shared prosperity and coexistence in society.	Positive Impact: Continuously increasing resources and efforts in social engagement to benefit relevant communities, thereby setting a positive example for the overall society.		●	●	Chapter 5: Social Inclusion - Social Welfare and Well-Being
5	Talent Cultivation and Recruitment	We plan comprehensive education and training based on each individual's characteristics and aspirations, fostering employees with versatile skills. We also conduct regular assessments and promotions to cultivate outstanding talents.	Positive Impact: Through a comprehensive education and training program, providing diverse and professional training courses to improve the professional competence of TPT employees, thus enhancing overall work productivity.		●		Chapter 5: Social Inclusion - Human Resource Development

No.	Momentous Themes	Significance and importance as far as TPT is concerned	Positive and Negative Impacts and Their Management Action	Value Chain Impact			Corresponding Chapters
				Upstream	TPT	Downstream	
6	Energy and Greenhouse Gas Management	We focus on energy usage in our operational processes and implement innovative initiatives to reduce our carbon footprint, striving for sustainable energy efficiency.	<p>Positive Impact: By effectively managing energy usage, TPT not only contributes positively to the environment but also reduces operational costs and minimizes energy waste.</p> <p>Negative Impact: Actively managing energy consumption and reducing greenhouse gas emissions helps mitigate potential financial losses for TPT due to the impacts of climate change.</p>		○		<p>Chapter 4: Environmental Protection - Energy Management</p> <p>Chapter 4: Environmental Protection - Greenhouse Gas Emissions</p>
7	Supply Chain Management	We require our suppliers to meet quality and stability standards for their materials, while also paying attention to their environmental and social performance, collaborating to build a sustainable supply chain.	Positive Impact: By adhering to environmental and occupational safety standards and regulations, TPT promotes positive development within its supply chain, fostering long-term, productive relationships with all suppliers.	●	●		Chapter 3: Supply Chain Management
8	Product Lifecycle Management	We prioritize minimizing environmental impacts during the manufacturing process by implementing product lifecycle management practices, which effectively reduce external costs.	Positive Impact: TPT is committed to promoting a low-carbon value chain. Through environmentally-friendly processes and transportation methods, the company effectively reduces the carbon footprint of its products, creating a positive impact on the environment.		●	●	Special Issue: Sustainable Manufacturing

Sustainability Strategy and Goals

TPT is dedicated to promoting corporate sustainability as an integral part of its business decision-making. We have established the Sustainable Development Best Practice Principles and use the ESG framework to evaluate our corporate management practices. Through this, we have developed our sustainability strategy to achieve our sustainable business goals and fulfill our corporate social responsibility. TPT adheres to the business philosophy of "Sustainability, Innovation, and Service" as we pursue sustainable growth and success.

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

Sustainability Strategy



Environment

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.



Social

We ensure the fundamental human rights of our employees and all business partners, providing comprehensive and professional education and training to reduce overall occupational health and safety risks, and creating a diverse and secure workplace.



Governance

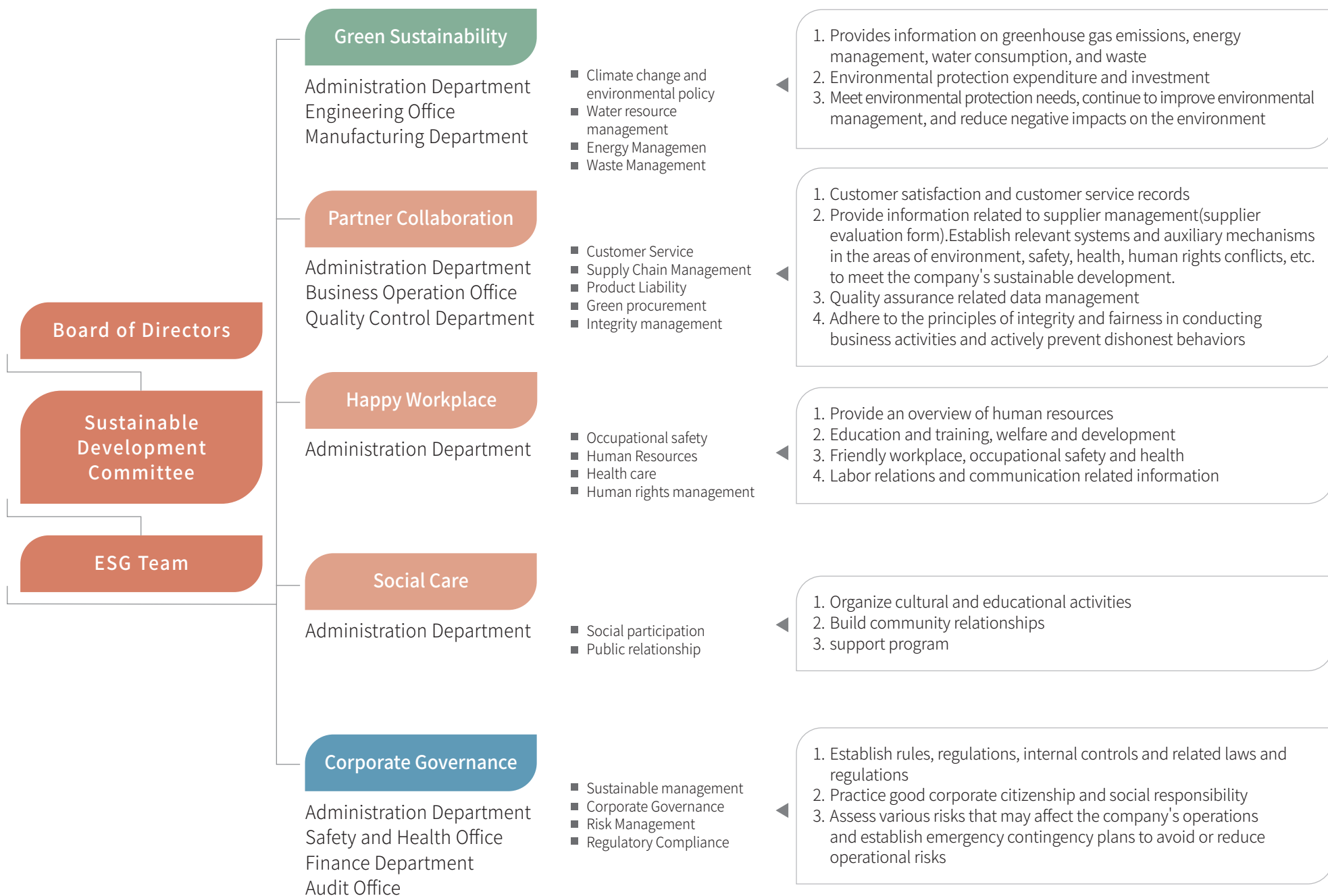
We uphold the principle of integrity management, adhere to domestic and international laws and regulations, and practice sustainable procurement policies that benefit the environment and society, creating a sustainable supply chain.

Sustainable Development Committee

In response to global trends and getting with the times of government policies, TPT has established the "Organizational Charter for the Sustainable Development Committee" and formed the Sustainable Development Committee. The committee consists of a Chairman, a Vice Chairman, and at least three members. The Chairman of the Committee is the Chairman of the Board, while the Vice Chairman (General Manager) and other members (Deputy General Manager of Administration, Director of Manufacturing) are appointed by the Chairman of the Board. The Committee has five subgroups: Corporate Governance, Social Care, Green Sustainability, Partner Collaboration, and Happy Workplace.

The Sustainable Development Committee, authorized by the Board of Directors, is chaired by the Chairman and is responsible for formulating and overseeing the execution of ESG sustainable development-related issues. The Committee convenes relevant department heads or designated personnel to plan and execute sustainable development policies, systems, management guidelines, and specific initiatives. It also mandates an annual report to the Board of Directors on economic, environmental, and social issues arising from operational activities. On March 14, 2023, a meeting was held, and the execution status of integrity management and social responsibility for the year 2022 was reported to the 15th Board of Directors' meeting of the 10th term, which took place on March 14, 2023.





01 About Us

About TPT
Economic Performance
External Engagement

➤ Management Situation of TPT 's Momentous Theme "Operational Performance" in 2022

Momentous Theme	Operational Performance
Corresponding GRI Indicators	201-1: Direct economic value generated and distributed by the organization.
Linked SDGs	 8.Employment and Economic Growth.
Policies or Commitments	Continuously enhancing corporate competitiveness, providing high-quality products and services to increase revenue, and creating maximum benefits for stakeholders such as employees and shareholders.
Indicators and Goals	<p>Short-term goal: Monitor market trends, prepare for mass production in the new factory, adjust production lines according to customer demand, and continue to expand sources of income.</p> <p>Medium to long-term goal: Continuously seek new growth drivers, actively implement automation and smart equipment to optimize efficiency, and aim for sustained growth in revenue and profit.</p>
Effectiveness Tracking Mechanisms	<ul style="list-style-type: none"> ■ Regularly disclose audited financial statements with auditor's certifications and issue annual reports. ■ Hold regular meetings to review overall operational performance.
Annual Actions and Measures	<ul style="list-style-type: none"> ■ In 2022, the consolidated revenue reached NTD21.98 billion, and the consolidated after-tax net profit reached NTD1.524 billion, with earnings per share of NTD5.44. ■ The printed circuit board production volume reached 59,891,881 square feet in 2022.

About TPT

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

➤ Basic Information on TPT

Company Name	TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD. (Ticker: 8213)
Date of Establishment	April 21, 1998
Headquarters Location	No.12, Gongye 2nd Road, Pingzhen District, Taoyuan City
Global Number of Employees	3,878 persons
Paid-Up Capital	NTD2,712,424,880.-
Main Products	Manufacturing and sales of electronic components and printed circuit boards
Net Sales (NTD 000's)	NTD21,977,467,000.-

TPT's Business Philosophy



Sustainability

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



Innovation

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



Service

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

➤ TPT's Operating Plan

Short-Term Plans	<ul style="list-style-type: none"> ■ In response to geopolitical conflicts and in alignment with international customers' supply chain layout planning, our company actively selected Northern Vietnam's Hà Nam Province as the location for a new production facility in the fourth quarter of 2022. This move aims to establish a third production base and provide services to local customers more efficiently. ■ We will stay informed about future developments in the LCD panel and notebook (NB) printed circuit board (PCB) industries and will continuously develop niche products related to these sectors. ■ Automotive electronics are being driven by the increasing smart features in automotive devices and the growth of autonomous driving systems (ADAS), coupled with the continuous growth in sales of electric vehicles (EVs). According to estimates from professional organizations, the average growth rate for automotive PCBs is expected to remain at 5% over the next five years. The combined company will continue to actively invest in marketing plans and technological development for automotive PCBs.
Middle to Long-Term Plans	<ul style="list-style-type: none"> ■ We will continue actively nurturing senior professional and managerial talent. This effort not only enhances the yield rates of our production lines in Taiwan but also serves as the foundation for future production lines beyond Taiwan. In response to the labor shortage challenges in Taiwan, China, and Vietnam's manufacturing industries, we will continually increase our level of automation to reduce on-site labor requirements and stabilize manufacturing quality. ■ We will establish a comprehensive information system, enhance information integration and analysis capabilities to reduce operational time. Additionally, we will establish computer connections with key customers to provide real-time services. ■ In line with market trends and product diversification, we will continue to expand our product categories and sales channels to mitigate the impact of economic fluctuations. ■ To align with future product trends, we will actively source new materials, collect new technologies, and plan for the right products to shorten development and mass production lead times, meeting future product demands.

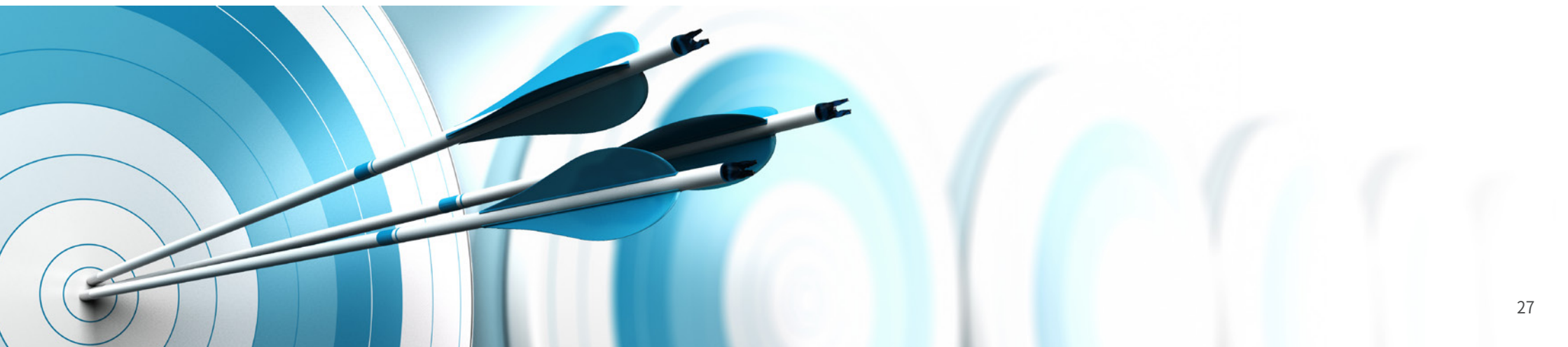


Global Operational Locations

The primary sales (provision) regions for our company's main products and services are currently Taiwan and mainland China, as listed below:

➤ TPT's Global Operational Locations

Name of Operational Location	Address	Telephone
Head Office and Pingzhen Factory	No.12, Gongye 2nd Road, Pingzhen District, Taoyuan City	+886-3-4698860
Kaohsiung Factory, Taiwan: TGT TECHVEST CO., LTD.	No.4, South 2nd Road, Qianzhen District, Kaohsiung City	+886-7-8217111
Wuxi Factory, China: T-MAC TECHVEST (WUXI) PCB CO., LTD.	No.160, Zhongshan 3rd Road, Economic Development Zone of Xishan, Wuxi City, Jiangsu Province.	+86-510-81013688
Zhongshan Factory, China: CATAC Electronic (Zhongshan) Co., Ltd.	Yanjiang East 2nd Road, Torch Hi-Tech Industrial Development Zone, Zhongshan, Guangdong Province	+86-760-23382869
Suining Factory, China: Chi Chau Printed Circuit Board (Suining) Co., Ltd..	No.1, Zhizhao Road, Star Boulevard, China National Economic and Technical Development Zone, Suining, Sichuan Province	+86-825-2361500



Products and Technology

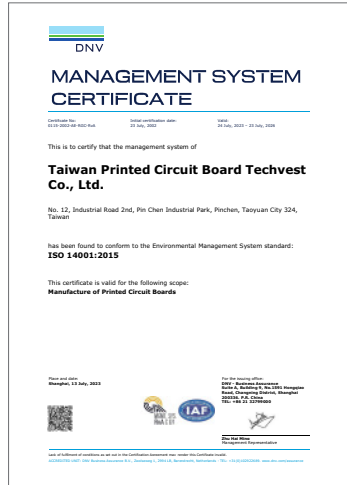
Printed Circuit Boards (PCBs), often abbreviated as PCBs, are the essential laminates used for assembling electronic components. The primary function of a PCB is to create electronic circuits through printed wiring, connecting various electronic components to enable their collective functionality and achieve the purpose of relaying and transmitting signals. PCBs have a wide range of applications, including but not limited to computer and related industries, telecommunications, consumer electronics, automotive, aerospace and defense, precision instruments, and industrial products. PCBs do not have a standardized specification but can generally be categorized based on their flexibility and the number of layers. Based on flexibility, PCBs can be classified into rigid and flexible types, while based on the number of layers, they can be single-layer, double-layer, or multi-layer boards.

The company currently holds ISO 9001, ISO 14001, QC080000, and IATF 16949 certifications to ensure customer safety and provide comprehensive product quality. TPT's two main product lines are LCD photovoltaic panels and NB boards. End products remain a crucial segment of the electronics industry, and both the technology and product functionality continue to evolve based on customer demands. We are dedicated to offering customers PCB boards that meet their requirements while remaining competitive in terms of pricing. We actively improve our production technology and processes, leveraging our technical expertise and superior quality to develop niche products. This includes the development of high-layer LCD boards, large-sized and thick-copper HDI high-resolution displays, ultra-small pitch and high-layer HDI high-resolution display screen products, and more.

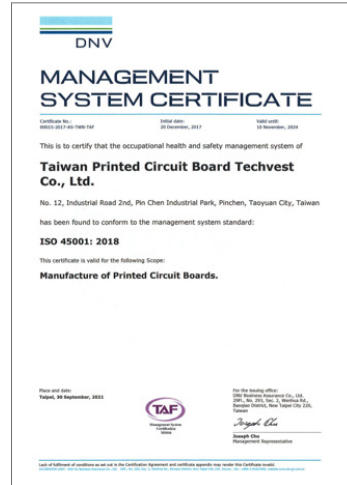
With the quality policy of "manufacturing excellent products, complying with green standards, and meeting customer needs", we are committed to continuously improving product quality. The Quality Control Department holds regular meetings with the Manufacturing Department to review scrap rates, identify root causes, and develop effective countermeasures to enhance product yield rate. We also conduct periodic analyses of product defects, provide improvement reports to customers, maintain positive relationships with them, and regularly review the quality situation. These efforts allow us to consistently elevate TPT's manufacturing standards to align with customer and market demands.

The Quality Control Department, through appropriate division of work and specialized oversight across its four major divisions - Quality Management, Quality Inspection, Quality Assurance, and Customer Service - ensures the quality of our manufactured products. We have established a "Quality Assurance Manual" that outlines different inspections at various stages of production. These include incoming inspection for raw materials, in-process quality control (IPQC) to monitor the production process, final electrical testing (to check conductivity and identify any short circuits or broken circuits), and final quality control (FQC) for assessing the product's external appearance. Each of these inspections has specific quality criteria, and any non-conforming items are handled according to established procedures for managing non-conforming products.

➤ ISO 14001 Certificate



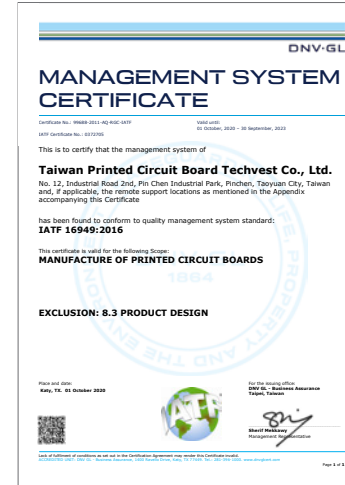
➤ ISO 45001_44556-S-cert-TAF



➤ ISO9001-2015 Certificate



➤ IATF 16949 Certificate



➤ QC080000 Certificate



➤ TPT's Output Value for the past three years

Unit: sq. ft/000's

Year	2020			2021			2022		
	Capacity	Output	Output Value	Capacity	Output	Output Value	Capacity	Output	Output Value
Printed Circuit Boards	78,138,466	83,402,658	18,733,375	78,917,440	82,501,206	22,529,518	64,098,170	59,891,881	18,125,602

Economic Performance

In 2022, TPT achieved a consolidated operating revenue of NTD21,977,467,000, with a consolidated after-tax net profit of NTD1,524,192,000, resulting in an earnings per share of NTD5.44. We will continue to prioritize sound financial management, meet customer needs, and maintain customer relationships to effectively create long-term value.

➤ The direct economic value generated and distributed by the organization

Items (Unit: NTD 000 's)		2020	2021	2022
Generated Direct Economic Value	Revenue from operations	22,821,563	27,336,782	21,797,760
	Non-operating income	153,637	154,133	158,804
Distributed Economic Value	Operating costs	16,934,280	20,431,810	16,545,969
	Employees salaries and benefits	3,032,278	3,831,267	3,009,572
	Payments to capital contributors	203,847	181,510	171,623
	Payments to government	1,008,318	855,525	562,977
	Donations to charitable organizations, arts and educational activities, community leisure facilities	11,417	9,708	8,995
Retained Economic Value		1,785,033	2,181,095	1,657,428

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

➤ TPT's Consolidated Financial Statements for the Past 3 Years (Currency: NTD 000's)

Year	2020	2021	2022
Operating Revenue	22,847,267	27,500,178	21,977,467
Gross Profit	3,346,001	4,323,991	3,391,841
Operating Income	1,657,127	2,190,358	1,678,331
Income Tax	914,251	758,853	478,334
Profit After Tax	1,911,734	2,324,434	1,524,192
Earnings per Share (NTD)	7.28	8.60	5.44

External Engagement

External Initiatives

► International Initiatives Supported by TPT

ESG	<ul style="list-style-type: none"> United Nations 17 Sustainable Development Goals (SDGs), advocating for integrated sustainability indicators across social, economic, and environmental dimensions, and global collaborative efforts towards sustainability. United Nations Global Compact, promotes sustainable governance by addressing issues related to human rights, labor, environment, and anti-corruption within organizations.
Environmental	<ul style="list-style-type: none"> Task Force on Climate-Related Financial Disclosures (TCFD), assisting investors and decision-makers in understanding an organization's climate-related risks, opportunities, and financial impacts to help them navigate transformational challenges. 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. Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH), a high-level concern for substances used in manufacturing, prohibiting the use of chemicals that pose greater environmental and human toxicity risks during the production process.
Social	<ul style="list-style-type: none"> International Labour Organization (ILO), continuously improving the working and living conditions of colleagues while safeguarding their rightful rights. Responsible Business Alliance (RBA), ensuring a safe working environment, respecting and dignifying workers, conducting business operations in an environmentally friendly manner, and adhering to ethical principles.
Governance	<ul style="list-style-type: none"> United Nations Convention against Corruption (UNCAC), establishing a robust governance system for prevention and anti-corruption efforts. The Principles for Responsible Investment (PRI), assisting investors in obtaining clear ESG (Environmental, Social, and Governance) information and incorporating it into their investment considerations.

Eligibility in Trade Unions/Associations

► Key Participating Public Associations and Advocacy Organizations

Item No.	Organization Name	Membership Eligibility
1	Taoyuan City Pingzhen Industrial Zone, Industry Development Association	Ordinary Member
2	Taoyuan City Nurses Association	Ordinary Member
3	Kaohsiung City Nurses Association	Ordinary Member
4	Association Connecting Electronics Industries (Institute of Printed Circuits)	Ordinary Member
5	RBA-Online Platform	Ordinary Member
6	China Printed Circuit Association	Ordinary Member
7	Taiwan Computer Emergency Response Team/ Coordination Center	Ordinary Member

02 Corporate Governance

Governance Structure
Functional Committees
Integrity Management
Internal Control and Internal Audit
Regulatory Compliance
Risk Management
Information Security and Personal Data Risk

Governance Structure

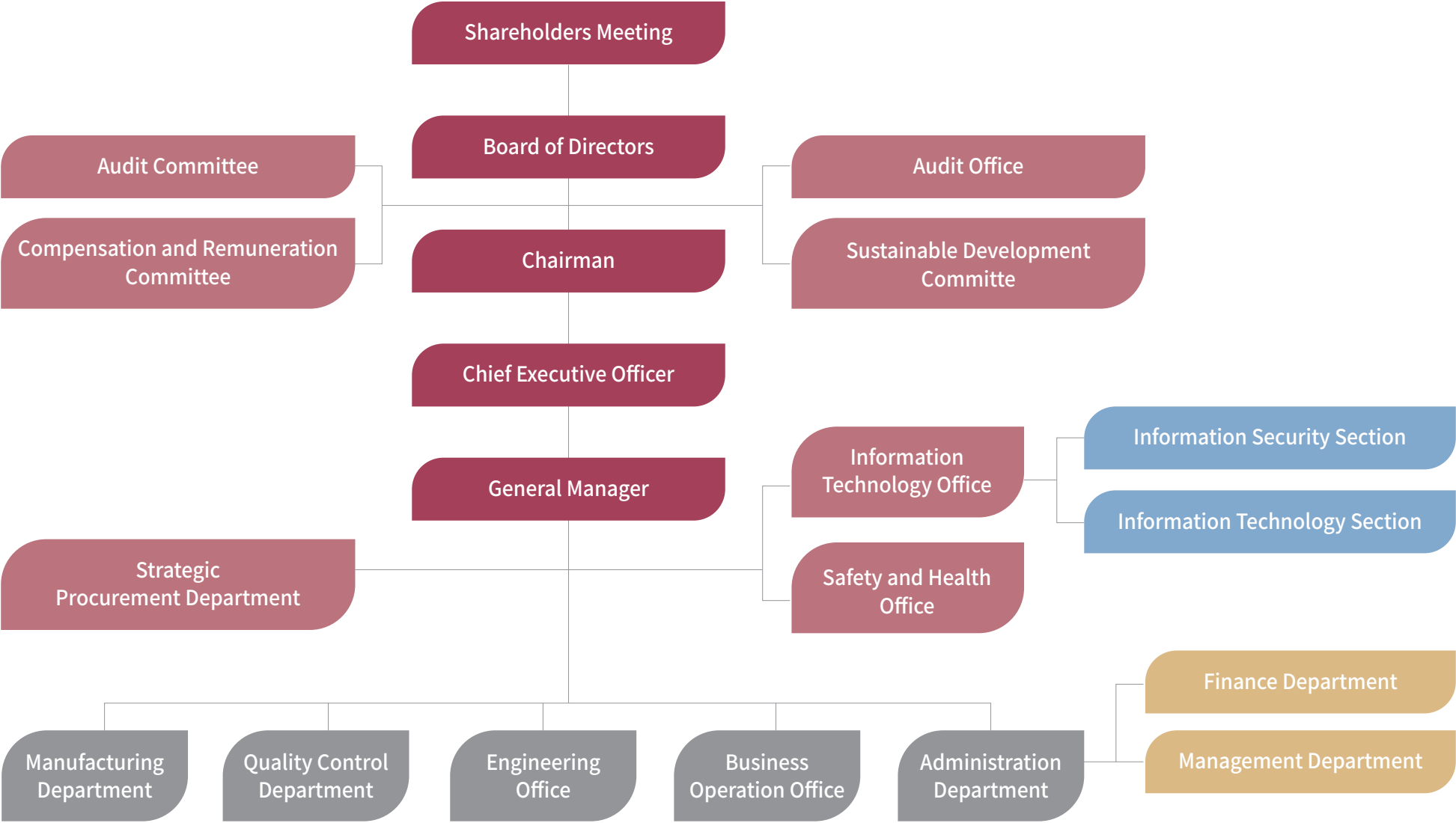
Policy Commitments

TPT adheres to corporate governance principles and has established the Ethical Corporate Management Best Practice Principles following the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies. We have implemented an effective corporate governance framework to safeguard shareholder rights, enhance the functions of the Board of Directors, respect the rights and interests of stakeholders, and improve information transparency. We also have a robust information disclosure system in place to ensure that shareholders can access the latest and most accurate information about the company as an investment reference. We are committed to providing timely and comprehensive information related to our operations, finances, board resolutions, company business concepts, and policies, all following the principles of accuracy, completeness, and fairness.

To enhance the effectiveness of corporate governance at TPT, the company decided during the Board Meeting on May 11, 2021, to appoint Deputy General Manager, Ms. HU Hsiu-Hsing as the Corporate Governance Officer. This appointment is aimed at safeguarding shareholder rights and strengthening the functions of the Board of Directors. Ms. HU Hsiu-Hsing, in her role as Corporate Governance Officer, has over 3 years of experience as a financial executive in a publicly traded company. The main responsibilities of the Corporate Governance Officer include handling matters related to Board Meetings and Shareholders Meetings in compliance with the law, preparing minutes of Board and Shareholders meetings, assisting Directors in their roles and continuous education, providing the necessary information for Directors to execute their duties, assisting Directors in compliance with laws and regulations, and other matters as stipulated in the company's Articles of Incorporation or contracts. As of the end of 2022, the Corporate Governance Officer at our company has participated in 5 external training courses, accumulating a total of 15 hours of training.



> Organizational Structure of TPT



Note: For more information on the corporate governance structure and the responsibilities of various departments, please refer to our "Annual Report 2022".

Our company is committed to achieving sustainable development and consistently demonstrates its concern for economic governance, human rights and humanities, and environmental conservation in line with the direction of ESG development. Under the following initiatives, we have formulated the "Sustainable Development Best Practice Principles" that align with the vision of sustainable common good, and we publicly pledge that our operations will adhere to responsible business conduct throughout the process:

"Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies";

"Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies";

"Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies";

"Guidelines for the Adoption of the Code of Ethical Conduct for TWSE/GTSM Listed Companies";

"Ethics Regulations for Procurement Personnel".

The above guidelines/policies are reviewed and approved by the Board of Directors and then announced for implementation by the Management Department. They apply to the entire company and are communicated to internal and external stakeholders through methods such as email, relevant meetings, the official website, intranet, contract terms, and so forth.

In addition, our guidelines/policies also commit to relevant due diligence and precautionary principles, especially concerning human rights. We follow human rights advocacy in line with the United Nations Universal Declaration of Human Rights, United Nations Global Compact, United Nations Guiding Principles on Business and Human Rights, and International Labor Organization, among others. We emphasize the respect for human rights both within and outside the company while focusing on economic performance development.

In implementing our commitment to sustainability policies and to ensure their reasonable integration into the company's internal control systems, we have formulated relevant content in internal documents such as the "Articles of Association", "Sustainable Development Best Practice Principles", "Corporate Governance Best Practice Principles" and "Code of Ethical Conduct". These have been integrated into our company's operational policies and procedures. We have established a Sustainability Development Committee as the highest-level body responsible for overseeing and implementing these policy commitments, and our Audit Department conducts regular audits to ensure compliance.

To effectively achieve our sustainability policy commitments, we require external supply chain partners to sign a "Supplier Corporate Social Responsibility Commitment" document. We aim to integrate resources from across the industry's value chain to collectively fulfill our commitments to sustainability.

A Professional and Diverse Board of Directors

The nomination and selection of members of the Board of Directors of our company are conducted per the provisions of the company's Articles of Association. We employ a candidate nomination system that emphasizes the diversity of industry experience, professional background, and abilities of Board members. Additionally, we take into account the opinions of stakeholders and adhere to the "Rules for the Election of Directors" and "Corporate Governance Best Practice Principles" to ensure diversity and independence among Board members, thereby reducing overall corporate operational risks.

The highest governing body of TPT is the Board of Directors, responsible for decision-making, oversight, and managing the company's impact on the economy, environment, human rights, and society. The current Board of Directors of TPT consists of 15 members, including 3 Independent Directors, accounting for 20% of the seats. Among these members, 5 are female directors, representing 33% of the Board. Employee representatives on the Board account for 20%. The current Board of Directors was elected in July 2021 and serves a term from July 2021 to June 2024.

In 2022, TPT's Board of Directors held a total of 8 Board Meetings, with an average frequency of one meeting every 0.66 month. The annual average attendance rate of all directors at these meetings reached 99%. The Board Meetings primarily focused on reviewing the company's operational performance and internal controls. They also assigned and confirmed responsibilities for related matters, followed by continuous tracking and supervision of actual progress and handling situations in subsequent meetings.

During the reporting year, there were no significant key events that required communication with the Board of Directors. For more details, please refer to TPT's official website.

➤ TPT's Board Members

Title	Name	Gender	Age	Attendance in Board Meetings	Concurrent Employee Position Held
Chairman	HSU, Cheng-Min	M	Over 51 y.o	8	CEO
Director	LI, Ming-Hsi	M	Over 51 y.o	8	General Manager
Director	CHEN, Chih-Hung	M	Over 51 y.o	7	None
Director	CHIANG, Jung-Kuo	M	Over 51 y.o	8	None
Director	HSU, Ming-Chieh	M	31 to 50 y.o	8	Special Assistant
Director	HSU, Ming-Hung	M	31 to 50 y.o	8	Special Assistant
Director	LIN, Chen-Min	M	Over 51 y.o	8	None
Director	LAN, Ying-Ying	F	Over 51 y.o	8	None
Director	LI, Cheng-Hsin	M	Over 51 y.o	8	None
Director	HOU, Hsiang-Wen	F	Over 51 y.o	8	None
Director	CHIU, Chi-Hsin	M	Over 51 y.o	8	None
Director	CHIU, Ting-Wen	F	Over 51 y.o	8	None
Independent Director	HUANG, Li-Mei	F	Over 51 y.o	8	None
Independent Director	HSIAO, Shih-Chi	M	Over 51 y.o	8	None
Independent Director	LIN, Chiu-Lien	F	Over 51 y.o	8	None

Notes:

- 1.All Board members do not belong to vulnerable social groups, such as indigenous people, immigrants, ethnic or racial minorities, gender identity or sexual orientation minorities, or individuals with disabilities.
- 2.HSU, Ming-Hung concurrently serves as an employee of TGT TECHVEST CO., LTD., a subsidiary of the TPT Group.

According to our company's "Corporate Governance Best Practice Principles", directors are expected to possess the necessary knowledge, skills, and qualities required for executing the company's operations. To achieve the ideal goals of corporate governance, the Board of Directors should collectively have the following abilities: operational judgment, accounting and financial analysis, business management, crisis management, industry knowledge, international market insights, leadership, and decision-making capabilities.

➤ The professional competencies of the members of TPT's Board of Directors

Title	Name	Industry Experience				Professional Competence			
		Banking, Securities	Manufacturing	Education	Accounting Services	Financial Accounting	Financial Management	Procurement Management	Business Management
Chairman	HSU, Cheng-Min		✓						✓
Director	LI, Ming-Hsi		✓						✓
Director	CHEN, Chih-Hung		✓						✓
Director	CHIANG, Jung-Kuo	✓					✓		
Director	HSU, Ming-Chieh		✓						✓
Director	HSU, Ming-Hung		✓						✓
Director	LIN, Chen-Min		✓		✓	✓			✓
Director	LAN, Ying-Ying		✓					✓	
Director	LI, Cheng-Hsin	✓						✓	
Director	HOU, Hsiang-Wen			✓		✓			
Director	CHIU, Chi-Hsin		✓						✓
Director	CHIU, Ting-Wen		✓					✓	
Independent Director	HUANG, Li-Mei	✓	✓			✓	✓		
Independent Director	HSIAO, Shih-Chi	✓					✓		
Independent Director	LIN, Chiu-Lien	✓					✓		

Nomination and Selection of Board Members

For the election of our company's Directors, we adopt the method of open cumulative voting. The names of the electors can be printed on the ballots with their attendance certificate numbers. Each shareholder in our company has voting rights equal to the number of candidates to be elected as directors. They can either consolidate their votes to elect one person or distribute their votes to elect multiple individuals. The election of directors in our company is carried out by the Shareholders Meeting, selecting individuals with legal capacity, and per the quotas specified in our company's Articles of Incorporation. Those with more votes representing their voting rights are elected as directors in sequence. Additionally, more than half of the directors shall be persons who have neither a spousal relationship nor a relationship within the second degree of kinship with any other director. For more details, please refer to the "Rules for the Election of Directors" by TPT, available at: <http://www.tpt-pcb.com.tw/governan.htm>

Conflict of Interest Avoidance

The Chairperson of the highest governing body in TPT is the Chairman of the Board of Directors. All members of the company's Board of Directors are appointed through a nomination process. The Board of Directors follows the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" to establish the "Ethical Corporate Management Best Practice Principles" and "Procedures and Guidelines for Integrity Management". These documents outline the principle of avoiding conflicts of interest for Directors. If a director or manager violates the Code of Ethical Conduct, the company should handle it following the disciplinary measures specified in the Code. Furthermore, the company should promptly disclose information about individuals who violate the Code of Ethical Conduct, including their job titles, names, violation dates, reasons for the violation, the specific code violated, and the actions taken, on the Market Observation Post System.

Currently, our company has no conflict of interest risk due to the implementation of a robust Principle of Recusal due to Conflict of Interest. We require members of the Board of Directors to act with a high degree of integrity and a prudent attitude in fulfilling their ethical obligations and faithfully executing their moral and fiduciary duties. Additionally, there are regulations in place. Directors who have a conflict of interest concerning agenda items at a Board Meeting, either personally or on behalf of a juridical person they represent, must disclose the significant details of their conflict of interest during that Board Meeting. If there is a risk of harm to the company's interests, they are not allowed to participate in the discussion or vote on the matter. They must also abstain from voting and cannot act as a proxy for other directors in exercising their voting rights.

Board of Directors' Continuing Education

To stay updated on global trends in business management, enhance corporate governance, and improve our ability to respond to risks, members of the TPT's Board of Directors are committed to continuously improving their industry-specific knowledge and enriching their corporate governance experience. This is done to enhance and consolidate the collective wisdom of the highest governing body of our company in the field of sustainable development. TPT periodically arranges educational programs for the Board of Directors, covering various aspects such as economics, the environment, and society. These courses aim to enhance the governance expertise and trend insights required by Board members. Additionally, to ensure that Independent Directors can access relevant company information at any time, we continuously strengthen information dissemination and educational planning based on the needs and feedback of each Board member. This is to ensure they possess the necessary expertise to fulfill their leadership and oversight functions effectively. In 2022, the total hours of education for the Board of Directors amounted to 30 hours, with an average of 2 hours per person. In the future, we will continue to enhance the Board of Directors' understanding of ESG matters, such as by participating in courses related to climate risk. This will further elevate TPT's leadership in sustainable knowledge.

➤ Board of Directors Training Courses in 2022

Course Name	Hours
Walking the Talk on ESG - Perspective of Corporate Governance	3
Crisis Response in the Face of False Reporting	3
Corporate Governance 3.0 Compliance in ESG Field	9
Personal Wealth Succession Strategies Under the New CFC Law	3
The Risk Trends of Smart Technologies in the Cloud Generation	3
How the Audit Committee Implements Financial Statement Review	6
Protection of Trade Secret and Non-competition/ Analysis for Settlement of Labor-Management Disputes	3

Board of Directors Performance Review

To implement corporate governance and enhance the functionality of our company's Board of Directors, we have established performance objectives to strengthen the efficiency of the Board's operations. TPT has formulated the "Regulations for Performance Review of the Board of Directors", which involves conducting an internal questionnaire-based performance evaluation once yearly. The evaluation categories include Board performance evaluation, self-assessment by Board members, and self-assessment of functional committees (including the Audit Committee and Compensation and Remuneration Committee). If the average total score of the company's board performance evaluation exceeds 70 points (inclusive), Director and Supervisor remuneration is distributed according to the company's Articles of Incorporation. If the standard is not met, it is adjusted proportionally after discussion by the Compensation and Remuneration Committee and Board of Directors. Individual director performance evaluation results are also used as a reference for determining their compensation and nomination for reappointment. In 2022, the Board and functional committees' self-assessments, as well as the self-assessment of Board members, all exceeded the standard, and the results were reported to the Board of Directors on March 14, 2023.

In 2022, the results of the Board performance evaluation were 88 points, while the self-assessment results of Board members were 89 points. The performance evaluation results for the Compensation and Remuneration Committee and the Audit Committee were both 89 points and 88 points, respectively. Directors generally expressed strong agreement with the various assessment criteria. Besides providing directors with relevant regulations as needed, the company also reported on the current business status during Board meetings to keep directors informed. Additionally, all necessary materials for Board examination and inquiry were prepared. The evaluation results indicate that the Board of Directors and various functional committees operated exceptionally well, meeting the requirements of corporate governance. This has effectively strengthened the Board's functions and safeguarded shareholder rights and interests.

► Performance Evaluation Indicators for the Board of Directors in 2022

Board of Directors	Board Members	Compensation and Remuneration Committee	Audit Committee
<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. 	<ol style="list-style-type: none"> 1. Participation in the operation of the company. 2. Awareness of the duties of the Compensation and Remuneration Committee. 3. Improvement of quality of decisions made by the Compensation and Remuneration Committee. 4. The makeup of the Compensation and 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.

Compensation and Remuneration Policy for Directors and Managerial Officers

The compensation and remuneration policy, system, standards, and structure for Directors and Senior Managerial Officers are all established and reviewed by the Compensation and Remuneration Committee. This Committee includes Independent Directors who provide external perspectives and opinions. It convenes meetings at least twice a year to review and ensure the competitiveness and fairness of compensation. In 2022, a total of three Compensation and Remuneration Committee meetings were held.

TPT's annual compensation for Board members includes director fees, salaries, and bonuses (the latter two apply to those who also serve as employees). The compensation for Senior Managerial Officers includes salaries, bonuses, and retirement benefits. These compensation details are disclosed regularly in the company's "Annual Report 2022". Apart from the mentioned provisions, there are no other significant special benefits for the company's Senior Managerial Officers. The retirement benefits system is in line with standard practices for all employees and is administered under legal requirements.

The allocation of Director fees in our company is based on the provisions of Article 32 of our company's Articles of Incorporation. It is determined by deducting Director fees and Employee compensation from the current year's pre-tax net profit before profit distribution. Specifically, an amount less than 3% of the pre-tax net profit should be allocated for Director fees. The distribution of Director fees is carried out under the "Regulations on Director Compensation and Compensation Distribution", which requires approval by both the Board of Directors and the Compensation and Remuneration Committee, with a subsequent report to the shareholders' meeting. The process for establishing Director fees follows our company's "Regulations for Performance Review of the Board of Directors" as the basis for assessment. At the end of each year, the effectiveness of Board members is assessed by the Board's administrative unit using the "Board of Directors Performance Evaluation Form" and the "Board Member Self-Assessment Questionnaire". If the average total score exceeds 80 points, Director fees are distributed under the company's Articles of Incorporation. If the standard is not met, the Compensation and Remuneration Committee presents it to the Board of Directors for discussion and adjusts the allocation ratio accordingly. Regardless of meeting the standard or not, individual director members have their compensation ratios adjusted based on the "Board Member Self-Assessment Questionnaire" as assessed by the Compensation and Remuneration Committee.

The salary structure for the General Manager and Deputy General Manager includes base salary, position allowance, and job allowance. Their salaries are determined based on differences in education, experience, performance, and seniority. These salary components are paid monthly, and the salary levels for Managers are adjusted following those of industry peers and the "Manager Compensation Standards, Year-End Bonuses, and Employee Compensation Disbursement Regulations". Adjustments to the salary standards, year-end bonuses, and employee compensation levels for managers are proposed by the Compensation and Remuneration Committee, approved by the Board of Directors, and implemented accordingly. The performance evaluation of Director fees and Manager salaries, as well as the reasonableness of compensation, undergo review by the Compensation and Remuneration Committee and the Board of Directors. These components are subject to periodic review and adjustment in response to the actual business conditions and relevant regulations to strike a balance between sustainable business operations and risk management for the company.

Clawback Policy for Unjust Enrichment's Bonuses

To enhance the behavioral ethics, professional conduct, and ethical standards of both our company and all employees, TPT has established the "Code of Labor Ethics and Conduct" and "Work Rules". Individuals found to violate the provisions outlined in these standards shall be required to return all improperly obtained benefits, in addition to any other disciplinary actions deemed appropriate by the company, ranging from admonishment, demerit, job transfer, demotion, suspension, and salary reduction, to dismissal. Such violations will also be subject to internal review. If these violations also constitute a breach of laws or regulations set forth by competent authorities, legal or administrative actions may be taken against the individuals involved. We expect that all employees, including managers, fulfill their responsibilities in management and supervision, adhere strictly to professional and ethical standards, and thereby ensure the company's sustainable growth and development.



Functional Committees

To effectively manage operational risks and identify the company's impact on the economy, environment, and society, TPT has established the Audit Committee and Compensation and Remuneration Committee under the jurisdiction of the Board of Directors. Each functional committee communicates through regular business channels, internal meetings, various questionnaires/surveys, and document reviews. They also conduct due diligence investigations through the existing whistleblowing mechanism. These committees collect feedback and insights from stakeholders regarding significant events related to positive or negative impacts arising from the company's operations. They are responsible for developing, approving, and updating strategies and policies related to these impacts. The Board of Directors oversees the impact management processes of the functional committees and their outcomes. Additionally, the effectiveness of these processes is reviewed at least once a year during result-reporting meetings.

Audit Committee

The Audit Committee's primary responsibility is to execute enterprise risk management and assist the Board of Directors in overseeing the integrity and quality of the company's accounting, audit, financial reporting processes, and financial controls. It consists of three Independent Directors elected by the Shareholders Meeting. These three Independent Directors constitute the Audit Committee, which holds regular cross-departmental risk management meetings, convening at least once per quarter, to discuss approaches to handling significant cross-departmental risk-related issues. The primary focus of the Audit Committee is on supervision, which includes ensuring the appropriateness of the company's financial statements, the appointment and independence of external auditors, the effectiveness of internal controls, compliance with relevant laws and regulations, and managing the company's existing or potential risks. The Audit Committee makes decisions on whether to report significant issues based on risk reports. In 2022, the Audit Committee convened a total of 8 times, with an average attendance rate of 100% among its members.

➤ Members of TPT's Audit Committee

Name	Position	Gender	Tenure
HUANG, Li-Mei	Independent Director (Convenor)	F	1/7/2021-30/6/2024
HSIAO, Shih-Chi	Independent Director (Committee Member)	M	1/7/2021-30/6/2024
LIN, Chiu-Lien	Independent Director (Committee Member)	F	1/7/2021-30/6/2024

Compensation and Remuneration Committee

The Compensation and Remuneration Committee plays a vital role in strengthening corporate governance and enhancing the Board of Directors' compensation management functions. It assists the Board in executing and evaluating the company's overall compensation and benefits policies, including compensation for Directors and Senior Managerial Officers, ensuring that the company's compensation arrangements comply with relevant laws and are sufficient to attract top talent. TPT has established a Compensation and Remuneration Committee and has formulated the "Compensation and Remuneration Committee Organizational Regulations". The Committee is composed of three Independent Directors elected by the Shareholders Meeting, and it convenes meetings at least twice a year. The primary objectives of the Compensation and Remuneration Committee are to establish and periodically review policies, systems, standards, and structures for performance evaluation and compensation for Directors and Managers. Additionally, it conducts regular assessments and determines compensation for Directors and Managers. In 2022, the Compensation and Remuneration Committee held a total of 3 meetings, with an average attendance rate of 100% among its members.

The Compensation and Remuneration Committee conducts assessments and reviews of the compensation and remuneration allocation ratios for the top management team. The Committee has developed the "Total Compensation of Directors, General Manager, and Deputy General Managers as a Percentage of Tax-After Net Income in Individual or Separate Financial Statements" table, which can be found in the company's "Annual Report 2022".

The Committee evaluates and reviews the reasonableness of compensation and rewards for individual members of the management team based on their abilities, contributions to the company, and performance. This process helps effectively manage the risk of talent attrition.

► Members of TPT's Compensation and Remuneration Committee.

Name	Position	Gender	Tenure
HUANG, Li-Mei	Independent Director (Convenor)	F	1/7/2021-30/6/2024
HSIAO, Shih-Chi	Independent Director (Committee Member)	M	1/7/2021-30/6/2024
LIN, Chiu-Lien	Independent Director (Committee Member)	F	1/7/2021-30/6/2024

Integrity Management

TPT, with the approval of the Board of Directors, has established the "Ethical Corporate Management Best Practice Principles" and disclosed relevant information on the company's website. This code underscores the active commitment of the Board of Directors, management, and employees to uphold integrity. Additionally, we have developed the "Ethical Corporate Management Operational Procedures and Guidelines", which involve regular analysis and assessment of business activities with a higher risk of dishonest behavior within our operational scope, aiming to prevent such behaviors. Furthermore, we have implemented the "Measures for the Report on Illegal, Immoral, and Dishonest Acts" and provide education and training to every new employee to emphasize the importance of adhering to the Code of Labor Ethics and Conduct. In cases of employees violating these standards, appropriate disciplinary measures are applied, depending on the severity of the misconduct. These measures are also considered in our internal review process.

Dedicated Unit for Integrity Management

TPT has designated the Sustainability Development Committee as the dedicated unit for promoting integrity management in operations. This Department conducts regular audits and monitors the execution of internal business activities, advocates for integrity in operations and ethical conduct, and ensures a balance of interests among stakeholders. Annually, the Department reports its activities and supervisory efforts to the Board of Directors. Following the "Ethical Corporate Management Best Practice Principles", we conduct regular awareness and assessment programs for Directors and employees to promote workplace ethics and professional conduct. If any violations of ethical standards occur or some matters should be reported, they are promptly reported to the Board of Directors.

Anti-Corruption and Anti-Bribery Policy

Our company advocates for integrity management and maintains high moral standards in all business activities. We have a zero-tolerance approach towards corruption and bribery. To enforce this commitment, we have established anti-corruption and anti-bribery policies under our "Ethical Corporate Management Best Practice Principles". These policies are further supported by the "Ethical Corporate Management Operational Procedures and Guidelines", "Code of Ethical Conduct" and serve as clear guidelines against corruption and bribery. We provide communication and training to our employees and business partners to help prevent bribery and corrupt practices. Throughout our history, there have been no reported incidents of corruption within our company.

In 2022, we conducted anti-corruption assessments across all 5 of our operational locations, including the TPT Pingzhen factory, Kaohsiung factory, Wuxi factory, Zhongshan factory, and Suining factory, covering 100% of our operations. During this period, there were no employees penalized or dismissed due to corruption, and no contracts with suppliers were terminated or not renewed due to corrupt practices.

➤ The Integrity-Related Commitments and Norms of TPT

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

➤ Effectiveness of communicating and training on anti-corruption policies and procedures at the TPT's Pingzhen factory

Employee Category	Number of Employees/ Families Communicated	Employees Communicated (%)	Number of Employees Trained	Employees Trained (%)
Organizational Governance Unit (Board of Directors)	15	100	0	0
Senior Managerial Officers	44	100	3	7
Middle-Level Managers	0	0	19	66
Grass-Root Employees	0	0	176	64
Business Partners	0	0	0	0

➤ Effectiveness of communicating and training on anti-corruption policies and procedures at the TPT's Kaohsiung factory

Employee Category	Number of Employees/ Families Communicated	Employees Communicated (%)	Number of Employees Trained	Employees Trained(%)
Organizational Governance Unit (Board of Directors)	7	100	0	0
Senior Managerial Officers	23	96	0	0
Middle-Level Managers	18	100	0	0
Grass-Root Employees	233	100	0	0
Business Partners	0	0	0	0

➤ Effectiveness of communicating and training on anti-corruption policies and procedures at the TPT's Wuxi factory

Employee Category	Number of Employees/ Families Communicated	Employees Communicated (%)	Number of Employees Trained	Employees Trained(%)
Organizational Governance Unit (Board of Directors)	0	0	0	0
Senior Managerial Officers	4	100	0	0
Middle-Level Managers	55	80	14	20
Grass-Root Employees	997	88	134	12
Business Partners	65	100	0	0

➤ Effectiveness of communicating and training on anti-corruption policies and procedures at the TPT's Zhongshan factory

Employee Category	Number of Employees/ Families Communicated	Employees Communicated (%)	Number of Employees Trained	Employees Trained(%)
Organizational Governance Unit (Board of Directors)	0	0	0	0
Senior Managerial Officers	8	100	8	100
Middle-Level Managers	39	100	39	100
Grass-Root Employees	818	100	818	100
Business Partners	108	100	108	100

➤ Effectiveness of communicating and training on anti-corruption policies and procedures at the TPT's Suining factory

Employee Category	Number of Employees/ Families Communicated	Employees Communicated (%)	Number of Employees Trained	Employees Trained(%)
Organizational Governance Unit (Board of Directors)	0	0	0	0
Senior Managerial Officers	0	0	11	45
Middle-Level Managers	30	100	30	100
Grass-Root Employees	1,187	100	1,187	100
Business Partners	70	100	259	100

Prevention of Insider Trading

To prevent insider trading, our company has established robust internal procedures and disclosure mechanisms to prevent improper information leakage and ensure the consistency and accuracy of our public disclosures. We have implemented the "Procedures for Handling Material Inside Information" that we adhere to. Additionally, we conduct annual training sessions for our internal staff. Following Section 157-1 of the Securities and Exchange Act, "Upon actually knowing of any information that will have a material impact on the price of the securities of the issuing company, after the information is precise, and before the public disclosure of such information or within 18 hours after its public disclosure, the following persons shall not purchase or sell, in the person's name or the name of another, shares of the company that are listed on an exchange or an over-the-counter market, or any other equity-type security of the company". In essence, this policy prevents our internal staff from trading securities based on undisclosed material information to maintain fairness and equality among shareholders. Furthermore, we periodically communicate insider trading regulations to all our employees via email or postings on the bulletin board, enhancing their awareness and compliance with insider trading laws and regulations.

Internal Control and Internal Audit

The Internal Audit Department at our company operates under the purview of the Board of Directors. It consists of a dedicated Internal Auditor. The scope of his audits covers not only our Taiwan headquarters but also all subsidiaries over which we have control, including those that are not publicly listed. The Internal Auditor follows an annual audit plan and specific assignments to conduct both routine and special audits. The primary responsibilities of the Internal Audit Department include conducting routine and special audits of the company's nine major cycles of internal control and addressing tasks assigned by senior management. The goal is to ensure that internal control procedures are effectively implemented. Audit findings are reported accurately in audit reports, which are then submitted to relevant management for review. The Department also monitors the progress of any recommended improvements. With an unwavering commitment to independence, objectivity, and impartiality, the Internal Audit Department carries out its duties and responsibilities. It provides regular reports to both the Board of Directors and the Audit Committee on its audit activities and findings.

The Audit Department conducts investigations and assessments through an annual audit plan. It identifies deficiencies and anomalies in internal systems, provides timely recommendations for corrective actions or improvements, measures operational efficiency, and ensures the continuous and effective implementation of internal control systems. The Department plays a critical role in assisting the Board of Directors and management in fulfilling their responsibilities. Through internal control systems and compliance with relevant laws and regulations, the Audit Department is responsible for internal audits and legal compliance matters to ensure the smooth operation of the company.

Regulatory Compliance

Compliance with legal requirements is the most fundamental responsibility of any business and is key to sustainable operations. To ensure that our operations comply with local government regulations, we use international standards ISO 14001 and ISO 45001 as guidelines for our management processes. We closely monitor the laws and regulations relevant to our business activities and any updates or revisions to them. We conduct compliance assessments of our policy execution and require each department to self-assess its compliance with legal requirements related to its operations. Our Internal Audit Department also conducts periodic checks on compliance practices to ensure that all units are following the relevant regulations. In 2022, although we did not face any significant fines or penalties due to major violations, there were three instances of non-compliance related to environmental issues and labor relations. We have since paid the fines associated with these violations and have implemented improvement measures to prevent, mitigate, and remedy the negative impacts of non-compliance. Further details regarding these violations and our responses can be found in our "Annual Report 2022".

Legal Compliance Training

To provide immediate assistance and consultation services related to legal and regulatory matters to various departments, our employees can access relevant information and educational materials through our internal website. In addition, we regularly conduct educational training sessions on various regulations, create FAQs, and disseminate information through announcements. These efforts serve two main purposes: to ensure that our employees are well informed and up-to-date on the latest regulations, allowing them to review and update their operational practices to avoid unintentional violations, and to strengthen their awareness of legal compliance and ethics, thereby reinforcing the fundamental social responsibility of our company. Each year, our company conducts courses on Business Ethics and Corporate Social Responsibility to ensure that, both, Department Managers and frontline employees adhere to the spirit of legal compliance and enhance their ethical awareness, in line with our commitment to fulfilling our company's fundamental social responsibilities.

Complaints and Suggestions Channel

Integrity and responsible business practices are the foundation of a company's sustainable operation. To uphold ethical behavior and integrity management in our business operations and ensure the enduring development of our company, we encourage reporting of any illegal or unethical behavior that violates our Code of Ethical Conduct and Ethical Corporate Management Best Practice Principles. Our company has established a procedure for handling reports of illegal, unethical, or dishonest behavior to ensure that employees and other stakeholders who experience unfair treatment or perceive harm to their interests have a channel for escalating their concerns. We have established accessible internal and external reporting channels and procedures to protect the rights of whistleblowers and related parties. Stakeholders can report through three channels: "in-person reporting", "phone reporting" and "written reporting." They can also report directly to our company through the public reporting mailbox (51JG@tpt-pcb.com.tw). In 2022, we did not receive any complaints or reports.

To encourage employees to report illegal activities, the company will provide rewards based on the severity of the situation following the work rules. We also protect whistleblowers from any improper treatment or retaliation due to their reports. Our company handles whistleblowing cases confidentially and independently, and we strictly prohibit disclosing case details to unrelated parties. Even when it's necessary to discuss the case with relevant individuals during the investigation, only information directly related to the individual and the case is shared. Furthermore, all new employees receive ethics and behavior training upon joining the company to remind them of the ethical guidelines. If an employee violates these guidelines, appropriate disciplinary measures will be taken.

> Whistleblowing, Complaint Handling Unit and Procedures at TPT

Responsible Unit	<ul style="list-style-type: none"> Spokesperson and Deputy Spokesperson: Responsible for receiving complaints from shareholders, investors, and other stakeholders. Office of the General Manager and Audit Supervisor: Responsible for receiving complaints from internal employees, customers, suppliers, contractors, and others.
Reporting Channels	<ul style="list-style-type: none"> Reporting in person, by telephone, by letter and/or by email
Handling Procedure	<ul style="list-style-type: none"> Anonymous Reporting: Anonymous reports are generally not processed. However, if the content of the report is deemed necessary for investigation, it may still be processed separately and used for internal review. Named Reporting: When receiving named reports, the responsible unit should clarify the nature of the report and the specific evidence provided. If it is believed that there is a violation of the law or unethical behavior, the case should be referred to the General Manager for handling. The company must handle whistleblowing cases confidentially and use an independent channel for verification to protect the whistleblower. The identity of the whistleblower will be kept strictly confidential. If the whistleblower is an employee, the company guarantees that the employee will not face any unfair treatment as a result of the whistleblowing. To protect the rights of the individuals implicated in the whistleblower's report and to prevent any potential retaliation, the company should provide these individuals with the opportunity to respond. If necessary, a Human Resources Arbitration Committee hearing may be convened. If a case is verified to be true, it will be handled according to legal requirements and company regulations. However, if a case is found to be fabricated or untrue, it will also be handled according to the relevant rules and regulations.



Risk Management

To strengthen our operational management, enhance corporate governance, and fulfill the supervisory function of the Board of Directors in risk management, we prioritize sustainable business operations as the ultimate goal. We define various risks based on our overall operational policies and establish mechanisms for early identification, accurate assessment, effective monitoring, and rigorous control of these risks. Within the scope of acceptable risks, we work to prevent potential losses and continuously adjust and improve our risk management practices based on changes in both internal and external environments. This is done to protect the interests of employees, shareholders, partners, and customers, increase the value of sustainable business operations, and achieve optimal resource allocation within the company.

Risk Item	Risk Management Policy and Coping Strategies	Responsible Unit
Environmental Protection and Ecological Conservation	<p>In 2002, our company obtained ISO 14001 certification for Environmental Management Systems as part of our commitment to corporate responsibility. Through our environmental and safety management systems, we effectively reduce pollution emissions and minimize our impact on the environment. Each year, we develop and execute plans and programs, tracking and reviewing the progress of various objectives to ensure their achievement.</p> <p>Our company has invested significantly in pollution control equipment to ensure that emissions such as exhaust gases and wastewater comply with environmental regulations. Additionally, we entrust the handling and disposal of general and hazardous industrial waste to authorized waste management agencies approved by regulatory authorities.</p>	Administrative Department - Environmental and Safety
Social and Economic Regulatory Compliance	<p>By implementing robust internal control mechanisms, our company ensures that all personnel and operations adhere to relevant legal regulations. We have established a "Procurement Process - Selection of Qualified Suppliers, Supplier Management" procurement procedure, which incorporates critical criteria for supplier evaluation, including ISO 9001, RoHS (HSF), ISO 14001, and other important indicators. This approach helps us use conflict-free minerals and guarantees that the products from our suppliers do not contain hazardous substances listed under our management. Thus, we uphold human rights, environmental protection, and consumer health and safety.</p>	Various Departments
Occupational Safety	<p>Our company has obtained ISO 45001 certification for Occupational Health and Safety Management Systems. The Environmental, Health, and Safety (EHS) departments, as well as the Manufacturing and Engineering departments in each of our factories, conduct daily safety inspections and checks. We also encourage mutual supervision and knowledge sharing among affiliated companies to further enhance our Occupational Health and Safety Management System. Additionally, we organize annual fire drills and occupational safety education and training to equip our employees with the skills needed for emergency response and self-safety management.</p>	Engineering Office Quality Control Department Administrative Department Safety and Health Office

Risk Item	Risk Management Policy and Coping Strategies	Responsible Unit
Product Safety	Our company is committed to complying with government regulations and industry standards for all our products and services. We adhere to the EU RoHS directive, ensuring that our products are free from any hazardous substances. Through rigorous quality management systems, we maintain stable product quality to meet our customers' expectations. To enhance customer satisfaction and ensure service quality, we have established business contact points and communication channels. We conduct regular customer service satisfaction surveys every six months, proactively seeking feedback and strengthening our cooperation with customers. We believe that fostering mutually beneficial relationships with our customers is essential for the sustainable development of our business.	Quality Control Department Business Operation Office
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", "Operating Procedures of Endorsement / Guarantees" and "Guideline for Loaning Funds to Others". 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. Conducting simulations 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 2022, the net interest income accounted for approximately 0.17% of the consolidated company's revenue and 2.43% of after-tax net profit, with a relatively small proportional impact. 2. The Finance Department closely monitors the company's cash flow requirements and forecasts to ensure that we have sufficient funds to support our 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



Risk Item	Risk Management Policy and Coping Strategies	Responsible Unit
Supply Chain Management	<p>The company's suppliers are required to undergo third-party verification for ISO 9001 Quality Management System certification and provide certificates valid within the specified timeframe. If a supplier is unable to obtain certification for the quality management system, the company's Management Department conducts annual quality management system audits. Additionally, the company conducts periodic audits of its suppliers, which include risk assessments, supplier monitoring, the development of supplier quality management systems, product audits, and process audits. Specific measures are taken to mitigate risks.</p> <ol style="list-style-type: none"> 1. The Management Department conducts regular annual reviews and audits of both new and existing suppliers for environmental-related risks, ensuring the implementation of supplier environmental safety assessments. 2. In the event of a supplier's violation of relevant laws or initiatives, an immediate risk investigation and assessment are initiated. The Management Department convenes meetings with the Quality Control Department and the Manufacturing Department to decide whether to continue the collaboration with the supplier. 3. Due to inflation and the impact of the Russia-Ukraine war causing increases in raw material prices, the company seeks diversified supplier channels and makes design changes to products and processes to mitigate the impact of rising raw material costs. 4. To prevent potential disruptions in the raw material supply chain, the company maintains multiple sources, including primary and backup vendors, and continuously evaluates and seeks new suppliers. 5. In response to the recent impact of the pandemic and labor shortages and turnover in the market, the company is implementing workforce reshuffling and allocation. This includes partnering with legal labor agencies to recruit foreign workers and enhancing on-the-job training for employees to improve their skills and productivity. Additionally, welfare benefits are improved to reduce turnover. 	Management Department Quality Control Department

Risk Item	Risk Management Policy and Coping Strategies	Responsible Unit
Information Security	<p>The company's information security policy includes the following measures: strengthening awareness of information security among personnel, ensuring the effectiveness and integrity of daily operations, conducting information security audits, and ensuring the sustainability of operations.</p> <p>The IT Department is responsible for coordinating and implementing the information security policy, disseminating information security messages, enhancing employee awareness of information security, and collecting and improving the effectiveness and integrity of the organization's information security systems. The Audit Department conducts annual information security audits on the internal control system outlined in the "Cybersecurity Management Regulations" to assess the effectiveness of the company's internal controls for information operations. Specific measures to mitigate risks include:</p> <ol style="list-style-type: none"> 1. The Information Security Section conducts periodic reviews of the company's website backend and internal systems to detect any signs of hacking or malware intrusion. 2. The company has revised its maintenance and warranty processes to collect only the minimum amount of personal information necessary, thereby increasing user confidence. Additionally, confidentiality agreements have been established to protect sensitive data. 3. The company enforces strict policies regarding the discussion of confidential document contents both within and outside the organization. Documents are appropriately labeled with confidentiality levels and classifications. 4. Each employee's company computer is required to have antivirus software installed, and procurement decisions for these tools are made by the Information Security Section conducts periodic reviews of the company's website backend and internal systems to detect any signs of hacking or malware intrusion. Section after a comprehensive evaluation. 5. The company has joined the Cybersecurity Information Sharing Organization (Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC)), enabling access to security threat intelligence, early warnings, and vulnerability information. 	IT Department

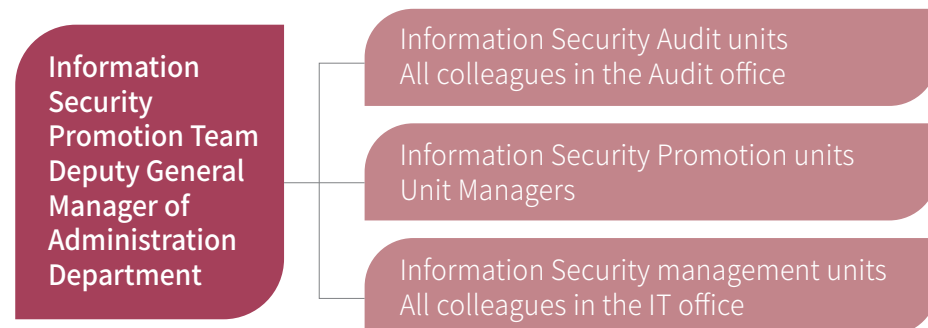


Information Security and Personal Data Risk

The company places great importance on information security and privacy. To enhance information security management and strengthen information and communication technology security, the company has referred to Guidelines on Information Security Management for TWSE/TPEx Listed Companies. In 2022, the company established the "Cybersecurity Management Regulations" and tasked the cross-departmental "Information Security Promotion Team" with reviewing the information security governance policies of various departments. The Deputy General Manager of the Administration Department is responsible for promoting and coordinating discussions on information security policies, plans, resource allocation, and other matters.

The Information Security Promotion Team's organizational team tasks include responsibilities for information security audits, information security promotion, and reporting of security incidents. They are also responsible for the implementation of information and communication technology security systems, including network and system management. The team manages information security policies, standards, and planning. They effectively establish control mechanisms, enhance overall employee information security awareness, verify the execution of results, and collect feedback to improve the integrity of the organization's information security system.

➤ Composition of the TPT Information Security Promotion Team



Information Security Policy

The company has established four major information security policies: strengthening staff's awareness of information security, preventing data leakage, ensuring daily operations, and ensuring service availability. Based on these, information security objectives and core business practices are derived. Depending on the needs of information security management, the Information Security Promotion Team is responsible for planning and executing information security work. Each year, team members are required to participate in at least 14 hours of information security professional training or competency training. Additionally, the Audit Office conducts annual information security audits based on the Cybersecurity Management Regulations. The Information Security Promotion Team reports on its performance to the Board of Directors or senior management at least once a year to ensure the appropriateness and effectiveness of the operation.

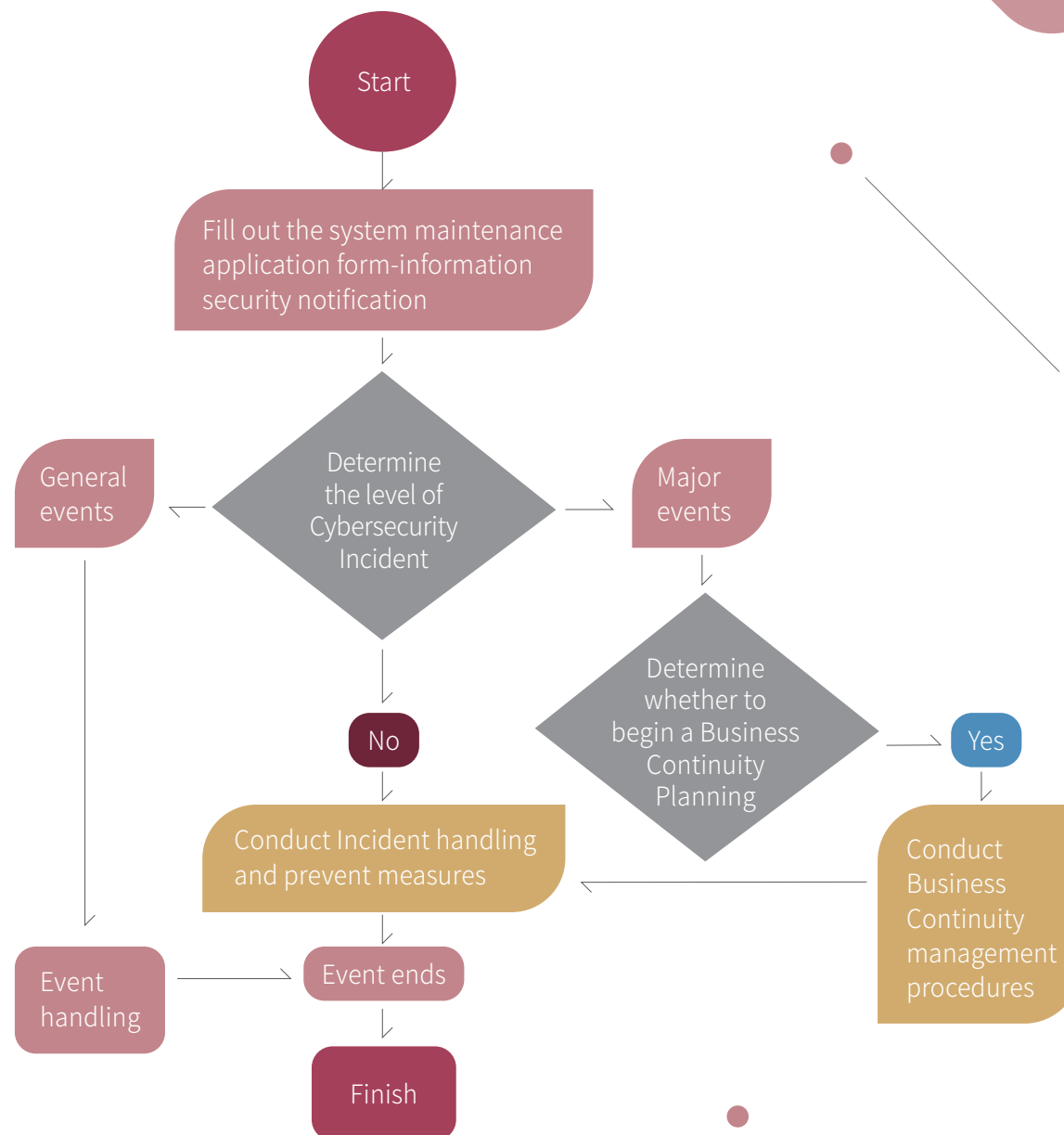
We aim to establish a comprehensive cybersecurity protection mechanism and cultivate cybersecurity awareness among our employees through the management, planning, supervision, and execution of a professional cybersecurity unit. The company also regularly reviews its information security policies to reflect the latest developments in government regulations, technology, and business practices. At least once a year, we conduct an inventory of information and communication systems and perform a risk assessment to ensure the effectiveness of cybersecurity practices and identify potential cybersecurity risks and impacts.



Information Security Measures

To strengthen information security management, we adhere to the Cybersecurity Management Regulations and implement information security protection and control measures based on it. These measures encompass various areas, including Antivirus Software, Network Firewall, Office Information Operations, Electronic File Access, System Development and Vulnerability Scanning Maintenance, Account Permissions, Network Communication, Email Security and Filtering Mechanisms, Information Equipment Authorization, Intrusion-Detection and Defense Measures of Threat Attack, Information Security Incident Reporting and Emergency Response Procedures and so forth. Through stringent data management, utilization of security measures, and regular system updates and maintenance, we aim to reduce the opportunities for security risks to arise. We also conduct information security education and training for our personnel to ensure a safe and secure information environment. As a result, in 2022, we did not experience any significant cybersecurity attacks.

➤ The Cybersecurity Incident Reporting and Response Procedure



➤ The Information Security Measures at TPT

Item	Description
Network Security Management and Control	<ul style="list-style-type: none"> ■ Set up a firewall and regularly review if updates are needed ■ Antivirus software automatically scans computer systems and data storage media when system files are launched ■ The use of all network services should adhere to information security policies ■ Review the System Logs of various network service items once a month to track for any anomalies
Data Access Control	<ul style="list-style-type: none"> ■ Computer equipment should be specially assigned and managed and have user accounts with passwords set up ■ Different access permissions should be assigned and adjusted based on job roles ■ Access permissions should be adjusted promptly when personnel leave or change positions ■ Regularly review user permissions once a year ■ Passwords should adhere to specified criteria and have expiration dates, with automatic lockout after 5 failed login attempts
Incident Response and Recovery Mechanism	<ul style="list-style-type: none"> ■ Review the emergency response plan once a year ■ Conduct system recovery drills once a year ■ Establish a system backup mechanism (important data backed up every hour, other data backed up daily), and improve the remote backup mechanism
Notification and Response of Cybersecurity Incident	<ul style="list-style-type: none"> ■ When a cybersecurity event occurs, it must be reported to the Information Security Promotion Team according to the operating procedure. The team will determine the event type, identify the issues, take immediate action, and maintain records ■ If a significant cybersecurity event occurs that meets the requirements of the "Taiwan Stock Exchange Corporation's Procedures for Verification and Public Disclosure of Significant Information of Listed Companies", it will be handled according to the relevant regulations
Outsourcing of Information Technology Systems or Services	<ul style="list-style-type: none"> ■ Establish responsibilities and confidentiality provisions for outsourcing vendors, and include cybersecurity requirements in procurement documents, specifying the auditing rights for cybersecurity of outsourcing vendors ■ When the company terminates or dissolves outsourcing relationships, ensure that the outsourcing vendor effectively returns, transfers, deletes, or destroys data held in compliance with the contract
Promotion and Verification	<ul style="list-style-type: none"> ■ Review computer network security control measures annually ■ Send cybersecurity messages via email at least once a month to enhance employee cybersecurity awareness ■ Conduct an annual comprehensive assessment of existing information security policies to align with legal, technological, and business developments

Furthermore, our company is responsible for matters related to the establishment and evaluation of information security. These tasks are managed by the IT Department, and in 2022, we allocated approximately NTD2 million to strengthen our cybersecurity defenses. This included enhancements to both hardware and software components, such as: Upgrading our storage server to a High Availability (HA) architecture, updating our email server, enabling snapshot backup functionality, and enhancing protection against ransomware attacks. These initiatives were aimed at comprehensively enhancing TPT's information security capabilities.

Personal Data Management Policy

To ensure the proper protection of company confidential information, related trade secrets, and personal data, and to continuously strengthen information security capabilities, relevant information operations not only adhere to international information security standards but also strive to comply with relevant national and international laws and regulations. This includes:

1. Promoting the concept of confidential information and compliance through daily work and various occasions.
2. Implementing employee education and training to enhance employees' awareness and capabilities in information security. In addition to incorporating content related to confidential information control into the mandatory training courses for new employees, the goal is to continually strengthen and improve employee awareness of information security.
3. Advocating the practice of closing computer hosts and screens when leaving seats or finishing work for the day. When temporarily leaving the computer, employees are also required to either close the screen or activate password protection to prevent unauthorized access to important data.

The personal data of employees and customers are regularly reviewed by the company's IT Department to check whether the data stored on the servers containing personal information has been subjected to attacks or data breaches. Additionally, security measures are enforced by data center personnel to prevent the unauthorized disclosure of critical personal information.




03 Supply Chain Management


Sustainable Value Chain
Sustainable Procurement
Supplier Risk Assessment
Supply Chain Assessment and Audit
Customer Service



➤ Management Situation of TPT's Momentous Theme "Supply Chain Management" in 2022

Momentous Theme	Supply Chain Management
Corresponding GRI Indicators	Custom Topics
Linked SDGs	 12. Responsible Consumption and Production
Policies or Commitments	The supplier selection criteria incorporate considerations related to the environment and social aspects. We have established an audit system to regularly assess and audit our suppliers, ensuring they meet standards ensuring they meet environmental-friendly and labor safety standards. We aim to continuously improve their performance in environmental and social responsibility, thereby creating a more sustainable and responsible supply chain.
Indicators and Goals	<p>Short-term goal: Incorporate ESG-related standard requirements into supplier policies, evaluations, and audit criteria.</p> <p>Medium-term goal: Increase the percentage of suppliers complying with ESG-related standards.</p> <p>Long-term goal: Continuously promote supplier compliance with ESG-related standards and work together to build a sustainable supply chain.</p>
Effectiveness Tracking Mechanisms	<ul style="list-style-type: none"> ■ Procurement Process - Selection of Qualified Suppliers, Supplier Management ■ Regular Supplier Audits
Annual Actions and Measures	<ul style="list-style-type: none"> ■ To ensure that suppliers adhere to human rights and environmental protection, we have established the "Procurement Process - Selection of Qualified Suppliers, Supplier Management." The selection criteria include important indicators such as ISO 9001, RoHS (HSF), ISO 14001, ISO 45001, etc. In 2022, a total of 153 suppliers passed the ISO 14001 Environmental Management System verification, enhancing their ability to fulfill corporate social responsibility. ■ To assess the compliance of our partners with regulations, we regularly evaluate our suppliers and contractors. We conducted on-site audits of 185 suppliers and contractors to assess their qualifications and effectively manage the quality of our partners.

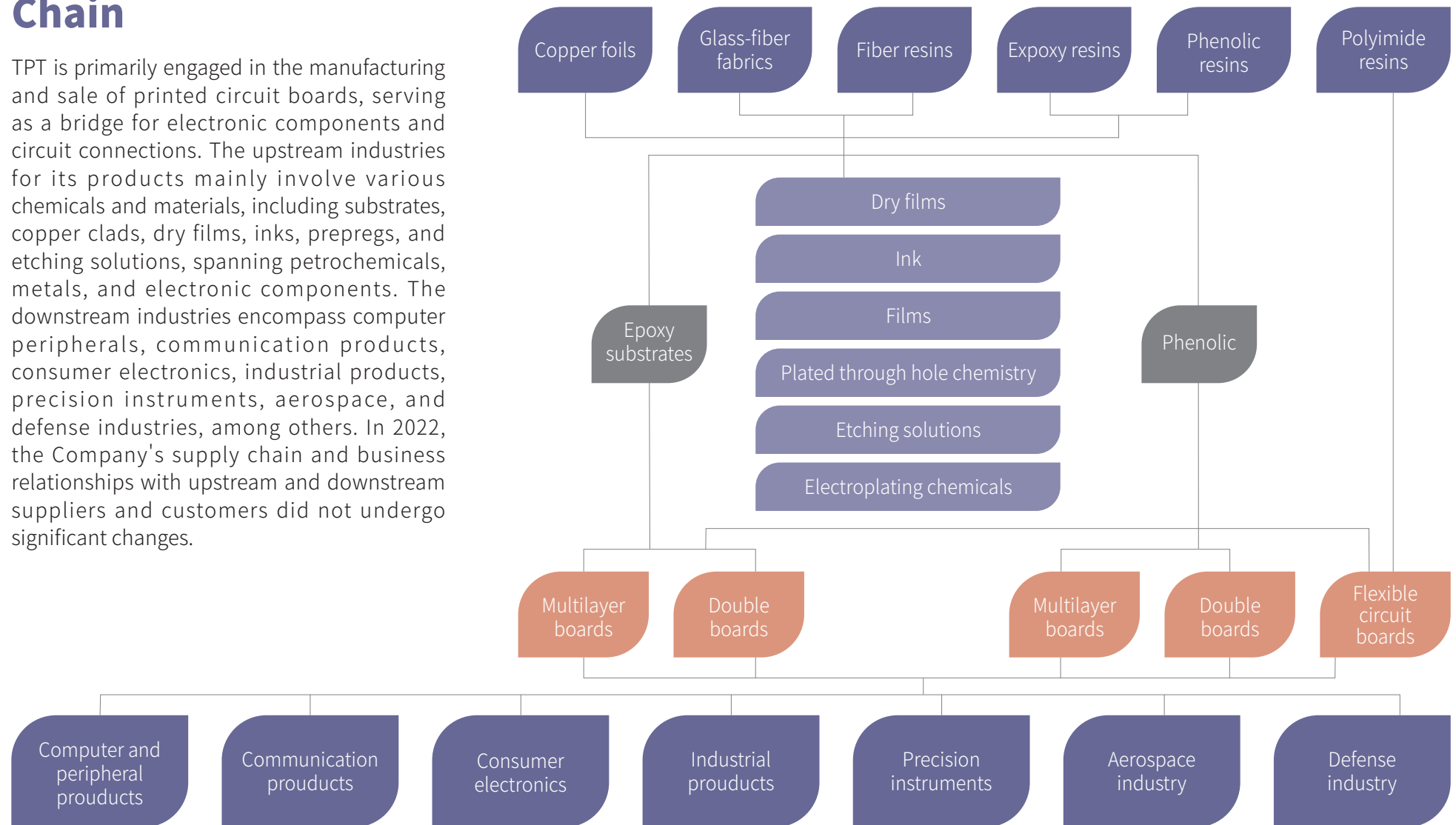
► Management Situation of TPT's Momentous Theme "Procurement Practices and Management" in 2022

Momentous Theme	Procurement Practices and Management
Corresponding GRI Indicators	GRI 204-1: Proportion of procurement spending on local suppliers
Linked SDGs	 12. Responsible Consumption and Production
Policies or Commitments	We are committed to eliminating the use of conflict minerals and prioritize local and green procurement to reduce our impact on the environment and society. We strictly adhere to relevant domestic and international procurement regulations to ensure legality and compliance. We also require our suppliers to adhere to the same environmental and social responsibility standards.
Indicators and Goals	<p>Short-term goal: Continuously promote local procurement and green procurement of major raw materials each year.</p> <p>Medium to long-term goal: Enhance the relevant procurement policies for local procurement and green procurement, moving towards green product certification.</p>
Effective Tracking Mechanisms	<ul style="list-style-type: none"> ■ Declaration of Hazardous Substance Usage ■ Declaration of Non-use of Conflict Minerals
Annual Actions and Measures	<ul style="list-style-type: none"> ■ To prevent indirect human rights violations, the use of conflict minerals by all suppliers is strictly prohibited, and they are required to sign the "Declaration of Non-Use of Conflict Minerals". In 2022, 100% of the relevant suppliers completed the signing, collectively upholding human rights values and fulfilling corporate social responsibility. ■ To protect consumer rights and interests, comprehensive requirements are placed on suppliers to sign the "Declaration for Green Hazardous Substance-Free Product". In 2022, 100% of the relevant suppliers completed the signing, fulfilling the obligation to protect consumer rights. ■ To support local business development and reduce carbon emissions associated with long-distance transportation, TPT procures locally and environmentally friendly products whenever possible. In 2022, TPT achieved a local procurement rate of 99.7% for its major raw materials in Taiwan and 94.3% in mainland China. Green procurement reached 100% in both regions.

Sustainable Value Chain

TPT is primarily engaged in the manufacturing and sale of printed circuit boards, serving as a bridge for electronic components and circuit connections. The upstream industries for its products mainly involve various chemicals and materials, including substrates, copper clads, dry films, inks, prepregs, and etching solutions, spanning petrochemicals, metals, and electronic components. The downstream industries encompass computer peripherals, communication products, consumer electronics, industrial products, precision instruments, aerospace, and defense industries, among others. In 2022, the Company's supply chain and business relationships with upstream and downstream suppliers and customers did not undergo significant changes.

> The Value Chain of TPT



Supply Chain Management Policy

TPT collaborates with its partners to uphold the excellent quality of its products and strengthen its sustainable supply chain management. We require our suppliers to pass third-party verification of the ISO 9001 Quality Management System and provide a certificate within the validity period. If a supplier cannot obtain third-party verification for the quality management system, TPT's Management Department will conduct annual quality management system audits. In addition, TPT conducts irregular audits of suppliers, including risk assessment, supplier monitoring, development of supplier quality management systems, product audits, and process audits, to ensure the high quality of TPT's partners.

TPT is determined to embark on the path of sustainable development with its suppliers. Therefore, we have established the "Procurement Procedure - Selection of Qualified Suppliers, and Supplier Management", incorporating important indicators such as ISO 9001, RoHS (HSF), ISO 14001, and others. This is to ensure that our suppliers eradicate forced labor, prohibit child labor, avoid conflict minerals, and guarantee that their products do not contain harmful substances listed by our company. This approach is aimed at upholding human rights, environmental protection, and ensuring consumer health and safety. In terms of managing harmful substances, we also require suppliers to collect and provide toxicity and prohibition information on product-related chemicals and disclose the audit results of their green product management system. At the same time, to safeguard the basic human rights of our business partners, we support the Responsible Minerals Sourcing initiative by the Electronic Industry Citizenship Coalition (EICC) and the Global e-Sustainability Initiative (GeSI). We also adhere to the Conflict-Free Smelter Program (CFSP) when procuring raw materials from conflict-free regions. In 2022, TPT had 2 suppliers and 2 partner companies in Kaohsiung using metal minerals. All of these suppliers and partners signed the Conflict Minerals Declaration, achieving a 100% response rate. All the suppliers of the Suining and Wuxi factories were required to sign it, too. In addition, for suppliers containing metals at our Zhongshan factory (24 suppliers, including 16 primary material suppliers and 8 auxiliary material suppliers), we issued Conflict Minerals Reporting Templates (CMRT) as questionnaires, requesting suppliers to disclose the sources of minerals. The response rate was 100%, and none of the suppliers used conflict minerals.

	Taiwan			Mainland China		
	Raw Material Suppliers	Auxiliary Material Suppliers	Contractors	Raw Material Suppliers	Auxiliary Material Suppliers	Contractors
Signing Supplier RBA Commitment Agreements	-	-	-	45	62	14
Signing The Declaration of Non-use of Conflict Minerals	3	-	1	61	70	14

Sustainable Procurement

To support local business development and reduce carbon emissions from long-distance transportation, TPT's key operating locations (including those mentioned within the scope of this report) strive to use local procurement as much as possible. In addition, TPT actively seeks environmentally friendly products. In 2022, when constructing a new facility in Taiwan, environmentally friendly products with certifications such as those from the Department of Health, as well as products with energy-saving, water-saving, and green building material certifications, were purchased for the renovation. Green building materials include calcium silicate boards, paint, and Corian sheets. TPT is committed to implementing green procurement, ensuring the quality of products procured while contributing to the community and the environment. In 2022, the proportion of major raw material procurement from local sources at TPT's locations in Taiwan and mainland China was 99.7% and 94.3%, respectively, of the total procurement amount. Green procurement accounted for 100% of the total procurement amount in both locations, demonstrating a commitment to reducing the negative environmental impact of raw material procurement.

► The local procurement ratio for TPT in Taiwan over the past 3 years (unit: NTD 000 's) is as follows:

Year	2020	2021	2022
Local procurement amount	1,621,029	2,036,156	1,535,500
Total procurement amount	1,669,372	2,042,155	1,540,553
Local procurement amount ratio (%)	97.1	99.7	99.7

► The local procurement ratio for TPT in Mainland China over the past 3 years (unit: RMB 000 's) is as follows:

Year	2020	2021	2022
Local procurement amount	2,158,858	2,805,430	1,969,327
Total procurement amount	2,308,569	2,991,760	2,088,045
Local procurement amount ratio (%)	93.5	93.8	94.3

► The green procurement ratio for TPT in Taiwan over the past 3 years (unit: NTD 000 's) is as follows:

Year	2020	2021	2022
Green procurement amount	1,669,372	2,042,155	1,540,553
Total procurement amount	1,669,372	2,042,155	1,540,553
Green procurement amount ratio	100	100	100

► The green procurement ratio for TPT in mainland China over the past 3 years (unit: RMB 000 's) is as follows:

Year	2020	2021	2022
Green procurement amount	2,308,569	2,991,760	2,088,045
Total procurement amount	2,308,569	2,991,760	2,088,045
Green procurement amount ratio	100	100	100

► The green building materials label



► 50mm Corian Sheet, Complies with One-Hour Fire Rating



► 50A-PU Corian Sheet, Complies with CNS 14705-1 Grade I Incombustibility



Supplier Risk Assessment

TPT strives to diversify risks and continuously enhance the overall quality of its supply chain. We have established various commitment documents for suppliers, including the "Commitment Letter of Supplier for Corporate Social Responsibility", "Commitment Letter of Supplier for Responsible Business Alliance" (applicable to Suining and Wuxi factories), and the "Environmental, Occupational Health, and Safety Commitment" (applicable to the Suining factory). We require suppliers to sign these commitments. Additionally, we mandate that primary raw material and contracting partners sign the "Declaration for Green Hazardous Substance-Free Product", "Declaration for Green Hazardous Substance-Free Product" (applicable to Suining and Wuxi factories), and the "Environmental Hazardous Substance Assurance Certificate" (applicable to the Kaohsiung factory). Suppliers dealing with metals like gold (Au), tantalum (Ta), tin (Sn), tungsten (W), and cobalt (Co) are also obliged to sign the "Declaration of Non-Use of Conflict Minerals" to ensure alignment with our ESG principles. For suppliers who do not meet our requirements, we actively assist and guide them in implementing improvement plans. Simultaneously, we emphasize enhancing employee health and safety, human rights, and corporate social responsibility, aiming to mitigate supply chain risks. In cases of non-compliance with relevant regulations, our company reserves the right to terminate or cancel contracts, encouraging our supplier partners to collectively elevate their corporate social responsibility standards.

Prohibition of Conflict Minerals

TPT, in response to customer and industry initiatives, complies with the Responsible Business Alliance (RBA) Code of Conduct and the Guidelines of the Organization for Economic Co-operation and Development (OECD). We commit to not using metals that are sourced from areas involving armed conflicts, illegal mining, or violations of human rights. We also require our suppliers to uphold corporate social responsibility and trace the sources of the 3TGs minerals (gold, tin, tantalum, and tungsten) contained in our products. This is to ensure that the metals we use do not originate from "conflict minerals" in regions controlled by military forces, particularly in and around the Democratic Republic of Congo. We take concrete actions to fulfill this commitment, requiring relevant mineral suppliers to sign our Conflict Minerals Declaration. In 2022, 100% of them signed, totaling 2 companies.

Environmental Risk

153 Primary Raw Material Suppliers Certified with ISO 14001 Note 1

To reduce environmental risks and impacts, we consistently require our "Primary Raw Material Suppliers" to obtain ISO 14001 environmental management system certification. In 2022, a total of 153 suppliers achieved ISO 14001 environmental management system certification. Upon assessment, it was confirmed that all primary raw material suppliers had no significant actual or potential adverse environmental impacts.

Note 1: Primary materials include substrates, resins, PP, copper clads, copper balls, gold salt, and ink.

Note 2: This data comes from Pingzhen Factory, Kaohsiung Factory, Zhongshan Factory, and Suining Factory; 95% (a total of 60 companies) of suppliers at Wuxi Factory have passed ISO 9001.

Governance Risk

100% Supplier Certification with ISO 9001

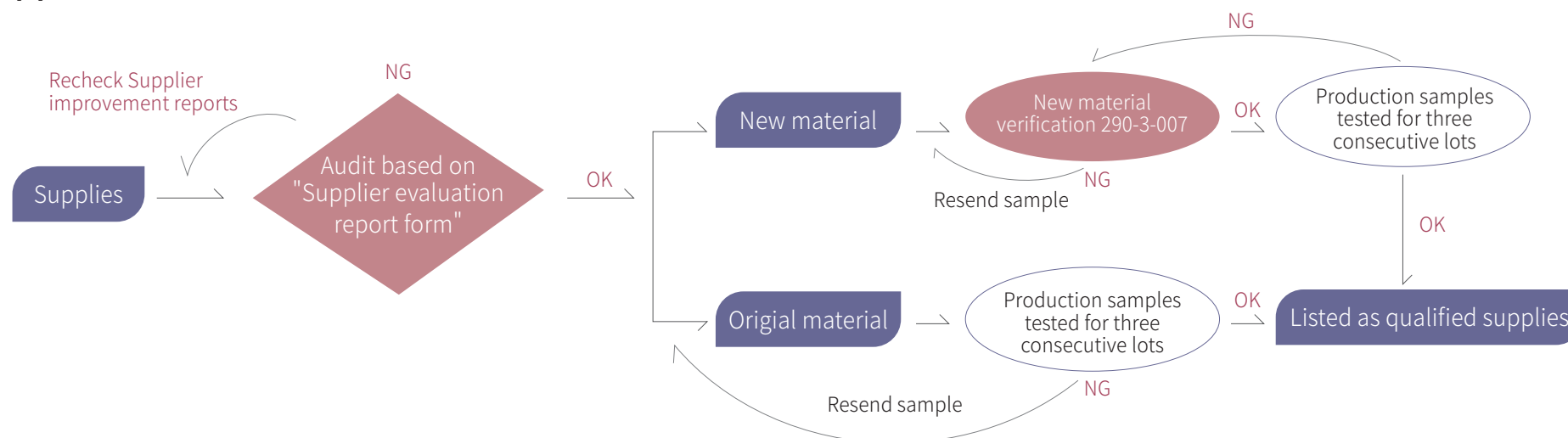
In 2022, all of our suppliers were certified with ISO 9001 Note 2. After evaluation and approval, they were deemed qualified suppliers, enhancing their risk management capabilities and ensuring the quality of products and customer service.

100% Supplier Adherence to RBA

In 2022, all of our suppliers at the Suining factory of TPT implemented the Responsible Business Alliance (RBA) Code of Conduct, totaling 56 suppliers, ensuring responsible business practices among our suppliers.

Supply Chain Assessment and Audit

Supplier Evaluation



TPT maintains communication with suppliers and contractors through visits to understand the extent to which our business partners comply with regulations, ensuring that all relevant laws are adhered to or reminded of. Additionally, our company conducts regular assessments of suppliers and contractors, rating them based on various criteria. Those who achieve a total score of 75 or higher are considered qualified suppliers, while those who fall short of the standards are classified as unqualified suppliers. All other factories must also be graded to determine their class. The remaining suppliers are evaluated and assigned an A, B, C or D grade based on scoring and assessment. For C-rated suppliers and below, corrective actions are required, which may involve reducing transactions during the correction period and initiating supplier assistance programs. D-rated suppliers face suspension of transactions and are not eligible for further collaboration. TPT also mandates that primary raw material suppliers provide an annual "Declaration for Green Hazardous Substance-Free Product", Material Safety Data Sheets (MSDS), and SGS analysis reports.

► Evaluation Items and Weightings for Suppliers and Contractors at Each TPT Factory

Pingzhen Factory	Kaohsiung Factory	Wuxi Factory		Suining Factory		Zhongshan Factory
Suppliers: Business Management: 20% Manufacturing Capability: 20% Quality Control System: 20% Technical Expertise: 20% Machinery and Equipment: 20% Contractors: Business Management: 20% Manufacturing Capability: 30% Quality Control System: 35% Technical Expertise: 25% Machinery and Equipment: 15%	Quality: 30% Order Fill Rate: 20% Return Rate: 15% Price Compliance: 15% Cooperation and Service: 10% Environmental and Occupational Safety: 10%	Quality Management: 5% File System: 5% Procurement: 10% Incoming Material Control: 5% Change Control: 5% Product Identification and Traceability: 5% Process Control: 15% Final Inspection: 5% Testing Instruments: 5% Non-Conforming Product Control: 5% Corrective and Preventive Actions: 5% Storage and Transportation: 5%	Internal Quality Audits: 5% Education and Training: 5% Environmental Management: 5% Green Management System: 10%	Quality Management: 10% File System: 10% Procurement: 10% Incoming Material Control: 5% Change Control: 5% Product Identification and Traceability: 5% Process Control: 10% Final Inspection: 5% Testing Equipment: 5% Non-Conforming Product Control: 5% Corrective and Preventive Actions: 5% Storage and Transportation: 5% Internal Quality Audits: 5%	Education and Training: 5% Environmental Management: 5% Green Management System: 10%	Quality System: 14.5% Design and Development Management: 5.5% Procurement Management: 13.6% Control of Incoming Materials and Non-Conforming Products: 16.4% Calibration of Inspection Equipment: 6.4% Material, Packaging, and Warehouse Management: 11.8% Process Control: 17.3% Reliability: 4.5% Education and Training: 4.5% Environmental Management: 5.5%

The supplier evaluation results for the past 3 years at TPT are as follows:

► The supplier and contractor evaluation results for the past 3 years at TPT's Pingzhen factory are as follows:

Manufacturer	Evaluation	2020	2021	2022	Manufacturer	Evaluation	2020	2021	2022
Supplier	Qualification	69	67	69	Contractor	Qualification	11	11	11

Note: Suppliers and contractors with a total score of 75 points or above are considered qualified.

► Supplier and contractor evaluation results for the past 3 years at TPT's China facilities (Suining, Zhongshan, Wuxi) and Kaohsiung factory.

Manufacturer	Category	2020	2021	2022	Manufacturer	Category	2020	2021	2022
Supplier	A	150	132	162	Contractor	A	13	15	14
	B	6	4	0		B	0	0	0
	C	0	0	0		C	0	0	0

Supplier Audit

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

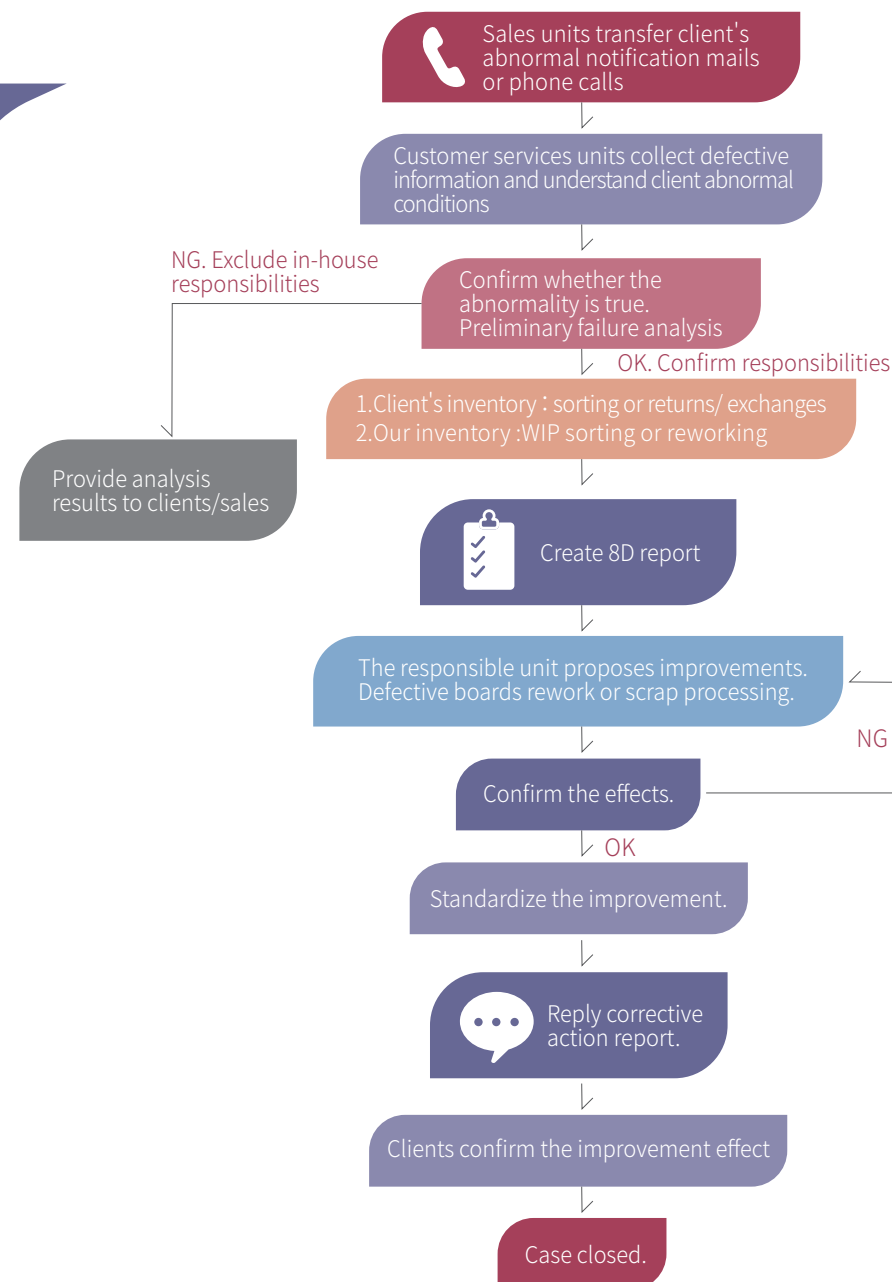
Supplier Categories		Supplier			Contractor		
Audit Methods		2020	2021	2022	2020	2021	2022
On-site Audits	Expected Number of On-site Audits	157	147	159	24	26	25
	Actual Number of Completed Audits	157	147	159	24	26	25
	Achievement Rate	100%	100%	100%	100%	100%	100%
Desk Audits	Planned Desk Audits	71	61	79	9	11	8
	Actual Completed Desk Audits	71	61	79	9	11	8
	Achievement Rate	100%	100%	100%	100%	100%	100%

Customer Service

TPT places customer satisfaction as the highest priority. To ensure effective responses to customer inquiries, TPT has established customer service standards that require customer service representatives to respond to customer complaints and case progress within three business days. This includes establishing a timely response process and mechanism to resolve customer issues as quickly as possible. We also conduct reviews to identify the root causes of issues and continuously track them.

Regarding product information disclosure, we believe that customers and end-users should have immediate access to information about the products and services, including information about their safe use, handling methods, and ingredient sources. This information also includes details about the societal and environmental impacts of the products. In 2022, TPT did not have any violations related to product and service labeling or product-related health and safety regulations.

➤ TPT Customer Complaint Handling Process



Customer Satisfaction Survey

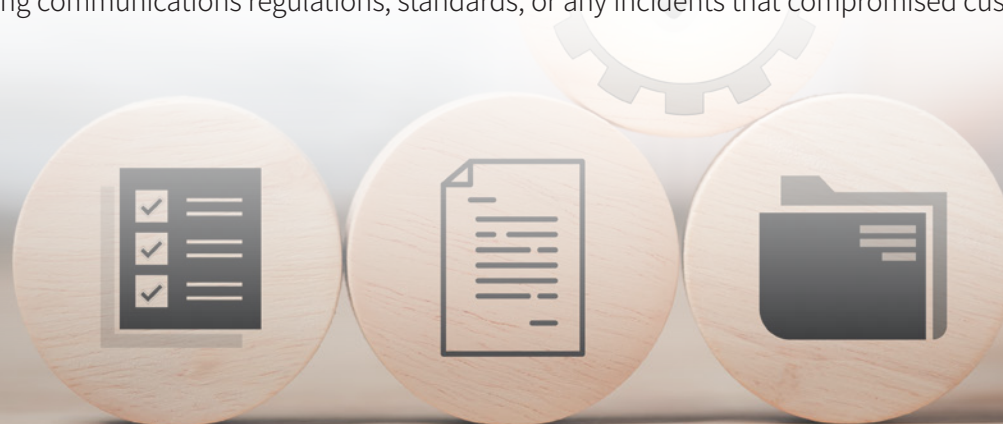
Every piece of customer feedback is an essential foundation for TPT to enhance customer relationship development. To understand the voice of our customers, we employ multiple channels to comprehend their needs. We also provide abnormal customer complaint handling for after-sales service. Every six months, we regularly review customer opinions, analyze and create 8D reports. After responsible units propose improvement strategies, we evaluate the effectiveness of these improvements, thereby constructing a comprehensive customer needs response procedure. TPT conducts an annual customer satisfaction survey from 10 aspects: "Quality", "Price", "Delivery", "Technology", "GP", "Disturbance to Customer", "On-Site Usage Issues", "Excess Freight", "Process Yield" and "Customer Notifications." In 2022, TPT surveyed 18 customers, achieving an 84% satisfaction rate, surpassing the company's preset target of 82%.

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

Period	First half of 2020	Second half of 2020	First half of 2021	Second half of 2021	First half of 2022	Second half of 2022
Customer Satisfaction	84%	85%	86%	84%	84%	84%
Target	82%	82%	82%	82%	82%	82%

Customer Rights and Interests Protection

Safeguarding customer rights and interests is a significant responsibility of TPT. To provide comprehensive customer service, we design and manufacture products according to customer needs while strictly adhering to confidentiality agreements. We prioritize safeguarding customer privacy and product information. Furthermore, to ensure that the products provided to customers comply with international regulations and meet customer requirements while reducing health and safety impacts throughout the product lifecycle, we conduct regular environmental health and safety compliance audits. In the year 2022, there were no cases of violations of marketing communications regulations, standards, or any incidents that compromised customer rights and interests.



04 Environmental Protection

A close-up photograph of a person's hand holding a small, textured globe of the Earth. The globe is painted with vibrant blue for the oceans and green for the continents. It is held gently over a large, healthy green leaf. The background is a soft-focus teal color.

Task Force on Climate-Related Financial Disclosures (TCFD)

Energy Management


Greenhouse Gas Emissions

Air pollution control



Water Resource Management

Waste Management

➤ Management Situation of TPT's Momentous Theme "Energy and Greenhouse Gas Management" in 2022

Momentous Theme	Energy and Greenhouse Gas Management	
Corresponding GRI Indicators	<ul style="list-style-type: none"> ■ GRI 302-1: Energy consumption within the organization. ■ GRI 302-3: Energy intensity. ■ GRI 302-4: Reduction of energy consumption. ■ GRI 305-1: Direct (Scope 1) greenhouse gas emissions. ■ GRI 305-2: Energy indirect (Scope 2) greenhouse gas emissions. ■ GRI 305-4: Greenhouse gas emissions intensity. ■ GRI 305-5: Greenhouse gas emissions reduction. ■ GRI 305-6: Emissions of ozone-depleting substances (ODS). ■ GRI 305-7: Emissions of nitrogen oxides (NOx), sulfur oxides (SOx), and other significant gases. 	
Linked SDGs	 13. Climate Action	
Policies or Commitments	<p>We prioritize energy and greenhouse gas management, committing to more effectively control energy usage and reduce carbon emissions in our daily operations and processes. We will adopt energy-efficient technologies, optimize energy efficiency, and adhere to relevant air pollution management regulations to minimize harmful emissions.</p>	
Indicators and Goals	<p>Short-term goal: Replace high-energy-consuming equipment to reduce energy consumption and greenhouse gas emissions, lowering energy intensity.</p> <p>Medium-term goal: Engage third-party validation bodies to conduct greenhouse gas inventories and reduce carbon emissions.</p> <p>Long-term goal: Develop a comprehensive energy policy, leverage energy efficiency measures, explore the feasibility of purchasing green energy or developing green energy sources, and move towards a net-zero target.</p>	
Effectiveness Tracking Mechanisms	<ul style="list-style-type: none"> ■ Conduct self-assessments of energy use and greenhouse gas emissions to effectively monitor energy and greenhouse gas utilization. ■ Use dedicated facilities to monitor exhaust emissions for measuring and reporting air pollution emissions quarterly. 	
Annual Actions and Measures	<ul style="list-style-type: none"> ■ To reduce electricity and natural gas usage, each factory implemented a total of 7 energy and carbon reduction initiatives, resulting in a total reduction of 12,995.15 GJ of energy consumption and a decrease in carbon emissions of approximately 1,490.56 metric tons CO₂e. ■ To reduce the overall operational carbon emissions, the Suining factory implemented an environmental greening plan, planting trees in various areas of the factory with a total planting area of 3.3 hectares. 	

➤ Management Situation of TPT's Momentous Theme "Product Lifecycle Management" in 2022

Momentous Theme	Procurement Practices and Management
Corresponding GRI Indicators	<ul style="list-style-type: none"> ■ GRI 306-1 Generation of Waste and Significant Impacts of Waste ■ GRI 306-2 Management of Significant Impacts of Waste ■ GRI 306-3 Generation of Waste ■ GRI 306-4 Disposal and Transfer of Waste ■ GRI 306-5 Direct Disposal of Waste
Linked SDGs	 9. Industry, Innovation and Infrastructure  12. Responsible Consumption and Production
Policies or Commitments	<p>We are committed to reducing resource consumption during the manufacturing, usage, and disposal stages in our lifecycle management. We also handle hazardous substances and environmental impacts responsibly. In addition, we have implemented energy-saving equipment and use of recycled materials. While producing our products, we aim to minimize the negative impacts associated with our production processes.</p>
Indicators and Goals	<p>Short-term goal: Increase waste recycling rates and reduce total waste generation annually.</p> <p>Medium to long-term goal: Establish a baseline year and effectively reduce total waste.</p> <p>Long-term goal: Gradually reduce waste generation by reengineering processes and operational flows, aiming for complete material recycling and moving toward a zero-waste objective.</p>
Effective Tracking Mechanisms	<ul style="list-style-type: none"> ■ Review waste recycling rates annually. ■ Reduce total waste generation annually.
Annual Actions and Measures	<ul style="list-style-type: none"> ■ Implemented process technology improvement projects to reduce waste generation from the production side, increasing the recycling of acidic etching solutions to achieve source reduction. ■ Wuxi factory identified 283 structural defects and 6 functional defects, which were externally inspected through 4D and CCTV inspections, and then repaired and improved. ■ By reusing materials, waste generation was reduced, and in 2022, TPT achieved a waste recycling rate of 89.29%. ■ To manage waste properly, TPT strives to minimize the negative impact of hazardous waste.

Task Force on Climate-Related Financial Disclosures

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

The four core elements

› The core elements of climate-related financial disclosures

Core elements	Action Plan
Governance	<ul style="list-style-type: none"> Chosen from members of the Sustainability Development Committee, TPT assembles a group responsible for environmental risk assessment. They hold periodic discussions addressing the potential impacts of various issues on both internal and external aspects of the organization. This includes identifying and assessing climate change risks and responding to climate-related impacts. After identifying climate-related impacts, meetings are convened with senior executives to discuss climate-related risks and opportunities. Recommendations and measures for mitigating risks are proposed in response to potential harm posed by these risks, thereby adapting to and mitigating climate-related financial risks and identifying corresponding financial opportunities. The Sustainability Development Committee reports the full-year ESG performance and climate change-related issues to the Board of Directors on an annual basis.

Core elements	Action Plan
Strategy	<ul style="list-style-type: none"> ■ The company is proactively planning for future climate actions by conducting scenario simulations to understand potential climate-related financial impacts. It incorporates these potential impacts into overall operational considerations, assesses the probability and severity of risks, and develops risk response and mitigation plans, as well as crisis management mechanisms. Based on business types, risk strategies, and financial planning, it identifies physical and transitional risks and opportunities. This includes promoting green energy and environmental policies, resource recycling and reuse, and developing innovative carbon reduction technologies. The goal is to comprehensively reduce the carbon footprint of the company's operations and products in response to global climate change and its environmental impacts. In addition to implementing energy-saving and carbon reduction measures, the company purchases and switches to products with energy-saving and environmental labels reduces waste, and practices green procurement following government regulations, striving to achieve energy efficiency and carbon reduction. ■ The main short-, medium-, and long-term risks and opportunities for the company can be found in the "Impact of Climate-Related Risks and Opportunities on Finance" section.
Risk Management	<p>To identify and assess significant impacts or risks related to operations, the Sustainability Development Committee will regularly assess climate change risks in the future to understand specific potential financial impacts. This will serve as the basis for policy formulation and goal setting, establish climate management procedures, and continuously monitor the effectiveness and implementation of climate risk management.</p>
Indicators and Goals	<p>To reduce the impact of climate change risks and achieve carbon reduction and energy-saving goals, we use indicators to manage climate change-related risks and opportunities: TPT has been actively promoting "energy-saving and carbon reduction measures" in the long term, with the following key initiatives:</p> <ul style="list-style-type: none"> ■ Energy: The company selects energy-efficient and environmentally friendly lighting equipment with energy-saving labels. They also regularly replace and maintain internal equipment to enhance energy usage efficiency. In the current year, actual energy consumption has reduced by 24.7% compared to the previous year. ■ Water Resources: They have implemented a program for recycling used water, reducing water resource consumption during the manufacturing process. As of 2022, they have saved 28% of water resources. ■ Waste: Initiatives start at the production stage to minimize waste generation. Apart from using a significant amount of recycled raw materials, they actively increase waste recycling and reuse. By 2022, they have achieved a 33.2% reduction in waste generation. ■ Greenhouse Gas Emissions: In 2022, greenhouse gas emissions are categorized into Scope 1 and Scope 2 emissions, with Scope 1 emissions totaling 12,996.626 metric tons of CO2e and Scope 2 emissions totaling 228,980.849 metric tons of CO2e. Due to effective energy-saving policies, there has been a reduction in carbon emissions compared to the previous year. The company regularly monitors and manages emissions in both Scope 1 and Scope 2, establishing and planning energy-saving strategies and actions, and advocating for international greenhouse gas and global warming issues.

Climate Scenario Analysis

Physical Climate Risk Scenarios

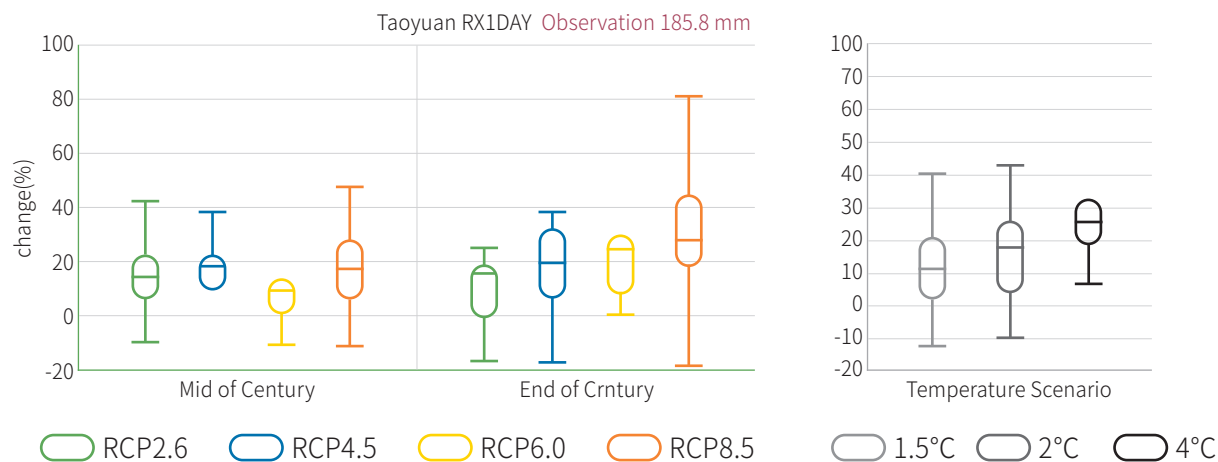
The Sustainability Development Committee assesses the potential impacts of climate disasters that may occur within the range of 2.4°C to 4.4°C based on the RCP climate scenarios selected by TPT in 2022. The assessment is conducted using publicly available climate models and charts, such as the "Taiwan Climate Change Projection Information and Adaptation Knowledge Platform" and "3D Disaster Potential Map." The climate scenarios considered are within the range of RCP2.6 to RCP8.5. The analysis estimates that by the end of the century, the increase in average maximum daily rainfall will not exceed the "3D Disaster Potential Map" hazard standard of 650 millimeters of rainfall in 24 hours. Therefore, the company does not face an immediate risk of flooding due to heavy rainfall. However, there is still the potential for disruptions caused by natural disasters such as typhoons, including site shutdowns, transportation difficulties, supply chain interruptions, and employee absenteeism.

Types of IPCC RCP Climate Scenarios and Relevant Indicators Used by the Company

Scenario	RCP 2.6	RCP 8.5
Temperature Increase Range	~2.4 °C	~4.4 °C
Climate-Related Data Indicators	Daily Maximum Rainfall: 211.1 mm Annual Average Temperature: 22.4 degrees Celsius	Daily Maximum Rainfall: 266.4 mm Annual Average Temperature: 24.6 degrees Celsius

TPT' s Maximum Daily Rainfall Estimates

(Data source: Taiwan Climate Change Estimation Information and Adaptation Knowledge Platform)



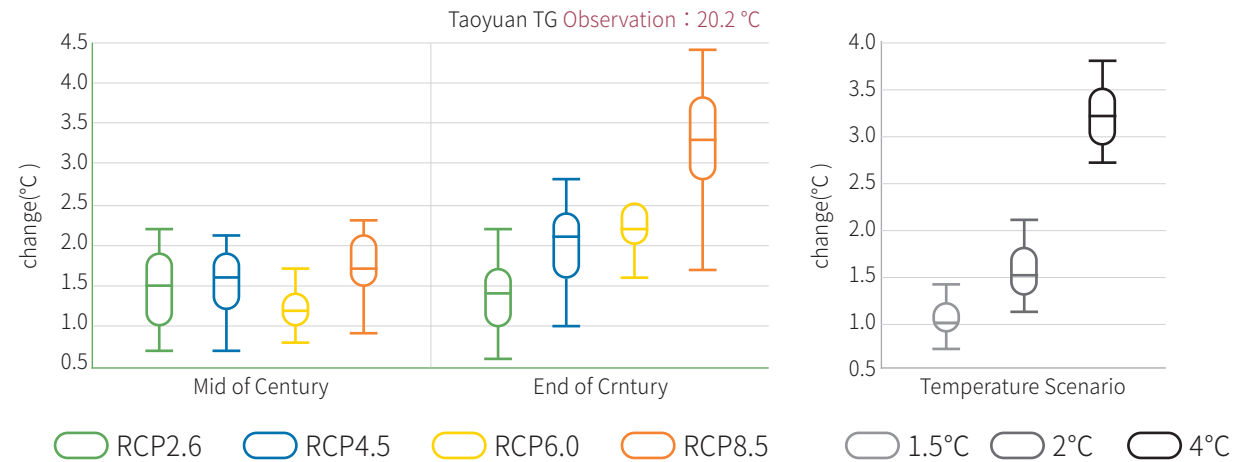
➤ TPT's Maximum Daily Rainfall Flooding Potential Map



Data Source: 3D Disaster Hazard Map

In terms of annual temperature, even though the county where the Pingzhen factory is located may not reach a 2°C increase before 2060 in various scenarios, it could still have potential impacts such as increased air conditioning costs, reduced lifespan of instruments and equipment, accelerated depreciation of existing assets, increased infrastructure costs, and the possibility of reduced production for certain goods.

➤ TPT' s Projected Changes in Mean Annual Temperature



(Data source: Taiwan Climate Change Projection and Adaptation Knowledge Platform)

Transitional Climate Risk Scenario

In response to the Paris Agreement's NDCs (Nationally Determined Contributions) and domestic regulations (such as the Greenhouse Gas Reduction and Management Act and the Renewable Energy Development Act), TPT conducted a scenario analysis to estimate the financial impact on electricity costs in Taiwan in the future. Under the target of reducing greenhouse gas emissions by 50% from BAU levels by 2030, if the proportion of renewable energy in Taiwan increases from 5.6% in 2019 to the 40% planned by the National Energy Conservation Policy in 2030, the cost of electricity in Taiwan is expected to rise. As renewable energy costs more in Taiwan, the unit price of electricity for Taipower is projected to increase from New Taiwan Dollars 2.63 per kWh in 2019 to New Taiwan Dollars 3.88 per kWh in 2030. This would increase the cost of purchased electricity in the Taiwan region.

If we estimate based on the purchased electricity volume of 62,306,400 kWh in Taiwan in 2022, the energy cost could potentially increase to NTD 241,748,832 by 2030. Based on this scenario analysis, in response to the potential impact of externally purchased electricity,TPT will continue to implement various energy-saving measures to mitigate the impact of increased electricity costs.

Climate-Related Risks and Opportunities Impact on Finances

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

➤ Climate-Related Risks and Opportunities Matrix Chart

Impact Severity	High			② ③ ②
	Medium		③	①
	Low			①
		Unlikely	Probably	Possibly
		Chance of Occurrence		

➤ List of Climate-Related Risks and Opportunities

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

After reviewing the risks, the company has analyzed the impact of climate change on the company's financial situation and the corresponding annual adjustment measures, "Climate-Related Risks and Financial Impact" and "Climate-Related Opportunities and Financial Impact" are as follows:

➤ 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	<ul style="list-style-type: none"> According to the Renewable Energy Development Act, which came into effect in 2021, electricity consumers with contract capacities of 5,000 kW (kilowatts) or more are required to self-generate 10% of their electricity from green sources within five years. The emission standards for natural gas boilers in Zhongshan City, Guangdong Province, have been adjusted to $\text{NO}_x < 50 \text{ mg/m}^3$. 	<ul style="list-style-type: none"> Increased energy costs Potential fines 	<ul style="list-style-type: none"> Implemented energy-efficient carbon reduction equipment in the factories, such as high-efficiency air compressors, and chillers, and the addition and replacement of energy-saving lighting fixtures. The natural gas boiler at the Zhongshan factory is expected to complete the retrofit in the second quarter of 2023, with an anticipated reduction of 70% in NO_x emissions.
	Local Regulations	Mid-term	<ul style="list-style-type: none"> New "Climate Change Response Act" in Taiwan 	<ul style="list-style-type: none"> Increased carbon reduction costs Potential fines 	



Type	Climate-Related Risks	Impact Period	Risk Content Description	Potential Financial Impact	Adaptation and Coping Measures
Physical risks	Immediate				
	Typhoons, floods, and other extreme weather events	short-term	<ul style="list-style-type: none"> ■ Potential production line shutdowns. ■ Impact on employee attendance. ■ Disruption in transportation and potential loss of goods. ■ Typhoons may lead to water and power outages, which could result in production interruptions and impact equipment functionality. 	<ul style="list-style-type: none"> ■ Annual budget allocation for insurance premiums. ■ Project timelines affected. ■ Equipment and personnel losses. 	<ul style="list-style-type: none"> ■ Properly plan for product insurance to mitigate losses from extreme weather events. ■ Increase safety stock levels to address delivery delays and default risks resulting from logistics disruptions or production stoppages. ■ Implement adequate safety measures for critical equipment to reduce financial losses due to damage from wind and water.
	Long-term				
	Increase in annual average temperature	long-term	<ul style="list-style-type: none"> ■ Reduced lifespan of equipment and machinery. ■ Increased demand for air conditioning due to higher cooling requirements. ■ Summer peak electricity demand causes factory power outages, leading to production stoppages and product wastage. 	<ul style="list-style-type: none"> ■ Increased equipment procurement expenses. ■ Higher electricity costs. ■ Reduced production capacity. 	<ul style="list-style-type: none"> ■ Replace air conditioning equipment with more energy-efficient units to reduce energy consumption. ■ Improve insulation in newly constructed buildings to lower energy consumption by air conditioning systems. ■ Regularly inspect and maintain equipment to extend its lifespan. ■ Prepare backup power generation equipment to address power limitations and outages.

➤ Climate-Related Occurrences and Financial Impacts

Type	Climate-Related Occurrences	Potential Financial Impacts	Coping Measures
Resource Efficiency	<ul style="list-style-type: none"> ■ Recycling and reusing of paper and waste ■ Transition to more efficient electrical equipment ■ Circular economy ■ Laws and standards for energy-efficient products 	<ul style="list-style-type: none"> ■ Reducing expenditure on consumables ■ Reducing electricity consumption and carbon emissions ■ Implementing a circular economy for more sustainable products ■ Subsidies for purchasing energy-efficient appliances 	<ul style="list-style-type: none"> ■ Recycling plastic pallets for shipment; paper pallets are used as tailings. ■ Reusing fiberboard for substrate packaging (8 purchased externally, 2 provided by suppliers). ■ Using green building materials for new factories and purchasing energy-efficient equipment with government subsidies to improve energy and resource efficiency in the manufacturing process.
Product and Service	<ul style="list-style-type: none"> ■ Providing real-time updates and improving service quality in response to climate change risks. ■ Developing and/or increasing the availability of low-carbon products and services. ■ Investing in research and innovation for the development of new products and services. 	<ul style="list-style-type: none"> ■ Offering diverse services and products that meet market demands to enhance the company's reputation and visibility. ■ Creating opportunities for new products or services, leading to increased revenue. 	<ul style="list-style-type: none"> ■ Utilizing design modifications to streamline processes and reduce production steps, resulting in lower energy consumption during manufacturing. ■ WPNL deploys large typesetting operations to reduce production frequency and minimize energy usage in the manufacturing process.
Resilience	<ul style="list-style-type: none"> ■ Consolidating climate change risks and response strategies to enhance the company's resilience. 	<ul style="list-style-type: none"> ■ Strengthening corporate resilience to reduce losses from climate change and mitigate customer losses as well. 	<ul style="list-style-type: none"> ■ We plan to incorporate TCFD into our annual sustainability reports to effectively identify climate risks and coping strategies, enhancing the resilience of our operations. ■ We will continue to invest in climate change mitigation measures at various stages of our internal value chain, such as adopting energy-efficient equipment, energy-efficient design, and carbon reduction processes. We will also require our suppliers to meet relevant environmental-friendly standards, working together with partners to create a sustainable supply chain.

Energy Management

TPT primarily uses purchased electricity (accounting for 85.3% of total energy consumption), natural gas (7% of total energy consumption), diesel (1.2% of total energy consumption), and steam (6.5% of total energy consumption). The total energy consumption in 2022 was 1,642,651.695 gigajoules (GJ), which decreased by 24.7% compared to the previous year. The main reason for this decrease was the lower production output in 2022 compared to 2021. Additionally, the energy intensity decreased by 5.1% in 2022 compared to the previous year, indicating that TPT is committed to energy management and effectively controlling energy consumption.

> In 2022, TPT Group's internal energy consumption (Scope 1 + Scope 2) was as follows:
 Unit: Gigajoules

Energy Types		2020	2021	2022
Non-renewable energy	Purchased electricity	1,793,802.319	1,864,999.490	1,401,118.614
	Diesel	27,056.913	18,015.406	20,080.116
	Natural gas	140,770.016	155,400.747	114,965.991
	Purchased steam	130,797.909	143,812.746	106,486.974
Total energy consumption		2,092,427.158	2,182,228.390	1,642,651.695
Revenue (NTD 000's)		22,847,267	27,500,178	21,977,467
Energy intensity		0.092	0.079	0.075

Notes:

1.The source of the energy conversion factor for the Taiwan facility is based on the Environmental Protection Administration's announcement of the Greenhouse Gas Emission Coefficient Management Table 6.0.4 version.

2.The energy conversion factor for the Mainland China facility is referenced from the "China Energy Statistical Yearbook 2017".

3.The formula for calculating energy intensity is Energy Consumption / Revenue (NTD 000's).

Greenhouse Gas Emissions

TPT is committed to reducing carbon emissions generated during its operations, working towards long-term energy efficiency and carbon reduction goals. We conducted a greenhouse gas inventory for a total of 5 facilities, including 2 facilities in Taiwan and 3 facilities in Mainland China. In the future, we will engage qualified third-party validation bodies to conduct greenhouse gas emissions inventories for Scope 1 and Scope 2 emissions.

In 2022, TPT's greenhouse gas emissions were as follows: Scope 1 emissions were 12,996.626 metric tons of CO₂e, and Scope 2 emissions were 228,980.849 metric tons of CO₂e, totaling 241,977.475 metric tons of CO₂e. Among these, Scope 1 emissions decreased by 20.86% compared to the previous year, while Scope 2 emissions decreased by 26.59%. Overall, the greenhouse gas emissions in 2022 had an annual reduction rate of 26.3%.

➤ Greenhouse gas emissions data for TPT over the past 3 years, along with greenhouse gas emissions intensity measured in metric tons of CO₂e

Total Gas Emissions		2020	2021	2022
Scope 1		15,400.511	16,421.910	12,996.626
Scope 2	Purchased Electricity	296,213.957	296,026.891	217,268.849
	Purchased Steam	13,480	15,904	11,712
Total Greenhouse Gas Emissions		325,095.138	328,352.800	241,977.475
Revenue (NTD 000's)		22,847,267	27,500,178	21,977,467
Greenhouse Gas Emissions Intensity		0.014	0.012	0.011

Notes:

1. The source of the conversion factor is the Environmental Protection Administration's announcement of the Greenhouse Gas Emission Coefficient Management Table version 6.0.4.
2. The energy conversion factors for Mainland China facilities are referenced from the "China Energy Statistical Yearbook 2017."
3. The method for aggregating greenhouse gas emissions is the Operational Control Method.
4. The Global Warming Potential (GWP) values for various greenhouse gases are selected from the IPCC Sixth Assessment Report.
5. The electricity discharge coefficients (kg CO₂e/kWh) for each facility are as follows: Taiwan facilities (Pingzhen, Kaohsiung) were 0.502 in 2020, 0.509 in 2021, and 0.495 in 2022. Mainland China facilities (Zhongshan, Suining, Wuxi) had electricity emission coefficients of 0.6101 kg CO₂e/kWh in 2020, 0.5810 kg CO₂e/kWh in 2021, and 0.5703 kg CO₂e/kWh in 2022.
6. The carbon emission intensity calculation formula is Total greenhouse gas emissions (metric tons CO₂e) / Revenue (NTD 000's).
7. The greenhouse gas emissions baseline year is 2020. It is set as the baseline year as it was the first year with complete greenhouse gas emissions data for the entire group. The greenhouse gas carbon emissions for that year were 301,469.98 metric tons CO₂e.

Energy Conservation and Carbon Reduction

In 2022, our company implemented a total of 7 energy-saving and carbon-reduction initiatives across various facilities. The primary goal was to reduce electricity and natural gas usage, thereby achieving a reduction in carbon emissions. These 7 energy-saving measures resulted in a total reduction of 12,995.15 GJ in energy consumption, leading to a decrease in carbon emissions of approximately 1,490.56 metric tons of CO₂e.

► Performance of TPT's Energy Conservation and Carbon Reduction Action Plan in 2022

Action Plan	Execution Plant	Energy Type	Reduction in Energy Consumption (GJ)	Reduction in Carbon Emissions (metric tons CO ₂ e)	Calculation Formula
Install a variable frequency drive on the inner air conditioning unit fan	Pingzhen	Electricity	475.68	65.41	(units / 1000) * 0.495 (electricity carbon emission coefficient) = X (metric tons CO ₂ e)
Add a high-efficiency chiller	Pingzhen	Electricity	1,302.44	179.09	
Switch to energy-saving light fixtures	Pingzhen	Electricity	1,126.44	154.89	
Replace the chiller with a variable frequency conversion chiller unit project	Wuxi	Electricity	2,064.11	326.99	(units / 1000) * 0.5703 (electricity carbon emission coefficient) = X (metric tons CO ₂ e)
Proposal for air compressor heat recovery	Suining	Natural gas	2,660.00	107.10	= 70000 cubic meters * 38 / 1000 = 70000 cubic meters * 1.53 / 1000
Energy-saving improvement for the wastewater treatment plant's blower	Suining	Electricity	3,732.48	591.29	=1036800*3600000/1000000000 =1036800/1000*.5703
Retrofitting of low-nitrogen combustion heads of boilers	Suining	Natural gas	1,634.00	65.79	= 43000 cubic meters * 38/1000 = 43000 cubic meters * 1.53/1000

Energy-saving and carbon reduction measures and performance in mainland China factories

TPT continues its efforts to reduce energy consumption and carbon emissions with tangible actions. Suining, Wuxi, and Zhongshan factories have implemented a series of energy-saving and carbon-reduction measures, achieving remarkable results.

The Suining factory has proposed several innovative energy-saving solutions, including the "Air Compressor Heat Recovery Proposal," "Energy Efficiency Improvement for Wastewater Treatment Plant Blowers," and "Low Nitrogen Combustion Head Retrofit for Boilers." The Air Compressor Heat Recovery Proposal utilizes the excess heat generated by air compressors to preheat the hot water system, resulting in a 5% reduction in annual natural gas consumption, equivalent to 70,000 cubic meters, and a reduction of approximately 100 tons of carbon dioxide emissions. The Energy Efficiency Improvement for Wastewater Treatment Plant Blowers involves replacing old frequency-controlled Roots blowers with oil-free screw blowers, saving nearly 288,000 kWh of electricity annually and reducing approximately 150 tons of carbon dioxide emissions. The Low Nitrogen Combustion Head Retrofit for Boilers achieves gas savings of about 43,000 cubic meters per year through technology upgrades and energy recovery, leading to a reduction of approximately 65 tons of carbon dioxide emissions annually.

In 2021, the Wuxi factory also achieved impressive results with its energy-saving projects, saving 445,200 kWh of electricity and 84,000 cubic meters of natural gas, which is approximately equivalent to a reduction of 494.8 metric tons of CO₂e emissions. In 2022, the factory implemented the project to replace 1300RT chiller units with 1000RT variable frequency chiller units, resulting in annual electricity savings of 573,365 kWh and an annual carbon reduction benefit of 326.99 metric tons of CO₂e.

The Zhongshan factory achieved excellent energy-saving and carbon reduction benefits from 2019 to 2021 by implementing an air compressor replacement program. They replaced less energy-efficient Sullair air compressors with more energy-efficient Atlas variable frequency air compressors, resulting in annual electricity savings of approximately 388,880 kWh and a reduction of approximately 221.78 metric tons of CO₂ emissions.

These measures not only brought economic benefits to the company but also reduced energy consumption and carbon emissions, demonstrating TPT's commitment to aligning with global efforts and achieving green and sustainable development goals.

► Execution and Objectives of Environmental Projects in Various Mainland China Factories

Factory Area	Suining		Wuxi	Zhongshan
Implemented Projects	Improving drill bit regrinding frequency to reduce the consumption of new drill bits	Extending the pre-treatment weekly maintenance to reduce maintenance frequency	Changing the concentrated wastewater generated by the secondary pure water equipment to be used in the secondary wastewater treatment plant with chemicals	Introduced an online slag reduction machine for inner, outer, and pattern-plating etched lines
Benefits	Reduced drill bit wear by 508,000 units	Reduced sulfuric acid consumption in pre-treatment by 14,400 kg/year	Reduced the company's tap water consumption by approximately 17,500 tons per year	Reduced the conveyance of film dregs by 40%, resulting in a monthly cost reduction of RMB10,000 for outsourced processing

Environmental Greening

TPT's Suining factory is actively promoting an environmental greening project in areas around the factory such as roads, open spaces, and parking lots, covering an area of 3.3 hectares. The goal is to provide a comfortable working environment for employees through the shading and noise reduction functions of the planted greenery. Additionally, this initiative aligns with the objectives of energy conservation and carbon reduction, further demonstrating the company's commitment and responsibility to society and the environment.

Energy conservation and carbon reduction are core objectives for TPT. In this industrial age, energy usage and carbon emissions have a significant impact on global climate change. TPT's Suining factory aims to protect the Earth's environment through environmental greening efforts in a comprehensive and multifaceted manner.

By the end of 2022, the factory had planted various trees such as camphor trees, ginkgo trees, cherry blossoms, and sweet osmanthus, creating a beautiful and sustainable environment. The plants and vegetation involved in environmental greening absorb carbon dioxide during their growth, reducing carbon emissions around the factory. Additionally, through photosynthesis, they provide a substantial amount of oxygen, ensuring fresh air for employees and improving air quality. Furthermore, the greenery provides a habitat for various terrestrial organisms, enriching the local ecosystem and enhancing biodiversity.

The greening project not only makes the factory area more beautiful and vibrant but also demonstrates TPT's commitment to continuously contribute to the environment and fulfill its corporate social responsibility.

Planting Trees Around Suining Factory Buildings:



osmanthus trees



the sapling garden
of cinnamomum
tenuifolium

the sapling garden
of ginkgo trees



the road of factory:
camphor trees

footpath : camphor
trees, ginkgo trees



the view of footpath : cinnamomum
tenuifolium



ginkgo forest



camphor trees

camphor trees,
cinnamomum
tenuifolium



living space

cherry blossom
forest



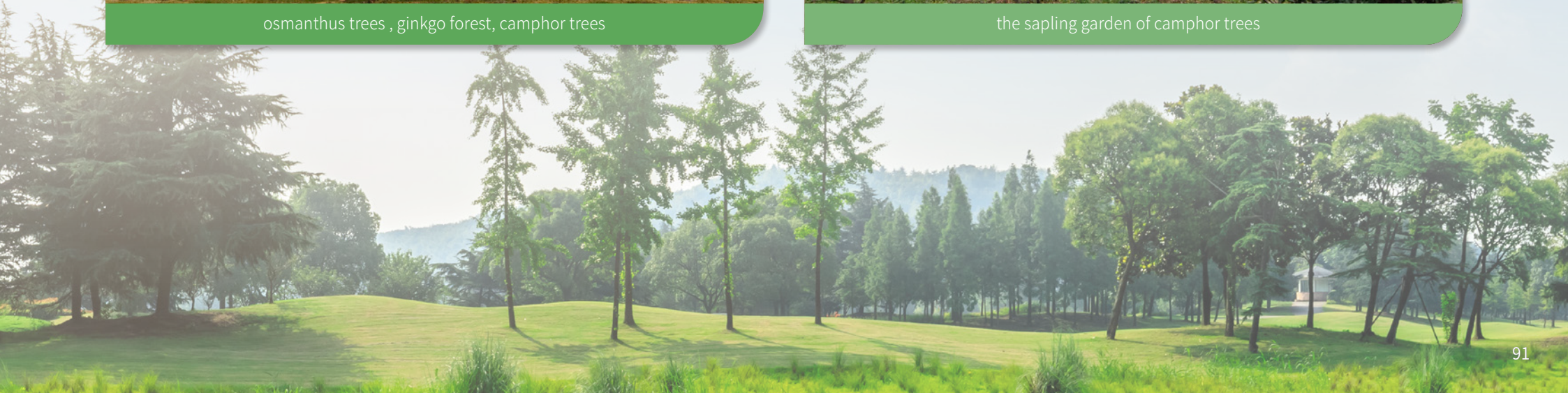
iving space : camphor trees



osmanthus trees , ginkgo forest, camphor trees



the sapling garden of camphor trees



Air Pollution Control

TPT monitors and reports air pollution emissions in compliance with relevant regulations and the Air Pollution Control Act. This includes quarterly reporting of emissions of nitrogen oxides (NOx), sulfur oxides (SOx), volatile organic compounds (VOCs), and particulate matter for all its Taiwan and China facilities. In 2022, TPT did not have any records of emissions of ozone-depleting substances (ODS), and there were no instances of air pollutants being emitted in violation of regulations or exceeding standards in its China facilities.

Events

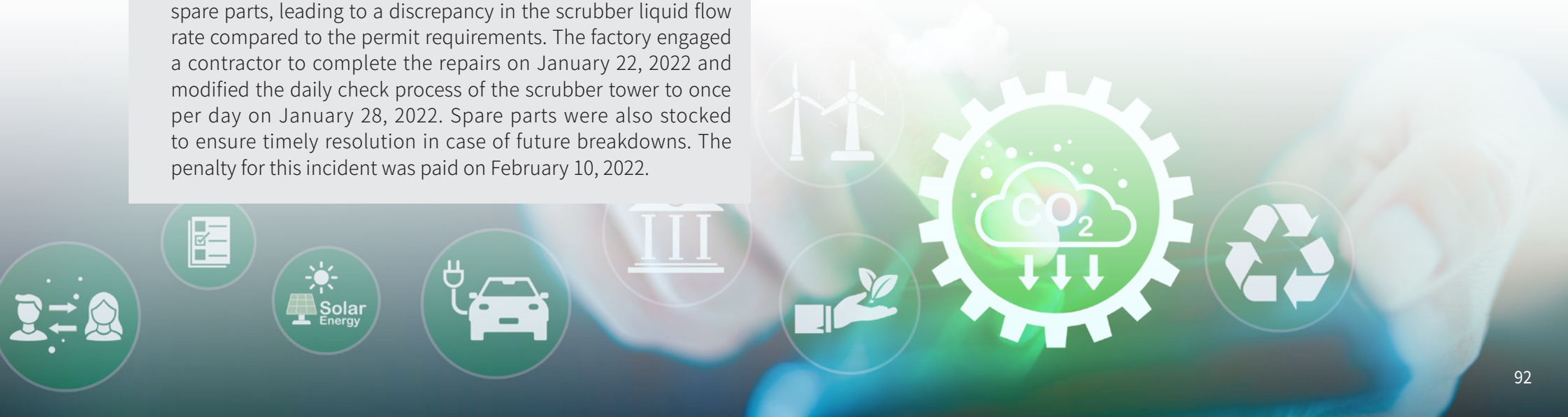
In the Pingzhen factory, aging pressure gauges and pH meters led to discrepancies in the pressure values of the scrubber and the operations of fixed pollution sources compared to the permit contents. After replacing the aging equipment, all operations were brought back within permit limits. To prevent such errors from recurring, TPT increased the frequency of personnel inspections to promptly detect any abnormal conditions. The fine for this incident was paid on May 16, 2022, and an environmental training session of 2 hours was completed on July 14, 2022.

At the Kaohsiung factory, a motor failure in the scrubber tower resulted in the inability to replace it promptly due to a lack of spare parts, leading to a discrepancy in the scrubber liquid flow rate compared to the permit requirements. The factory engaged a contractor to complete the repairs on January 22, 2022 and modified the daily check process of the scrubber tower to once per day on January 28, 2022. Spare parts were also stocked to ensure timely resolution in case of future breakdowns. The penalty for this incident was paid on February 10, 2022.

➤ In 2022, the TPT Group reported the following air pollutant emissions across its various facilities:

Unit: Metric tons

	2020	2021	2022
Nitrogen Oxides (NOx)	679.5	616.4	599.5
Sulfur Oxides (SOx)	98.4	89.7	316.4
Volatile Organic Compounds (VOCs)	6,668.5	6,757.6	4,893.0
Fine Particulate Pollutants	70.8	92.4	112.8



Water Resource Management

TPT places a strong emphasis on the utilization of water resources, as they are essential in various operational phases such as production and daily office activities. The company's operational facilities are primarily located in Taiwan and mainland China. An assessment has been conducted based on the "Aqueduct Water Risk Atlas" by the World Resources Institute, yielding the following results:

Taiwan facilities: Low to Medium (1-2), Wuxi factory: High (3-4), Zhongshan factory: Low to Medium (1-2), Suining factory: Low to Medium (1-2).

The company's use of water resources for industrial purposes does not conflict with domestic water usage. However, the generation of wastewater during the production process may have potential impacts on the surrounding areas.

To monitor the discharge of wastewater during the production of printed circuit boards, we have installed surveillance devices on our equipment. Employees can remotely view real-time wastewater discharge numerical values, and if they exceed the standards, they can promptly go to the site for related treatment. In 2022, TPT implemented a wastewater treatment equipment refurbishment project using a new process. This project involved removing sediments to increase the equipment's processing capacity, and raising the wastewater treatment volume from 1800-2000 cmd to 2500 cmd. This helped reduce the water impact of our manufacturing processes. We ensure that the wastewater generated during our operations complies with local discharge standards, specifically the "Regulations for Management and the Fee Rates for the Usage of the Wastewater Treatment System of Service Centers of Industrial Zones Under the Jurisdiction of the Ministry of Economic Affairs". We also conduct regular wastewater testing operations through qualified external contractors. In 2022, TPT did not experience any instances of wastewater discharge exceeding the emission limits or environmental pollution events.

Additionally, TPT is committed to diversifying its water resources. In the Wuxi factory, wastewater generated during the production process is treated through reverse osmosis (RO) treatment and recycled as reclaimed water. This practice reduces the consumption of natural water sources and minimizes wastewater discharge, helping alleviate the impact on water resources and ultimately achieving sustainable water resource management goals.

➤ Total Water Intake in Water-Stressed Regions by TPT in the Past 3 Years

Unit: Megaliter

Source of Water Intake		2020	2021	2022
Third-party water (tap water)	Surface water	6,853.898	6,435.907	4,633.583
Total Water Intake		6,853.898	6,435.907	4,633.583

Notes:

1.Freshwater refers to water with a total dissolved solids (TDS) content equal to or less than 1,000 mg/L.

2.Other water sources refer to water with a total dissolved solids (TDS) content greater than 1,000 mg/L.

➤ Total Water Intake in Water-Stressed Regions by TPT in the Past 3 Years

Unit: Megaliter

Source of Water Intake		2020	2021	2022
Third-party water (tap water)	Surface water	2,692	2,615	1,848
Total Water Intake		2,692	2,615	1,848

Note:

Only the Wuxi factory is located in a water-stressed region; therefore, this table is equivalent to the discharge volume of the Wuxi factory.

➤ TPT's Total Water Discharge Volume in All Areas for the Past 3 Years

Unit: Megaliter

Drainage Water Body		2020	2021	2022
Discharge Volume by Endpoint	Surface water	4,998.79	4,921.21	3,651.67
	Sea water	438.34	393.25	259.14
Total Discharge Volume		5,437.13	5,314.46	3,910.81

➤ TPT's total discharge volume in water-stressed areas for the past 3 years

Unit: Megaliter

Year	2020	2021	2022
Total Discharge Volume	2,072.695	2,087.554	1,382.462

Note: Only the Wuxi factory is located in a water-stressed area; this table is equivalent to the discharge volume of the Wuxi factory.

➤ In 2022, the water quality discharge from various plant locations of TPT Group is as follows:

Factory Location	Local Compliance Discharge Standards	Biochemical Oxygen Demand, BOD	Chemical Oxygen Demand, COD	Suspended Solids, SS
Pingzhen Factory	BOD 240mg/l ; COD400mg/l ; SS160mg/l	Conform	Conform	Conform
Kaohsiung Factory	BOD 450mg/l ; COD 600mg/l ; SS450mg/l	41	74.1	20.8
Wuxi Factory	COD : 50mg/L ; SS : 30mg/L	/	21mg/L	8mg/L
Zhongshan Factory	COD : 50mg/L	/	20mg/L	/
Suining Factory	COD : 100 SS : 70	/	35	8

Notes:

- 1.The wastewater from each factory location is treated by the wastewater treatment system and is well below the discharge standards.
- 2.Wastewater from each factory location, after treatment in the industrial zone, meets discharge standards before being released into receiving water bodies.
- 3.The water quality data in the table is based on the analysis results of water samples collected from the factory locations by qualified testing companies.

Wastewater Treatment

> Recycling of Reclaimed Water in Various TPT Factories

Factory Location	Wuxi Factory	Suining Factory	Zhongshan Factory
Treatment Method	Centralized collection of reject water Class 1 in the plant area, followed by RO reverse osmosis treatment, and then recycling the reclaimed water.	A reclaimed water system is installed within the plant to collect and recycle process-generated reclaimed water for various purposes such as toilet flushing and irrigation of green areas.	Hard water generated during the pure water production process is collected and recycled within the plant, providing it for toilet flushing, greenery, and waste gas tower usage.
Treatment Benefits	In 2022, approximately 55.96 Megaliter of reclaimed water were reused, reducing wastewater discharge by 157.15 Megaliter.	An annual water savings of approximately 150 Megaliter.	An annual water savings of 105 Megaliter.

> Wuxi wastewater recycling system



wastewater collection tank



reclaimed water treatment equipment



reclaimed water storage tank

Outsourcing wastewater for four-dimensional integration at the Wuxi factory and CCTV surveillance

In response to environmental and housing requirements, external inspections, including four-dimensional and CCTV surveillance, were conducted on the aging, collapsing, and damaged underground stormwater and sewage pipelines within the factory premises. The inspection results revealed a total of 283 structural defects and 6 functional defects within these pipelines. Taking the actual situation into consideration and ensuring the proper functioning of the drainage pipelines while preventing the mixing of stormwater and sewage that could lead to environmental pollution, a repair project was initiated and scheduled.

With an investment of RMB 8 million and a construction period of 13 months, a re-inspection of the 654 segments of pipelines, totaling 6,703 meters in length, was conducted. According to the "Technical Regulations for Inspection and Assessment of Urban Drainage Pipelines" (CJJ 181-2012), it was determined that these inspected drainage pipelines met the requirements of the regulations and could be safely used. The completion of this repair project not only ensured the proper operation of the drainage system and the safety of personnel and equipment but also protected the surrounding environment, preventing pollution and fulfilling corporate social responsibility.



Waste Management

TPT actively promotes the recycling of raw materials to reduce waste at the source and advocates the importance of resource sorting to increase resource recovery rates, thereby creating a circular economy. Improper waste management not only affects business operations but also has a significant impact on the environment. Therefore, all of our operational activities follow environmentally friendly principles, and waste generated during our operations is managed under the Waste Disposal Act. Qualified waste management companies are responsible for waste collection and disposal, and the waste flow is reported online as required. In particular, hazardous industrial waste generated during the production process, such as acidic etching solution, is efficiently recycled and becomes essential recycled materials for other industries. Furthermore, the majority of the raw material used in our production, copper foil, is sourced from 100% recycled materials that comply with low-carbon environmental standards, reducing the negative environmental impact of waste.

To ensure the proper handling and legal disposal or reuse of all waste materials and to accurately track the flow of waste, we carefully select waste disposal contractors for our printed circuit board waste products. These contractors are required to have a business waste management plan, and we conduct annual audits to assess various aspects, including the validity of their permits, the training of personnel, operational processes, and final disposal methods. This helps us maintain the quality of waste disposal contractors. On the production side, we actively engage in waste reduction activities. We initiate process technology improvement projects, adjust production operation parameters, and increase the recycling of acidic etching solutions to reduce waste at the source. We also minimize waste by reusing substrates for packaging and plastic pallets for shipping purposes. This approach significantly decreases the generation of waste materials.

In addition to effectively promoting waste management within our production processes, we also require our collaborating construction companies to set "waste reduction and recycling" goals. This is aimed at achieving the overall value chain's goal of minimizing waste generation, leading our suppliers to join us in promoting energy conservation, waste reduction, and the circular economy.

➤ Waste Classified by Composition in 2022 at TPT

Waste Composition Components	Total Amount of Waste Disposal and Transfer (Metric Tons)	Total Amount of Direct Waste Disposal (Metric Tons)	Total Amount of Waste (Metric Tons)
Hazardous Waste	38,794.7	4,954.4	43,749.1
Non-Hazardous Waste	7,516.3	600.6	8,116.9
Total Amount of All Waste	46,311.0	5,555.0	51,866.0

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

Year			2020		2021		2022	
Classification	Treatment Site ^{Note 1}	Treatment Method ^{Note 2}	Output	Percentag	Output	Percentag	Output	Percentag
			(Metric Tons)	(%)	(Metric Tons)	(%)	(Metric Tons)	(%)
Hazardous Industrial Waste	On-site	Recycling	4,457.6	6.31	9824.8	12.65	6877.6	13.26
	Off-site	Recycling	49,735.1	70.37	50005.8	64.39	31917.1	61.54
	Off-site	Wastewater Treatment	2,395	3.39	2550.9	3.28	1936.8	3.73
	Off-site	Incineration	430.5	0.61	551.0	0.71	573.9	1.11
	Off-site	Incineration (Without energy recovery)	1,684.7	2.38	2105.4	2.71	1224.7	2.36
	Off-site	Other	1,748.1	2.47	1861.9	2.40	1219.1	2.35
General Industrial Waste	Off-site	Recycling	9,709.8	13.74	10246.7	13.19	7516.3	14.49
	Off-site	Incineration	202.1	0.29	191.1	0.25	100.4	0.19
	Off-site	Incineration (Without energy recovery)	302.0	0.43	302.0	0.39	236.8	0.46
	Off-site	Other	8.9	0.01	18.7	0.02	263.4	0.51
Total Waste Generated			70673.8	100	77658.3	100	51866.1	100
Recycling Rate (%) ^{Note 3}			90.42		90.24		89.29	

Notes:

1.Treatment Site: On-site (handled within the factory), Off-site (handled by external facilities).

2.Treatment Methods: Reuse (used again for the same purpose), Recycling (processed into new materials), Incineration (with energy recovery), Incineration (without energy recovery), Landfill, and Other.

3.Recycling Rate (%) = Total Recycling and Reuse Amount / Total Waste Generated * 100%

4.The classification of hazardous and non-hazardous industrial waste is determined based on Taiwan's Waste Disposal Act and Standards for Defining Hazardous Industrial Waste.

Waste Management Measures

Waste disposal and management are critical issues, and businesses should take measures to ensure a reduction in the adverse environmental and health impacts of waste. The following are the waste management measures implemented by TPT:

Waste Management Program

TPT has established a dedicated waste management program to ensure that all waste is properly handled and managed. This program categorizes, collects, stores, and transfers hazardous waste generated at all TPT operational locations based on its nature.

Setting Up Waste Storage Facilities

Dedicated waste storage facilities should be established with equipment to handle surface water, groundwater, and infiltrating water to ensure that waste does not cause environmental pollution due to improper storage. These facilities should also be equipped with fire prevention measures to prevent fires. Weekly inspections of waste storage areas should be conducted.

Outsourced Waste Removal and Inspection

When the waste in the storage facility reaches a certain amount, the management department should notify qualified removal companies to come to the facility for waste removal. The removal company should be registered as a designated service provider. For hazardous industrial waste, it should be transported by Class 1 Type A licensed waste transporters. For general industrial waste, it should be transported by Class 1 Type B, Type C, or Class 2 Type B licensed waste transporters. When transporting hazardous industrial waste, the responsible personnel in the management department should report the waste flow online and print three copies: one for the business entity, one for the removal company, and one for the disposal company for record keeping. Waste removal records must be reported online within 12 hours before waste removal.

Construction of Hazardous Waste Temporary Storage Warehouses

In all three factories found in China, dedicated hazardous waste temporary storage warehouses have been established. These warehouses are equipped with various preventive measures such as rainproof, windproof, and leak-proof features to ensure that hazardous waste does not cause environmental pollution during storage. Additionally, these warehouses are equipped with monitoring devices connected to the environmental protection department, which monitor and record storage conditions, allowing real-time tracking of inventory and movements.

Warehouse Incoming and Outgoing Standing Book Records and Transfer Handling

In all three factories found in China, detailed entry and exit records must be maintained for all generated hazardous waste, documenting information such as the waste's source, quantity, type, and storage location. This comprehensive record-keeping enables full-cycle management of hazardous waste. When hazardous waste generated within the plant requires external handling, designated personnel are responsible for issuing "Hazardous Waste Transfer Forms" on the environmental department's hazardous waste management platform. These transfers are carried out after approval.

We require all employees within the plant to strictly adhere to these management measures, collectively striving to minimize the negative impact of hazardous waste and fulfill our corporate responsibility towards environmental friendliness.

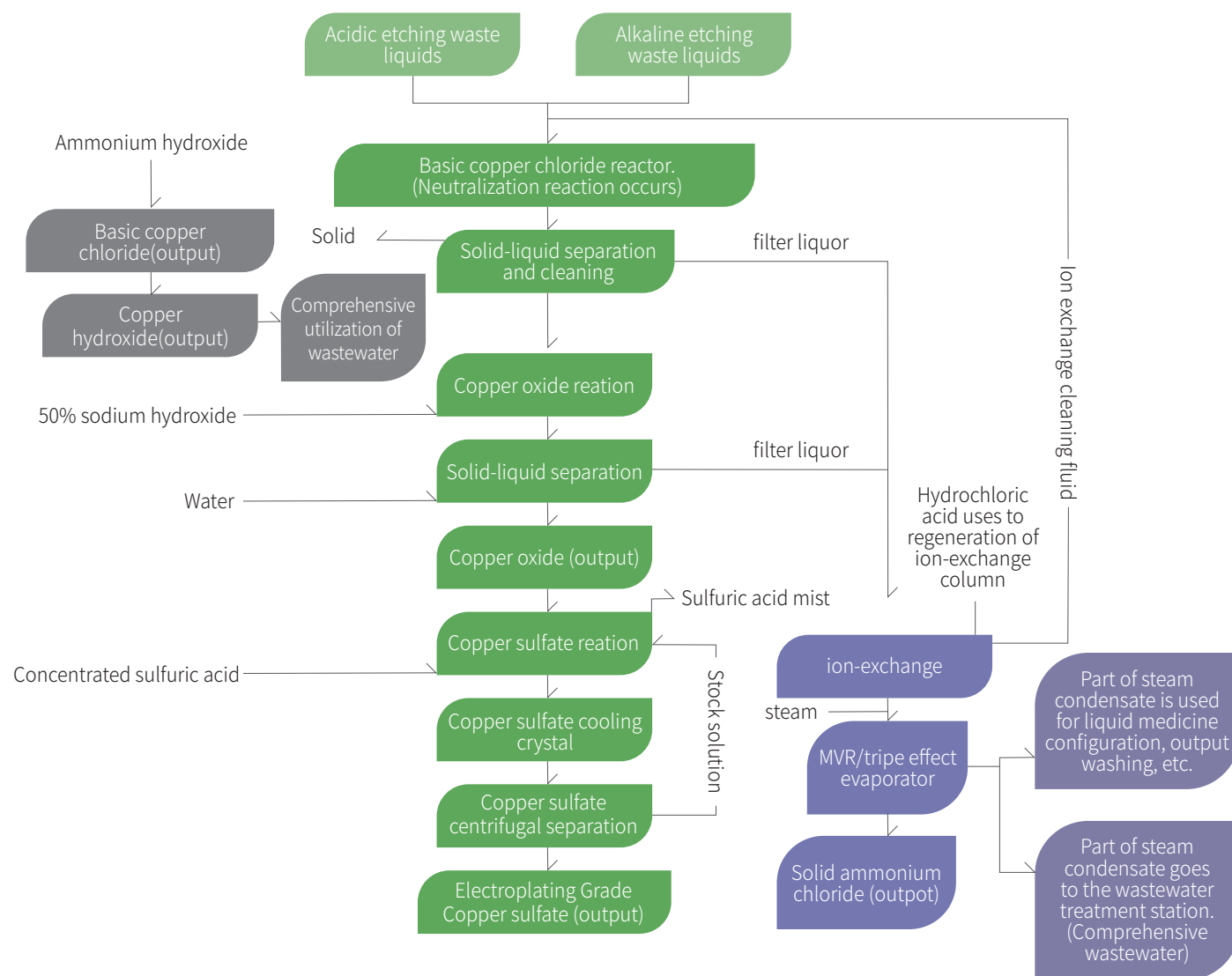


Etching Waste Liquid Recycling System

TPT is aware of the potential risks that hazardous waste can pose to the environment. Therefore, in various factories across China, we have implemented a process for recycling acidic etching waste liquids. Through internal treatment, we ensure the safe disposal of waste liquids within the factory premises and reuse them for production and other purposes, replacing external transportation. This approach not only reduces transportation costs but also minimizes the impact of hazardous waste on the external environment. Such waste liquid recycling practices contribute to the responsible use of resources, pollution reduction, improved production efficiency, and the achievement of both environmentally friendly and sustainable development goals. This ultimately creates a cleaner and healthier environment for local communities and future generations.

➤ Recovery of Acid Etching Waste Liquids in Each Factory Area in 2022

Factory Location	Volume recovered
Suining Factory	7,995 m ³
Wuxi Factory	4,078 m ³
Zhongshan Factory	3,769 m ³




05 Social Inclusion

Human Resources Overview
Employee Rights and Salary
Human Resource Development
Safe Workplace Environment
Social Care for the Common Good



➤ Management Situation of TPT's Momentous Theme "Talent Cultivation and Recruitment" in 2022

Momentous Theme	Talent Cultivation and Recruitment	
Corresponding GRI Indicators	<ul style="list-style-type: none"> ■ GRI 201-3: Definition of the obligation for employee benefits and other retirement plans ■ GRI 202: Market Position 2016. ■ GRI 401: Employment 2016. ■ GRI 402: Labor/Management Relations 2016. ■ GRI 404-1: Average hours of training per employee per year. ■ GRI 404-2: Programs for upgrading employee skills and transition assistance. ■ GRI 404-3: Percentage of employees regularly receiving performance and career development reviews. ■ GRI 405: Diversity and Equal Opportunity for Employees 2016. 	
Linked SDGs	 8.Department of Economic and Social Affairs	
Policies or Commitments	<p>Prioritizing talent cultivation, implementing comprehensive education and training programs, and enhancing employee skills, we have designed a complete promotion and compensation and remuneration system. We provide equal employment opportunities regardless of gender or age, allowing our employees to showcase their talents and progress continuously within our company.</p>	
Indicators and Goals	<p>Short-term goal:</p> <ul style="list-style-type: none"> ■ Enhance employees' professional technical skills. ■ Conduct regular performance evaluations each year to assist employees in their career development. <p>Medium to long-term goals:</p> <ul style="list-style-type: none"> ■ Enhance diverse training channels, increase online course resources, and provide employees with a variety of professional training programs. ■ Continuously review and optimize the compensation and remuneration system, align it with market salaries, and make periodic adjustments based on industry standards. ■ Improve the employee benefits system, with the organization's Employee Welfare Committee providing a more diverse range of employee welfare initiatives. ■ Integrate internal and external specialized service resources to continually assist employees in addressing issues affecting their job performance, such as health, family, legal, and psychological matters. 	

Momentous Theme	Energy and Greenhouse Gas Management
Effectiveness Tracking Mechanisms	<ul style="list-style-type: none"> Regular performance evaluations are conducted, with the Taiwan facilities conducting performance evaluations every November, the Zhongshan factory conducting personnel evaluations every May and November, and the Suining factory and Wuxi factory conducting assessments monthly following the "AD-3-CH-014 Measures for the Administration of Performance and Retention Bonus Payment". Encourage employees to engage in multifaceted learning through the "Position Appointment Regulations". The Taiwan facilities has an on-site doctor who provides regular health services at the factory.
Annual Actions and Measures	<ul style="list-style-type: none"> In 2022, TPT's Taiwan facilities, internal and external education and training hours amounted to 16,453 hours, with an average training time of 27.8 hours per person. In TPT's China facilities, internal and external education and training hours totaled 72,180 hours, with an average training time of 22.0 hours per person. In 2022, a total of 40 people in TPT Taiwan's facilities completed the Certificate in Occupational Safety Training - Refresher Course, accumulating 258 hours in total. In the Wuxi factory, 95 people participated in external training courses in the Certificate in Occupational Safety, totaling 2,216 hours. In 2022, 245 employees participated in skill enhancement training at the Suining factory, and a total of 250 employees participated in the new apprenticeship training program. In 2022, a total of 21 health consultation-related activities were held, including 16 related to epidemic prevention, 3 related to regulatory requirements, and 2 related to health promotion. In 2022, a total of 312 employees applied for free health check-ups provided by the company. In 2022, the total amount of employee welfare funds allocated by the company was NTD22,494,685, with a total expenditure of NTD18,819,000 for the year. In 2022, 88% of TPT Taiwan's facilities employees underwent regular performance and career development reviews, while 99% of employees in the China facilities underwent these reviews.



Human Resources Overview

TPT regards all employees as essential partners on the path to sustainable development, working together to embody TPT's core values and vision for sustainable growth. They are the driving force behind TPT's continuous growth and progress. We are committed to creating a diverse, equal, and friendly workplace culture that opposes discrimination, values equality, and respects diverse values. The selection, promotion, and retention of talent are not influenced by factors such as race, nationality, gender, age, political beliefs, or religious faith. We also emphasize talent cultivation, compensation and remuneration, and welfare, enabling employees to unleash their potential and continually improve while contributing to the company's achievements and values.

Workforce Distribution

As of the end of 2022, TPT had a total of 3,878 employees globally, representing a decrease of 866 employees compared to the previous year. This decrease can be attributed mainly to challenging conditions in the consumer end market since May 2022. Client order revisions and cost-related factors led to workforce adjustments, and the early termination of contracts for expatriate workers following the easing of pandemic restrictions also contributed to the significant reduction in the number of employees/contractors. Gender distribution among employees is as follows: 2,191 male employees (56.5%) and 1,687 female employees (43.5%). We are committed to fostering a diverse and inclusive workforce, including providing employment opportunities for individuals with disabilities and increasing the proportion of local residents in high-level managerial positions at overseas locations. This commitment promotes diversity and inclusivity, enhancing the overall competitiveness of the company.



In 2022, TPT Group's types of employees hired per region

Employee Classification (Unit: Number)		Taiwan		China		Total		
		M	F	M	F	M	F	Total
As per contract	Permanent Employees (Indefinite Contracts)	241	285	458	302	699	587	1286
	Contract Employees (Term contracts)	42	24	1,450	1,076	1,492	1,100	2,592
As per working hour	Full-time Employees (Full-time)	283	309	1,908	1,378	2,191	1,687	3,878
	Part-time Employees (Part-time)	0	0	0	0	0	0	0
	No Guaranteed Hours Employees (Temporary employee)	0	0	0	0	0	0	0
Employees per Gender per Region		283	309	1,908	1,378	2,191	1,687	3,878

Notes:

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

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

Employee Categories	2020	2021	2022
Employees	4,461	4,744	3,878
Non-Employee Workers	2,974	2,237	1,026
Total	7,448	6,981	4,904

Notes:

1. The number of employees is counted based on headcount.
2. Data is as of December 31, 2022.
3. Non-employee workers: Workers who are not directly employed by the company but whose work is controlled by the company. This category includes agency/temporary workers and workers of contractors mainly engaged in tasks such as environmental cleaning and meal provision.

Diverse and Abundant Employment Opportunities

In alignment with SDG Goal 8, "Proper Work and Economic Growth", TPT provides equal employment opportunities to individuals of different genders and ages. The company also complies with local government regulations to ensure job opportunities for other minority groups, promoting diversity in its workforce. Based on end-of-year employee data, in the Taiwan facilities, the proportion of female employees is 52.2%, with female supervisors comprising 22.0%. Employees aged 51 and above make up 18.9% of the workforce. Additionally, the company adheres to government regulations for hiring individuals with disabilities, employing 7 disabled workers, accounting for 1.2% of the total workforce, and meeting the legal quota. In the China facilities, the proportion of female employees is 41.9%, with female supervisors comprising 24.0%. Employees aged 51 and above make up 1.1% of the workforce. The company employs 166 ethnic minority workers, showcasing the diverse composition of its workforce.

➤ Diverse Distribution of Job Categories Among TPT Taiwan Facilities Employees

Job Categories/Diverse Categories		Gender		Age			Other		
		M	F	Under 30 y.o	31-50 y.o	Above 51 y.o	Indigenous People	Foreign Migrant Workers	Individuals with Disabilities
Management	Number	64	18	0	53	29	0	0	3
	Percentage	78.0%	22.0%	0.0%	64.6%	35.4%	0.0%	0.0%	3.7%
Technical Staff	Number	192	207	89	243	67	1	64	3
	Percentage	48.1%	51.9%	22.3%	60.9%	16.8%	0.3%	16.0%	0.8%
All Other Employees	Number	27	84	13	82	16	0	2	1
	Percentage	24.3%	75.7%	11.7%	73.9%	14.4%	0.0%	1.8%	0.90%
Number of Employees in Each Diverse Category		283	309	102	378	112	1	66	7
Percentage of Total Employees		47.8%	52.2%	17.2%	63.9%	18.9%	0.2%	11.1%	1.2%

Note:

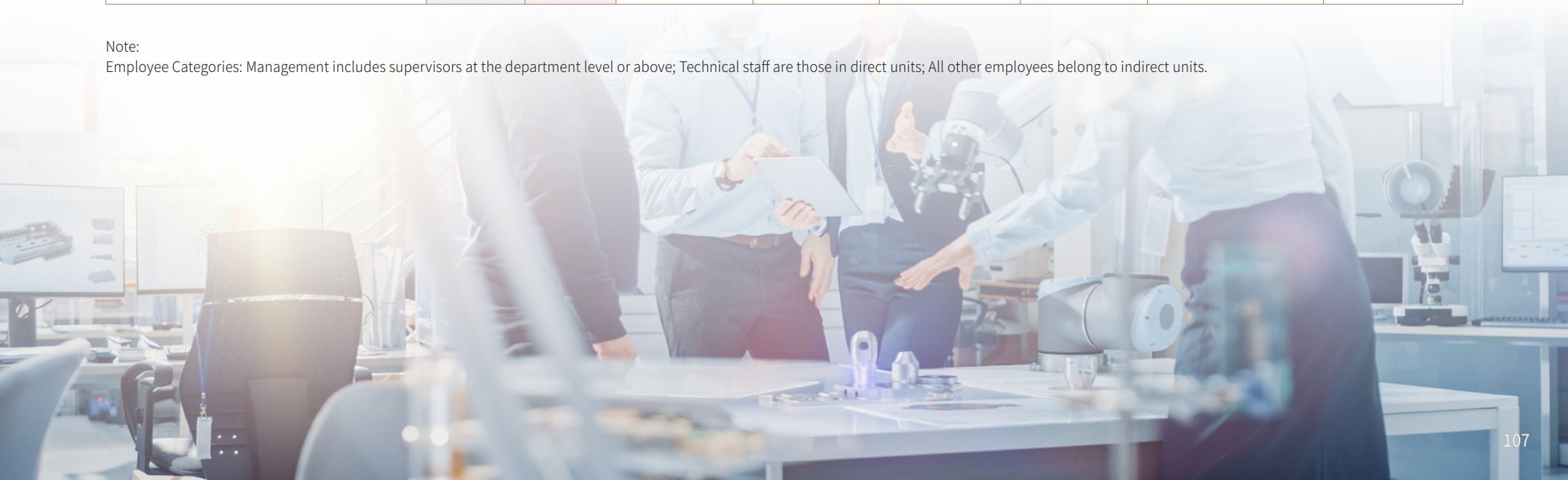
Employee Categories: Management includes supervisors at the department level (including) or above; Technical staff are those in direct units; All other employees belong to indirect units.

➤ Diverse Distribution of Job Categories Among TPT China Facilities Employees

Job Categories/Diverse 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
Management	Number	114	36	0	143	7	5	0	0
	Percentage	76.0%	24.0%	0.0%	95.3%	4.7%	3.3%	0.0%	0.0%
Technical Staff	Number	1,448	1,074	519	1,985	18	147	0	2
	Percentage	57.4%	42.6%	20.6%	78.7%	0.7%	5.8%	0.0%	0.0%
All Other Employees	Number	346	268	175	427	12	14	0	0
	Percentage	56.4%	43.6%	28.5%	69.5%	2.0%	2.3%	0.0%	0.0%
Number of Employees in Each Diverse Category		1,908	1,378	694	2,555	37	166	0	2
Percentage of Total Employees		58.1%	41.9%	21.1%	77.8%	1.1%	5.0%	0.0%	0.0%

Note:

Employee Categories: Management includes supervisors at the department level or above; Technical staff are those in direct units; All other employees belong to indirect units.



Personnel Flow

New Employees

In 2022, a total of 1,682 new employees were hired, resulting in a new hire rate of 43.37%, meeting the talent requirements for the company's continued growth. Among these new hires, 1,014 were male employees, and 668 were female employees, with the largest portion falling in the age range of 31-50, accounting for 23.88%.

➤ Statistics on the regional and age distribution of new employees

Age	Gender	Taiwan	China	Total	
				Number	%
Under 30 y.o	M	26	468	494	12.74%
	F	13	244	257	6.63%
31-50 y.o	M	36	481	517	13.33%
	F	33	376	409	10.55%
Over 51 y.o	M	1	2	3	0.08%
	F	2	0	2	0.05%
No. of new hires per region		111	1,571	1,682	43.37%
New hire rate per region		18.75%	47.81%	43.37%	-

Note: New Hire Rate = Number of new employees in each category / Total number of employees at the end of the period in that region.

Resignation and Retention

In terms of employee retention, in 2022, a total of 2,548 employees left the company, including 1,547 males and 1,001 females, resulting in an overall turnover rate of approximately 65.70%. The main reasons for this turnover were factors such as a challenging end-consumer market, customer order reductions, workforce adjustments made by the company, and the early termination of contracts by expatriate workers following the lifting of pandemic-related restrictions. The company is committed to continuously enhancing work-life balance, improving leadership capabilities, and providing career development opportunities for employees to promote retention.

➤ Statistics of Departing Employees by Region and Age Group

Age	Gender	Taiwan	China	Total	
				Number	%
Under 30 y.o	M	67	620	687	17.72%
	F	34	337	371	9.57%
31-50 y.o	M	75	780	855	22.05%
	F	70	551	621	16.01%
Over 51 y.o	M	2	3	5	0.13%
	F	8	1	9	0.23%
No. of new hires per region		256	2292	2548	65.70%
New hire rate per region		43.24%	69.75%	65.70%	-

Notes:

1. Departure Rate = Number of departing employees in each category / Total number of employees at the end of the period in each region.
2. Departing employees include those who voluntarily left or departed due to termination, retirement, or job-related circumstances.

Unpaid Parental Leave

Our company is committed to implementing the "Gender Equality in Employment Act" and advocating for gender equality in line with SDGs Goal 5. We support the rights of employees to take unpaid parental leave and protect their rights to care for the next generation. According to our internal work rules, employees who have worked for more than half a year can apply for unpaid parental leave until their child reaches three years of age. The maximum duration of maternity leave is two years but should not extend beyond the child's third birthday. For employees with two or more children, the maternity leave periods are combined, with a maximum limit of two years based on the youngest child's age. Our company also specifies that after the maternity leave period, employees have the right to return to work unless certain conditions occur, and the competent authority agrees. These conditions include business closure, financial losses, or downsizing; changes in the employer's organization, dissolution, or transfer; force majeure that suspends work for more than one month; or a change like the business that necessitates reducing staff without appropriate alternative employment. If we cannot reinstate an employee due to the above circumstances, we shall notify them 30 days in advance and provide statutory severance pay or retirement benefits. During the maternity leave period, employees can continue to participate in their existing social insurance programs, with the company covering the insurance premiums previously paid by the employer, and the employee's self-paid premiums can be deferred for up to three years.

➤ Relevant regulations related to maternity leaves at TPT

Maternity Leave	Female 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. Employees who take maternity leave for eight or four weeks and have been employed for more than half a year can apply for unpaid leave without pay. Those employed for less than half a year will receive half of their regular salary during maternity leave.
	In the case of a miscarriage after two months of pregnancy but less than three months, a maternity leave of seven days is granted. For a miscarriage before two months of pregnancy, a maternity leave of five days is provided. Employees who take maternity leave for one week and five days will not receive pay, and it will not affect their attendance bonus or performance evaluation, or they can choose to follow the sick leave regulations.
Pregnancy Checkup Accompaniment and Paternity Leaves	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	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. After the prenatal examination leave, the employer can apply for a subsidy from the central competent authority for the portion exceeding five days.

> Statistics for unpaid parental leave in 2022



	M	F	Total
Number of employees eligible for unpaid parental leave in 2022 ¹ (a)	1	3	4
Number of employees who applied for unpaid parental leave in 2022 (b)	0	0	0
Unpaid parental leave application rate in 2022 (b/a)	0%	0%	0%
Number of employees expected to return to work after unpaid parental leave in 2022 (c)	0	0	0
Number of employees who returned to work after unpaid parental leave in 2022 (d)	0	0	0
Unpaid parental leave return to work rate in 2022 (d/c)	N/A	N/A	N/A
The statistics for the unpaid parental leave retention rate in 2021 (e)	0	0	0
Number of employees who continued to work for one year after returning from unpaid parental leave in 2021 ² (f)	0	0	0
Unpaid parental leave retention rate in 2021: (f/e)	N/A	N/A	N/A

Note:

1. Estimate the number of employees who applied for maternity or paternity leave in the past 3 years (2020-2022).
2. The actual return date was in 2021, and the employee remained employed for at least one year after returning.



➤ Management Situation of TPT's Momentous Theme "Human Rights" in 2022

Momentous Theme	Human Rights
Corresponding GRI Indicators	<ul style="list-style-type: none"> ■ GRI 406: Non-Discrimination 2016 ■ GRI 407: Freedom of Association and Collective Bargaining 2016 ■ GRI 408: Child Labor 2016 ■ GRI 409: Forced or Compulsory Labor 2016
Linked SDGs	 10.Reduced Inequalities  16.Peace, justice and strong institutions
Policies or Commitments	<p>TPT is committed to safeguarding the fundamental human rights of all its employees and non-employees, following internationally recognized human rights standards such as the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the conventions of the International Labor Organization. We are dedicated to preventing any actions that would violate or infringe upon human rights and ensuring the protection of the rights and interests of all individuals associated with our company.</p>
Indicators and Goals	<p>Short-term goal:</p> <ul style="list-style-type: none"> ■ Conduct annual awareness campaigns on anti-discrimination, preventing workplace bullying, and sexual harassment in compliance with relevant regulations. ■ Regularly maintain and ensure compliance with safety and health regulations for female night shift workers. ■ Adhere to labor and gender equality laws in the locations where we operate, and establish policies and implement measures related to human rights protection and labor practices. <p>Medium to long-term goal (3-5 years):</p> <ul style="list-style-type: none"> ■ Ensure that neither the company nor its suppliers are involved in significant risks or incidents related to discrimination, child labor, forced labor, or other violations of labor rights.
Effective Tracking Mechanisms	<ul style="list-style-type: none"> ■ Establish a dedicated unlawful infringement in the performance of duties complaint hotline, managed by the Management Department. ■ Set up a Workplace Harassment Complaint Committee to receive complaints through multiple channels and have designated personnel regularly review the complaint mailbox. ■ Conduct labor-management meetings every three months and provide a labor suggestion box to enhance communication channels and safeguard the interests of both parties. <p>Utilize a self-inspection checklist for the safety and health of female workers in night-shift workplaces, regularly monitoring and ensuring the adequacy of safety and health conditions for female workers.</p>

Momentous Theme	Procurement Practices and Management
Annual Actions and Measures	<ul style="list-style-type: none">■ In 2022, an agreement on adjusting national holidays and shifts was signed through labor-management meetings (2023 adjustment of national holidays and shifts). Discussions also included topics such as canceling year-end banquets due to the pandemic, adjusting Labor Day Saturday compensatory holidays, and self-inspections for the safety and health of female workers in night-shift workplaces.■ In 2022, a total of 2,089 employees received human rights protection training and awareness programs, amounting to 2,250 hours.■ During 2022, neither the company nor its suppliers encountered significant risks or incidents related to discrimination, child labor, forced labor, or other violations of labor rights.■ Throughout the reporting period, the company did not experience any significant operational changes.



Employee Rights and Salary

Human Rights and Labor Rights Protection

TPT is committed to upholding the basic human rights of all employees and voluntarily adheres to international human rights standards, including the United Nations Universal Declaration of Human Rights, United Nations Global Compact, United Nations Guiding Principles on Business and Human Rights, and International Labor Organization conventions. We are dedicated to preventing any violations or infringements of human rights and treating all employees with dignity and respect.

Our Human Rights Policy applies to all operations of TPT and complies with relevant labor and gender equality laws and regulations in the regions where we operate. We have developed policies and implemented measures to protect human rights and labor rights. During new employee training at our TPT Wuxi factory, we provide information on relevant regulations, including anti-discrimination policies and guidelines for preventing and addressing sexual harassment. Additionally, we conduct workplace bullying prevention awareness programs to help employees understand workplace bullying and avoid such behaviors. We invite all our partners to join us in raising awareness of human rights issues and managing risks related to human rights. In 2022, neither our company nor our suppliers experienced any significant risks or incidents related to discrimination, child labor, forced labor, or other labor rights violations.

➤ Management Situation of Human Rights Issues at TPT Company

Human Rights Issues	Management Explanations
Employment policies	TPT is committed to fostering workplace diversity and adheres to the principles of openness and fairness. We do not discriminate based on race, class, language, ideology, religion, political affiliation, birthplace, gender, sexual orientation, age, marital status, appearance, facial features, or disabilities. We are dedicated to eliminating all forms of forced labor, eradicating discrimination in employment and hiring practices, prohibiting harassment, and respecting the right to privacy. Our goal is to create a work environment that is characterized by equal opportunities, dignity, safety, equality, and freedom from discrimination and harassment.
Diversity and Equality	The company provides various benefits measures and does not discriminate based on gender. The company shall not differentiate in retirement, dismissal, resignation, or termination of employment based on gender. Salary payments in the company 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.

Human Rights Issues	Management Explanations
Reasonable Working Hours	TPT clearly defines the regulations for working hours and overtime and regularly monitors and manages employees' attendance status.
Healthy Workplace	To mitigate potential work-related risks associated with shift work, we regularly review employee health and safety risks and make improvements based on the identified results.
Labor-Management Communication	To achieve effective communication and problem resolution, 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.
No Child Labor and Forced Labor	In all of our China facilities, we have established internal documents that provide detailed guidelines for the identification and protection of child labor and underage workers. We also have clear policies in place that strictly prohibit any form of forced labor.
Freedom of Association	We respect the right of employees to freedom of association, and in our China facilities, we have internal documents that specify that within the bounds of the law, employees should be ensured the right to participate or decline participation in organizations or groups related to the workplace.
Privacy Protection	To fully protect the privacy rights of our customers and all stakeholders, TPT has established a comprehensive information security management mechanism and adheres to strict control standards and protective measures.



➤ Explanation of measures related to labor rights at TPT

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"> ■ We have established an employee complaint system to handle complaints related to unfair disciplinary actions, improper management, suggestions, and violations of labor laws and regulations. According to the "Implementation Regulations for Labor-Management Meetings", we hold labor-management meetings every three months. We also have a labor suggestion box to collect employee suggestions, expanding communication channels. ■ Since we do not have a labor union organization, we have not signed a collective bargaining agreement. However, under Article 83 of the Labor Standards Act, we hold regular labor-management meetings quarterly, and if necessary, we can 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 topics such as signing agreements to adjust the scheduling of national holidays (adjusted for 2023), canceling year-end banquets due to pandemic impact, adjusting working hours for Labor Day, conducting self-inspections of safety and health in nighttime workplaces for female workers, extending working hours for employees, and implementing pandemic control measures.
Significant Operational Changes	<ul style="list-style-type: none"> ■ During the reporting period, the company did not experience momentous operational changes.

To ensure the protection of human rights at TPT, we provide relevant legal training during new employee orientation. This training covers topics such as anti-discrimination, understanding the concept of sexual harassment, prevention of sexual harassment, and procedures for handling sexual harassment incidents. We also conduct awareness programs to prevent workplace bullying, helping employees understand what workplace bullying entails and how to avoid engaging in such behavior. We aim to create a workplace with a zero-tolerance policy for bullying.

In addition, we offer comprehensive occupational safety training to promote a safe and friendly working environment.

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

YEAR	2020	2021	2022
Number of Employees	3,184	2,763	2,089
Total Training Hours	3,334	2,934	2,250



Compensation and Remuneration Standards

TPT offers competitive compensation and remuneration packages. Salary levels are determined based on job roles, professional skills, education, and years of service. We also make adjustments in line with market standards, emphasizing the principle of equal pay for equal work, ensuring that there is no gender-based pay gap. Our employee compensation and remuneration is divided into fixed and variable components. Fixed salaries are paid monthly, with the payment standards being adjusted as needed, considering industry benchmarks, labor market statistics information, job roles, job nature, professional skills, and market demand and supply. Variable compensation includes annual bonuses, employee benefits, holiday bonuses, and performance bonuses. Through variable compensation, we establish a link between a portion of the compensation and remuneration and our operational performance.

The company has established the "Regulations for Salary Administration" and "Regulations for Year-End Bonus Payment". Through new employee training and internal email notifications, we ensure that our employees have a full understanding of the company's compensation and remuneration system. Additionally, we have set performance goals and policies, systems, standards, and structures for compensation and remuneration. Compensation, remuneration and benefits for managerial-level employees and above must be approved by the Compensation and Remuneration Committee and the Board of Directors to enhance corporate governance and transparency in compensation and remuneration. In 2022, the male-to-female ratio for basic salary and additional compensation and remuneration in the managerial category was 2.37:1, while in the non-managerial category, the ratio was 0.92:1.

➤ Gender-based compensation and remuneration ratios for various employee categories at TPT in the past 3 years

Year	2020		2021		2022	
Employee Category	M	F	M	F	M	F
Managers	1.63	1	2.03	1	2.37	1
Non-Managers	0.92	1	0.81	1	0.92	1

- Notes:
1. Calculation method: Average male compensation and remuneration for each category / Average female compensation and remuneration for each category.
 2. Compensation and remuneration: Annual salary, including base salary, meal allowance, year-end bonus, performance bonus, overtime pay, and employee remuneration, etc.

➤ The wage level of grassroots employees in the Taiwan region for the past 3 years

Year	Average standard wages for grassroots employees		Average standard wages for grassroots employees / local minimum wages	
	M	F	M	F
2020	42,220	43,435	1.77	1.83
2021	41,769	43,412	1.74	1.81
2022	39,720	38,291	1.57	1.52

- Notes:
1. The company references the basic wage announced by the Ministry of Labor for each year to establish wages for employees and other workers, ensuring they are not lower than the basic wage.
 2. Grassroots employees: Employees below the supervisory level (excluding supervisors).
 3. Standard salary: Includes the base salary, meal allowances, and other regular payments.
 4. The local minimum wage for 2020-2022 was NTD23,800, NTD24,000 and NTD25,250 respectively."

Benefits Measures

To safeguard employee rights and enhance company morale, we provide a comprehensive benefits package for our full-time employees. In addition to statutory benefits such as labor and health insurance, special leave, maternity leave, and parental leave, we offer a wide range of employee benefits, including life insurance, medical insurance, accident insurance, travel insurance for business trips, retirement benefits, emergency assistance, and marriage and childbirth allowances. We also organize health promotion activities, provide comprehensive occupational safety facilities, and have an Employee Welfare Committee responsible for various employee welfare initiatives. We are dedicated to creating a happy and fulfilling workplace environment, striving to improve employee well-being.

► Benefits Measures at TPT

Basic Benefits	Insurance	<ul style="list-style-type: none"> Basic Labor Health Insurance and Employee: We provide essential labor and health insurance coverage to our employees (including life insurance, medical insurance, accident insurance, and travel insurance for business trips). Employees and their dependents are covered under these policies, ensuring that they have access to insurance benefits in the event of insurance-related incidents. Our company 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 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 2022 amounted to NTD11,145,000.
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	The company provides periodic health consultations. In 2022, a total of 21 sessions were held, including 16 related to epidemic prevention, 3 for legal compliance, and 2 for health promotion initiatives.
	Health Examination	The company provides free annual health check-ups for employees. In 2022, a total of 312 employees underwent health check-ups, which represents approximately 96.30% of the workforce.

Adequate Facilities	Workplace Health and Safety	Each factory is equipped with a breastfeeding room
		There are female night work areas that comply with safety and health regulations.
		Automated External Defibrillator
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 NTD22,494,685. ■ 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 NTD18,819,000 has been disbursed for these purposes.

Human Resource Development

Diverse Training Channels

We are committed to nurturing talent and enhancing employee capabilities. We have established an "Appointment Method for Rank and Position" to encourage employees to pursue various learning opportunities. In 2022, our Suining factory launched skills enhancement training and a new apprenticeship program. A total of 245 employees participated in skills enhancement training and received a Certificate of Completion in Electronics Assembly upon successful qualification. Additionally, 250 employees participated in the new apprenticeship program, conducted in two batches. In 2022, the total internal and external training hours in Taiwan's facilities reached 16,453 hours, with an average of 27.8 hours per person. In the China facilities, the total internal and external training hours amounted to 72,180 hours, with an average of 22.0 hours per person.

> The training situation of TPT employees in 2022

Region	Employee Categories	Calculation Method	M	F	Sub-Total
Taiwan Facilities	Managers	Number of Employees Trained during the Reporting Period (A1)	132	37	169
		Total Training Hours during the Reporting Period (B1)	396	125	521
		Average Training Hours per Employee during the Reporting Period (B1/A1)	3.0	3.4	3.1
	Non-Managers	Number of Employees Trained during the Reporting Period (A2)	937	1,098	2,035
		Total Training Hours during the Reporting Period (B2)	8,611	7,321	15,932
		Average Training Hours per Employee during the Reporting Period (B2/A2)	9.2	6.7	7.8
	Total	Total Training Hours during the Reporting Period (Q)	9,007	7,446	16,453
		Total Number of Employees at the End of the Reporting Period (R)	283	309	592
		Average Training Hours per Employee (Q/R) during the Reporting Period	31.8	24.1	27.8
Mainland Facilities	Managers	Number of Employees Trained during the Reporting Period (A1)	114	36	150
		Total Training Hours during the Reporting Period (B1)	1,813	528.5	2,339.5
		Average Training Hours per Employee during the Reporting Period (B1/A1)	15.9	14.7	15.6
	Non-Managers	Number of Employees Trained during the Reporting Period (A2)	3,029	2,109	5,138
		Total Training Hours during the Reporting Period (B2)	43,416.5	26,422	69,840.5
		Average Training Hours per Employee during the Reporting Period (B2/A2)	14.3	12.5	13.6
	Total	Total Training Hours during the Reporting Period (Q)	45,229.5	26,950.5	72,180
		Total Number of Employees at the End of the Reporting Period (R)	1,908	1,378	3,286
		Average Training Hours per Employee (Q/R) during the Reporting Period	23.7	19.6	22.0

➤ In 2022, the Suining Factory conducted skill enhancement training and implemented a new apprenticeship training program

Project	Skill Enhancement Training	New Apprenticeship Program
Content Description	In response to government requirements, employees were required to obtain a vocational qualification certificate issued by a certified organization to be eligible for training allowances. Therefore, in 2022, the company partnered with a cooperative school (Hongtu Electronics Circuit Technology School) to provide training in the field of printed circuit board assembly.	The corporate new apprenticeship training program follows the principles of government guidance, with a primary role for businesses and participation from educational institutions. It adopts a model of "dual-track in both enterprises and schools, integrating practical and theoretical learning." The training period typically lasts for 1-2 years, with the possibility of extending it to 3 years in special cases.
Age Requirements	16-55 y.o	16-45 y.o
Class Schedule	The training classes were conducted from October 24, 2022, to October 28, 2022.	The first batch of training classes was conducted from July 15, 2022, to August 11, 2022. The second batch is scheduled for training in 2023.
Training Duration	1 month	1 year
Training Class Hours	The training program consists of 32 hours of theoretical classes and 128 hours of practical hands-on training, totaling 160 hours.	The total training hours include 160 hours of theoretical courses and 240 hours of practical hands-on training, summing up to 400 training hours in total.
Teaching Mode	<ul style="list-style-type: none"> ■ Theoretical classes: Conducted through centralized lectures (recorded videos). ■ Practical hands-on training: Integrated into daily work (clips). 	<ul style="list-style-type: none"> ■ Theoretical courses: Conducted through concentrated teaching (recorded videos). ■ Practical hands-on training: Integrated into daily work routines (clips).
Training Allowance	Entry level: RMB 1,500 per person per year	<ul style="list-style-type: none"> ■ Intermediate level: RMB 4,000 per year. ■ Advanced level: RMB 5,000 per year.
Implementation Results	Out of the 370 participants in the exam, 245 individuals passed and received the Certificate of Entry-Level Printed Circuit Board Production Worker. The company applied for a training allowance of RMB 527,000 in total.	The company applied for 500 trainees (2022-2023) in two batches for training. After completing the training period, examinations were conducted, and allowances were applied based on the examination results. Upon passing the exams, the trainees received a vocational middle school graduation certificate and a vocational skills level certificate.

➤ Suining Factory 2022 Skills Enhancement Training - Teaching and Exam Highlights



Performance and Career Development

Our company places a strong emphasis on employee career development and has established a comprehensive promotion and compensation and remuneration system. We conduct regular employee performance assessments. The Zhongshan factory conducts personnel evaluations in May and November each year. New employees undergo a two-month probationary period during which they are assessed. Those who pass the assessment receive their employee badges and are formally employed. If they do not meet the required standards, they are retrained and reassessed. If after three training attempts, they still do not meet the standards, they may be transferred to other suitable positions or released from employment. Personnel evaluations in the Suining and Wuxi factories are conducted monthly, and evaluations are carried out according to the internal performance assessment procedures outlined in the "AD-3-CH-014 Performance and Retention Bonus Management Guidelines." New employees in these facilities become regular employees after completing a three-month probationary period, provided there are no objections from their unit managers. Subsequently, they undergo monthly personnel evaluations based on the internal performance assessment procedures. In the Taiwan facilities, the annual performance evaluation is held in November. Employees who joined the company in November and December of the same year are not included in the performance assessment plan. In 2022, 88% of employees at the Taiwan facilities and 99% of employees in the China facilities underwent regular annual performance and career development reviews.

➤ Employee Performance Evaluation at TPT in 2022

Region	Employee Categories	Calculation Method	M	F	Sub-Total
Taiwan Facilities	Managers	End-of-Period Total Employees (A1)	45	13	58
		Number of Employees Undergoing Regular Performance and Career Development Reviews (B1)	41	13	54
		Percentage (B1/A1)	91%	100%	93%
	Non-Managers	End-of-Period Total Employees (A2)	239	295	534
		Number of Employees Undergoing Regular Performance and Career Development Reviews (B2)	198	270	468
		Percentage (B2/A2)	83%	92%	88%
	Total	End-of-Period Total Employees (R)	284	308	592
		Total Number of Employees Undergoing Regular Performance and Career Development Reviews (Q)	239	283	522
		Percentage of Employees Undergoing Regular Performance and Career Development Reviews (Q/R)	84%	92%	88%

Region	Employee Categories	Calculation Method	M	F	Sub-Total
China Facilities	Managers	End-of-Period Total Employees (A1)	114	36	150
		Number of Employees Undergoing Regular Performance and Career Development Reviews (B1)	114	36	150
		Percentage (B1/A1)	100%	100%	100%
	Non-Managers	End-of-Period Total Employees (A2)	1,794	1,342	3,136
		Number of Employees Undergoing Regular Performance and Career Development Reviews (B2)	1,778	1,330	3,108
		Percentage (B2/A2)	99%	99%	99%
	Total	End-of-Period Total Employees (R)	1,908	1,378	3,286
		Total Number of Employees Undergoing Regular Performance and Career Development Reviews (Q)	1,892	1,366	3,258
		Percentage of Employees Undergoing Regular Performance and Career Development Reviews (Q/R)	99%	99%	99%



Safe Working Environment

Occupational Safety and Health Management System

To safeguard the safety of our employees and prevent occupational accidents, we have implemented the ISO 45001 Occupational Safety and Health Management System. We have established workplace emergency response operating standard procedures, promoted equipment self-inspections, enhanced employee safety and health education and training, and worked to prevent occupational accidents. This allows us to effectively implement our Occupational Health and Safety Management System. The scope of the occupational safety and health management system covers the TPT Taiwan facilities, which include 592 employees (97.2%) and 17 non-employees (2.8%). In the China facilities, it covers 3,286 employees (76.5%) and 1,009 non-employees (23.5%), with no exclusion of specific categories of workers.

We comply with the regulations outlined in the "Occupational Safety and Health Act" and have implemented safety and health measures as required by law. This includes providing necessary safety and health education, disaster prevention training, health checks, and other actions to prevent occupational accidents. The occupational safety and health education and training activities provided by our company are not subject to differential treatment based on gender or sexual orientation. We have also established safety and health work regulations following the "Occupational Safety and Health Act" and have submitted them for approval by labor inspection authorities. These regulations are publicly announced after being confirmed by the labor inspection authorities. In matters concerning labor safety and health, any unresolved issues will be handled following the "Occupational Safety and Health Act" and relevant regulations, and our company is committed to strict compliance with safety and health work regulations.

Workers Covered by the Occupational Health and Safety Management System at TPT Taiwan Facilities

Taiwan	Number of Employees	Number of Non-Employees
Pingzhen Factory	317	12
Kaohsiung Factory	275	5
Total	592	17
Percentage	97.2%	2.8%

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

Workers Covered by the Occupational Health and Safety Management System at TPT China Facilities

China	Number of Employees	Number of Non-Employees
Zhongshan Factory	865	108
Wuxi Factory	1,204	642
Suining Factory	1,217	259
Total	3,286	1,009
Percentage	76.5%	23.5%

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

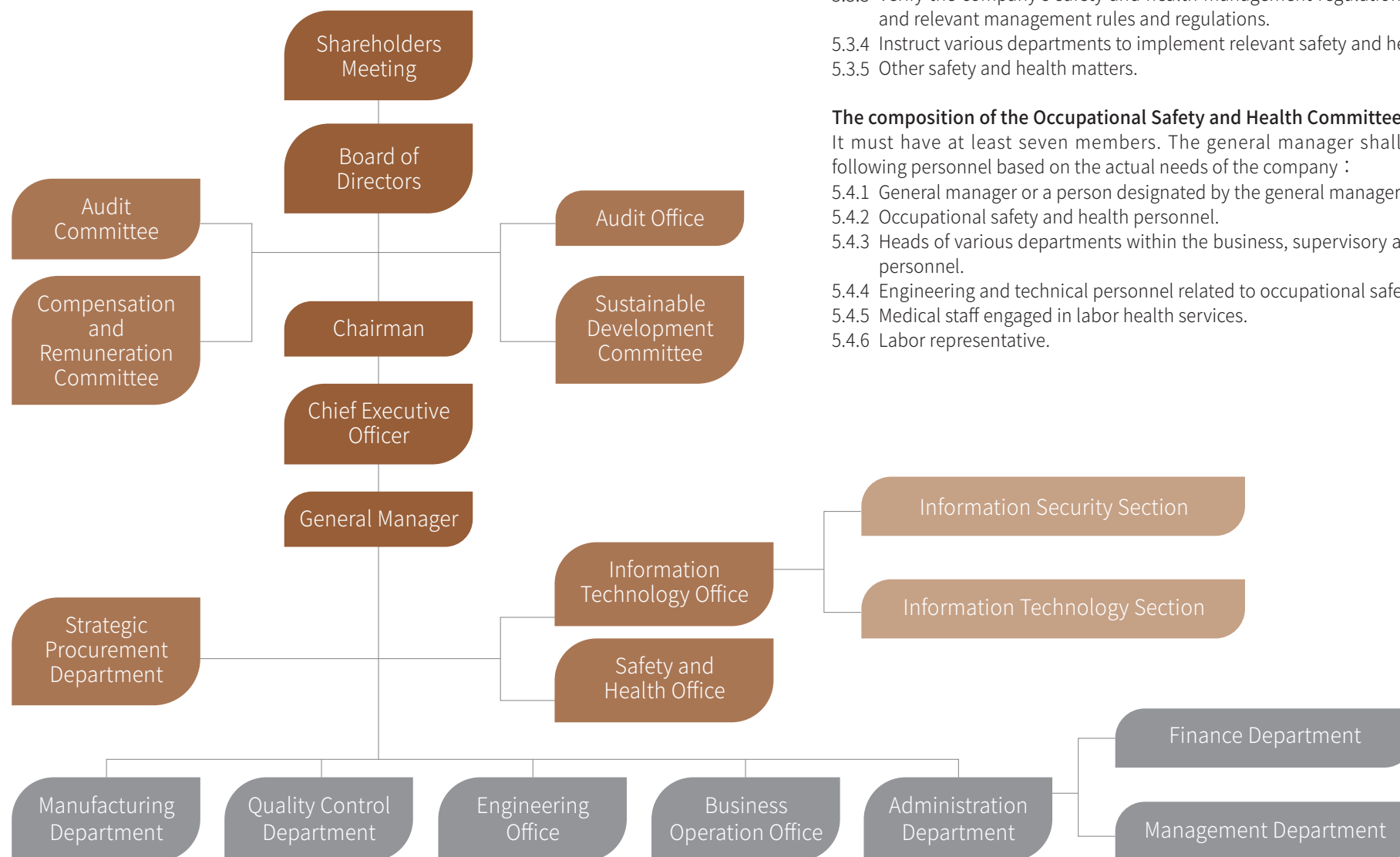
Occupational Safety and Health Committee

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

The responsibilities of the Safety and Health Committee include planning, implementing, evaluating, and improving the occupational safety and health environment to enhance safety and health management standards and achieve safety management goals. An annual management review meeting is conducted to discuss topics such as hazard identification and elimination, risk assessment, accident investigation and auditing, and the development and management of auditing standards for contractors and suppliers. In 2022, the management review meeting addressed changes related to the Environmental and Safety Management Systems (ISO14001 and ISO45001), external and internal issues, environmental safety performance, the level of goal achievement, non-compliance incidents, corrective measures, and continuous improvement. The relevant responsibilities and actions were assigned and are being tracked for further resolution and adjustment.



➤ TPT Occupational Safety and Health Committee Organizational Chart



General Manager Rights and Responsibilities :

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

The composition of the Occupational Safety and Health Committee

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

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

Occupational Safety and Health Education and Training

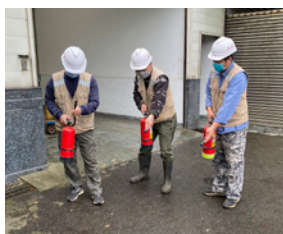
To ensure that employees work in a healthy and safe environment, we require all staff to receive training related to occupational safety and health. We conduct regular safety training for new employees and contracted workers, as well as refresher training for existing employees, to ensure that they acquire the necessary safety knowledge for their work. Additionally, to prevent the recurrence of similar incidents, we periodically conduct accident education and training. Through accident investigation and analysis, our employees gain an understanding of the root causes of accidents, reducing the occurrence of workplace accidents and strengthening employee health and safety.

Furthermore, to effectively prevent and control risks, we regularly identify and assess potential emergencies and events. We also develop specific emergency plans and response procedures, including emergency reporting, employee notifications, evacuation plans, staff training, drills, and more. These measures are in place to minimize the potential impact of risks. We conduct related drills at least once a year or as required by relevant laws, covering areas such as fire detection and firefighting equipment, unobstructed emergency exits, sufficient evacuation facilities, contact information for emergency personnel, and recovery plans.

➤ TPT 2022 Fire Safety Training – Indoor Classroom Lecture Training Scenario



➤ TPT 2022 Self-Defense Fire Brigade Training - Fire Extinguisher Operation Training Scenario



➤ TPT 2022 Self-Defense Fire Brigade Training - Safety Alert Training Scenario



➤ TPT 2022 Self-Defense Fire Brigade Training - Ambulance Team Training



➤ TPT 2022 Self-Defense Fire Brigade Training - Notification Team and Verification Timing



➤ TPT 2022 Self-Defense Fire Brigade Training – Evacuation Guidance Scenario



➤ 2022 Personnel Occupational Safety and Health Training

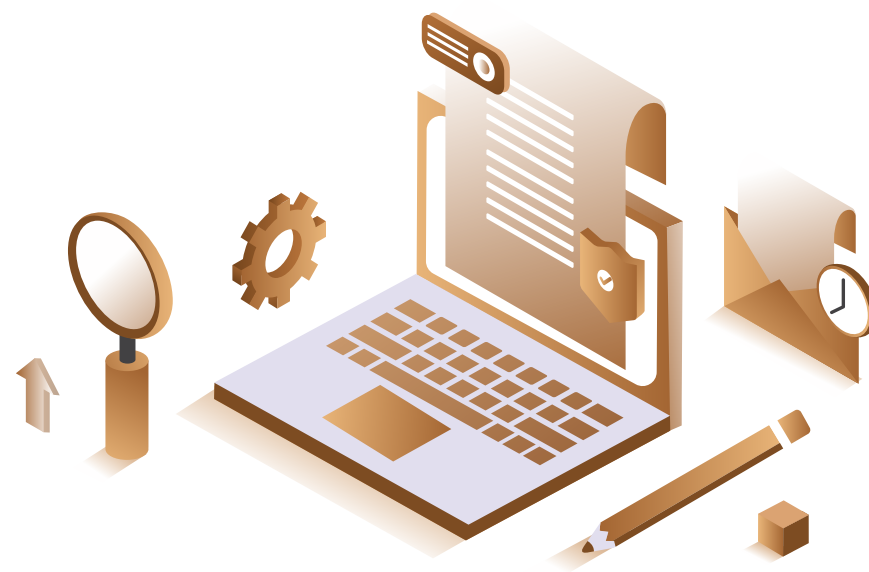
Region	Worker Category	Training Category	Course Duration	Number of Participants	Total Training Hours
Taiwan Area	New Employees	General Training	9	116	648
		Specific Training	1	20	20
	Current Employees	General Training	6	658	2,036
		Specific Training	5	46	158
	Service Contractors	General Training	1	8	8
		Specific Training	1	8	8
China Area	New Employees	General Training	18	1,571	7,846
		Specific Training	0	0	0
	Current Employees	General Training	6	3,168	6,336
		Specific Training	2,226	2,010	4,260
	Service Contractors	General Training	2	128	256
		Specific Training	5	1,293	1,323
Toptal			2,280	9,026	22,899

➤ Training Situation for Certificate in Occupational Safety Training - Refresher Course at TPT Pingzhen Factory

Certification Name	Renewal Training Hours	Number of Participants	Total Hours
Occupational Safety and Health Supervisor	6	1	6
Forklift Operator Handling Over One Ton	3	4	12
Class B Boiler Operator	6	1	6
Organic Solvent Handling Supervisor	6	3	18
Specific Chemical Substance Handling Supervisor	6	3	18
Oxygen Deficiency Hazard Handling Supervisor	6	1	6
First Aid Personnel	3	6	18
Hazardous Materials Safety Supervisor	8	1	8
Radiation Safety Training	3	4	12
Dedicated Wastewater and Sewage Treatment Specialist Class A	6	1	6
Waste Disposal Technician Class A	8	1	8
Total	61	26	118

➤ Training Situation for Certificate in Occupational Safety Training - Refresher Course at TPT Kaohsiung Factory

Certification Name	Renewal Training Hours	Number of Participants	Total Hours
Occupational Safety and Health Supervisor	6	1	6
Forklift Operator Handling Over One Ton	3	3	9
Fire Safety Manager	6	2	12
Specific Chemical Substance Handling Supervisor	6	2	12
First Aid Personnel	3	5	15
Class B Air Pollution Prevention Personnel	86	1	86
Total	110	14	140



Training Situation for Special Position Employees' External Training Courses at TPT Zhongshan Factory in 2022

External Training Courses	Training Unit	No. of Participants
Automatic Monitoring (Wastewater) Operation Worker	Environmental Equipment	1
Forklift Driver	Packaging Section A	1
Hazardous Chemical Safety Production Management Personnel	Materials Management Section	11
Safety Production Management Personnel for Production and Operation Units in Zhongshan City	Environmental Safety and Health Section	1
Electrician Work	Process Equipment	15
Installation and Repair of Refrigeration and Air Conditioning Equipment	Process Equipment	2
Refrigeration and Air Conditioning Operations	Process Equipment Environmental Equipment	Process equipment: 8 people; Environmental equipment: 3 people; totaling 11 people
Welding and Thermal Cutting Operations	Process Equipment Environmental Equipment Factory Equipment	Process equipment: 9 people; Environmental equipment: 3 people; Factory equipment: 1 person; totaling 13 people
Red Cross First Aid Certificate	Materials Management Sheets Cutting B Human Resources Quality Inspection A Environmental Health and Safety Welding Safety Section A	Each department sends one person for training, totaling 6 people.
Radiation Worker Training Certification	Lamination Section B AOI Section A IPQC Section Quality Assurance Section	Lamination Section B: 2 people AOI Section Section A: 1 person IPQC Section: 1 person Quality Assurance Section: 2 people

➤ The external training hours for the Certificate in Occupational Safety at TPT Wuxi Factory in 2022.

Courses	No. of Participants	Course Duration
Low Voltage Electrician	23	720
High Voltage Electrician	12	288
Special Equipment Safety Manager	7	224
Forklift Operator	5	200
Industrial Boiler Safety Manager Training	3	24
Hazardous Chemical Purchasing Officer	5	48
Hazardous Chemical Storage Officer	15	144
Hazardous Chemical User Safety Officer	9	72
Refrigeration and Air Conditioning Operations	3	24
Working at Heights	3	136
Welder	5	136
Boiler Operator	5	200
Total	95	2,216

➤ TPT Suining Factory's Special Position Employee External Training Course Participation in 2022

External Training Courses	Training Units	No. of Participants
IATF16949 : 2016	Quality Systems Engineering Section	1
Safety Production Manager	Safety and Health Section	4
Forklift Operator Certificate	Production Management Section / Material Management Section	7
Low Voltage Electrician Operation	Engineering Affairs Division	2
Elevator Safety Manager	Engineering Affairs Division	5
Hazardous Chemicals Management Personnel	Safety and Health Section	1
Chief Person in Charge of Hazardous Chemicals	Engineering Division	1
Occupational Health and Safety Manager	Safety and Health Section	4
Customs Standards Test	Customs Affairs Division	1
Intermediate Fire Safety Training	Safety and Health Office, Engineering Department, Pattern Plating, Welding Safety Division	4
Intermediate Certified Safety Engineer	Safety and Hygiene Section	2

Occupational Hazard Risk Control and Management

TPT follows ISO 45001 procedures and systems to prevent, manage, track, and report workplace injuries and occupational diseases. This includes encouraging employees to report, classify, and record workplace injuries and occupational diseases, providing necessary treatment, and investigating cases to take corrective actions to address the root causes, ultimately assisting employees in returning to their workstations. TPT identifies and reduces health and safety hazards in the workplace (such as chemical, electrical, and other energy sources, fires, transportation, and fall hazards or accidents) through various control measures and human factors engineering. These measures include hazard elimination, process substitution, equipment and material controls, engineering and administrative controls, protective maintenance, safety operating procedures, and ongoing safety knowledge training.

If workers believe that their work environment may lead to injury or illness, they can request a job transfer to another role through their immediate supervisor. This is following the company's "Measures for the Report of Illegal, Unethical, and Dishonest Act", which are designed to protect workers from intimidation, threats, or contract termination.

We strive to reduce occupational safety and health risks for both employees and non-employees in the workplace. This includes installing fire dampers in air conditioning ducts to reduce fire risks, implementing air pollution extraction equipment, and setting up safety protective facilities such as ladders and fencing. These measures create a safe working environment where all employees can work on the production line with peace of mind while improving the stability and yield of TPT products' manufacturing processes. Additionally, we conduct regular drills related to occupational safety and health risks, such as semi-annual fire drills and annual chemical safety drills.



Risk

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

Hazard Identification	Hazard Analysis	Risk Level	Improvement Measures
Mechanical hazards	Unsafe environment or facilities	Low	1. Conducting a thorough assessment of site safety risks and proactively eliminating safety hazards within the premises to reduce occupational hazards and risks posed to employees by the environment and facilities
	Machinery lacks safety guards or safety equipment failure	Low	1. Implementing safety requirements for the design and protection of new equipment to ensure their safe operation 2. Conducting monthly routine inspections of safety devices on equipment
Chemical hazards	Employees exposed to hazardous chemicals/organic solvent leaks in the work environment	High	1. Controlling on-site material inventory levels 2. Emergency measures: Chemical drills and on-site emergency supplies
Physical hazards	High-temperature operation	Low	1. Site ventilation 2. Establishment of workstation air conditioning
	Radiation	Low	1. Certified personnel on duty 2. Regular health check-ups for personnel 3. Regular radiation card measurements
	Dust	Low	1. Wearing PPE 2. Regular health check-ups
	Noise	Low	1. Wearing PPE 2. Regular health check-ups
Ergonomic hazards	Musculoskeletal hazards caused by repetitive work postures	Low	1. Shorten working hours and schedule adequate breaks.

Chemical Management and Workplace Environmental Monitoring

To prevent the use of hazardous substances from affecting employee health, we prioritize 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.

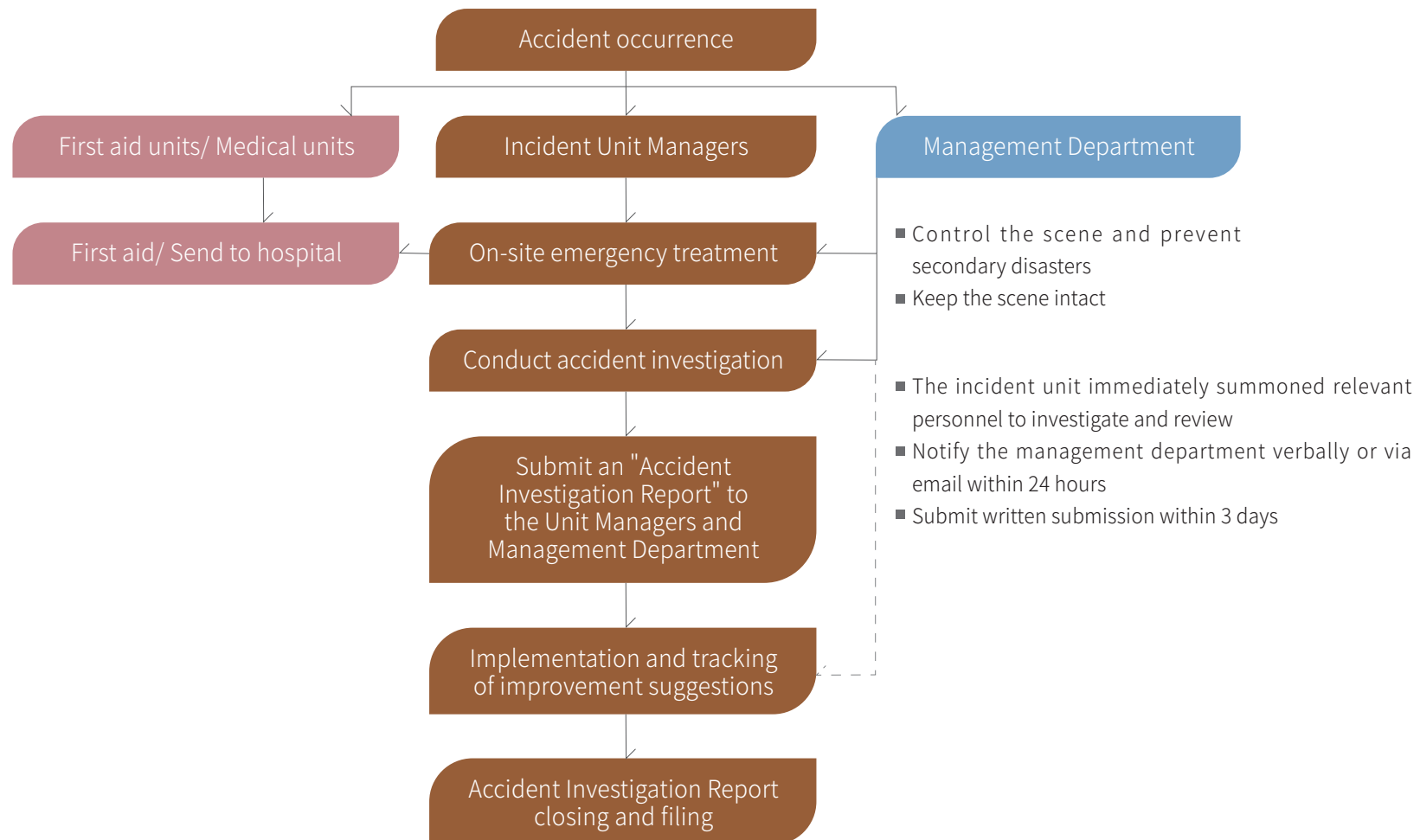
Contractor Occupational Health and Safety Management Regulations

TPT considers contractors to be important working partners and ensures the safety of contractor personnel's work. In addition to implementing hazard notifications and supervision following the Occupational Safety and Health Act and related regulations at construction sites, various management mechanisms are promoted to enhance the construction safety of contractors. Before entering the premises, contractors are required to sign a safety notification form. Contractors engaging in operations that involve hazards (e.g., hoisting operations, hot work operations, confined space operations, etc.) are also required to apply to TPT, to enhance the quality of subcontracted work and safety standards.

Occupational Accident Emergency Response

To ensure a swift response in the event of occupational accidents, the company has established operational procedures for accident handling and investigation. In the event of incidents such as false alarms, occupational injuries, or occupational diseases, specific measures, including first aid, reporting, investigation, and improvement, must be taken for each case. Improvement measures are to be based on the root causes of the accidents, and all improvement actions should be implemented horizontally to prevent similar incidents from recurring. Employees who have recovered from occupational injuries or illnesses but still have concerns about their workplace can report them to the Environmental and Safety Department at any time. The company places employee safety and health as a priority and continues to implement appropriate improvement measures to ensure the safety and health of its employees. Additionally, after an occupational injury or illness, the company arranges for occupational disease medical specialists to conduct return-to-work and work suitability assessments.

➤ Accident reporting, investigation, and handling process



➤ Accident Investigation Process



Accident occurrence

After a major occupational disaster occurs, it should be reported immediately to the Safety and Health Office (Management Department) and the immediate supervisor. In addition, contractors should report to the supervising unit within one hour by phone and follow relevant regulations to notify fire departments, and medical units, or request assistance. In the case of a major occupational disaster, it should be reported to the local labor inspection agency within 8 hours.

We also adhere to Article 18 of the Occupational Safety and Health Act, which protects workers' right to refuse work and emphasizes this during the orientation and training of new employees to ensure that the priority is always the health and safety of individuals under any circumstances.



Investigation of the incident's causes

After a major occupational disaster occurs, the Safety and Health Office should establish an "Occupational Disaster Investigation and Handling Team". This team will be led by Unit Managers or designated individuals, and they will visit the scene for inspection and verification. Within one week, they will submit an "Accident Investigation Report" to the General Manager.

Subsequently, a review meeting for the major occupational accident investigation report will be convened within one week, led by the Occupational Safety and Health Officer, and attended by department managers, labor representatives, and others. During this meeting, the Safety and Health Office will present the details of the major occupational accident and its handling process.



Review and improvement measures for the incident

According to the improvement items identified in the event investigation and analysis report presented by the "Occupational Accident Investigation and Handling Team", each unit should track and control these improvements until they are completed. A comprehensive review of the improvements should also be conducted. For major occupational accidents, photographic evidence should be taken at the scene and included with the investigation report. These materials can be used by the Occupational Safety and Health Office as case studies for education and training to prevent similar incidents from recurring.

Occupational Injury Accident Statistics and Analysis

In 2022, the total working hours for employees in the TPT Taiwan facilities were 1,323,136 hours, with no recordable or severe occupational injury incidents, which represents a decrease of 1.33 compared to 2021. In the China facilities of TPT, the total working hours for employees in 2022 were 11,942,887 hours. Throughout the year, there were 19 recordable occupational injury incidents, resulting in a rate of approximately 1.59, which is a 0.3 increase compared to 2021. There was one severe occupational injury incident, but it did not lead to any fatalities.

➤ Occupational Injury Statistics for Workers in the Taiwan Facilities in the Past 3 Years

Year	2020		2021		2022	
Worker Category	Employee	Non-Employee	Employee	Non-Employee	Employee	Non-Employee
Number of People	8,298	127	8,781	57	7,774	34
Total Worked Hours	1,392,840	21,072	1,497,480	10,032	1,323,136	5,960
Death Toll	0	0	0	0	0	0
Fatality Rate	0	0	0	0	0	0
Number of Severe Occupational Injuries	0	0	0	0	0	0
Severe Occupational Injury Rate	0	0	0	0	0	0
Total Recordable Injury Frequency Number	3	0	2	0	0	0
Total Recordable Injury Frequency Rate	2.15	0	1.33	0	0	0
Trauma Types	Object collapse, collapse, improper action. Wheel running on the foot.	N/A	Entanglement. Falling. Tumbling.	N/A	N/A	N/A

Notes:

- 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.

➤ Occupational Injury Statistics for Workers in China Facilities in the Past 3 Years

Year	2020		2021		2022	
Worker Category	Employee	Non-Employee	Employee	Non-Employee	Employee	Non-Employee
Number of People	45,136	32,821	47,133	31,232	45,880	18,324
Total Worked Hours	12,532,404	9,241,937	13,122,428	12,807,913	11,942,887	4,627,862
Death Toll	0	0	0	0	0	0
Fatality Rate	0	0	0	0	0	0
Number of Severe Occupational Injuries	0	0	0	1	1	0
Severe Occupational Injury Rate	0	0	0	0.07	0.08	0
Total Recordable Injury Frequency Number	25	19	17	22	19	13
Total Recordable Injury Frequency Rate	1.99	2.05	1.29	1.63	1.59	2.80
Trauma Types	Objects collapsing or collapsing: 1 incident Entanglement: 10 incidents Falling: 2 incidents Improper action: 2 incidents Collision: 8 incidents Other: 1 incident Contact with high temperature or low temperature: 1 incident	Improper action: 9 incidents Collision: 4 incidents Entanglement: 3 incidents Objects breaking: 2 incidents Falling: 1 incident	Entanglement: 6 incidents Falling: 3 incidents Struck by an object: 1 incident Falling or rolling: 2 incidents Improper action: 4 incidents Cut, sliced, or abrasion: 1 incident	Falling or rolling: 1 incident Improper action: 14 incidents Collision: 3 incidents Falling: 1 incident Entanglement: 2 incidents Cut, sliced, or abrasion: 1 incident	Entanglement: 4 incidents Improper action: 5 incidents Collision: 4 incidents Falling or rolling: 1 incident Falling: 2 incidents Objects collapsing or collapsing: 2 incidents Contact with hazardous substances: 1 incident	Contact with hazardous substances: 1 incident Entanglement: 2 incidents Improper action: 6 incidents Electric shock: 1 incident Collision: 1 incident Cut, abrasion, or scrape: 1 incident Falling objects: 1 incident

Notes:

- 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 a year, assuming each full-time worker works 2,000 hours in a year.

➤ Statistics on disability injury frequency and severity rates for workers at the TPT Pingzhen factory over the past 3 years.

Year	Worker Category	No. of lost workdays due to disability injuries	Disability injury frequency (FR)	Disability injury severity rate (SR)	Overall injury index (FSI)
2020	Employee	23	0.49	5	0.04
	Non-Employee	0	0	0	0
2021	Employee	175	0.52	46	0.15
	Non-Employee	0	0	0	0
2022	Employee	0	0	0	0
	Non-Employee	0	0	0	0

Notes:

- 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.
- Disabling Frequency Rate (FR): Disabling injury cases × 200,000 ÷ Total hours worked (calculated to 2 decimal places, no rounding).
- Disabling Severity Rate (SR): Total lost workdays due to disabling injuries × 200,000 ÷ Total hours worked (rounded to the nearest whole number, no rounding).
- Frequency-Severity Indicator (FSI) of disabling injuries: $\sqrt{[(FR \times SR) \div 1,000]}$.
- 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.



➤ Statistics on disability injury frequency and severity rates for workers at the TPT Kaohsiung factory over the past 3 years.

Year	Worker Category	No. of lost workdays due to disability injuries	Disability injury frequency (FR)	Disability injury severity rate (SR)	Overall injury index (FSI)
2020	Employee	4	0.34	1	0.01
	Non-Employee	0	0	0	0
2021	Employee	0	0	0	0
	Non-Employee	0	0	0	0
2022	Employee	0	0	0	0
	Non-Employee	0	0	0	0

Notes:

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. Disabling Frequency Rate (FR): Disabling injury cases \times 200,000 \div Total hours worked (calculated to 2 decimal places, no rounding).
3. Disabling Severity Rate (SR): Total lost workdays due to disabling injuries \times 200,000 \div Total hours worked (rounded to the nearest whole number, no rounding).
4. Frequency-Severity Indicator (FSI) of disabling injuries: $\sqrt{[(FR \times SR) \div 1,000]}$.
5. 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.

➤ Statistics on disability injury frequency and severity rates for workers at the TPT Zhongshan factory over the past 3 years.

Year	Worker Category	No. of lost workdays due to disability injuries	Disability injury frequency (FR)	Disability injury severity rate (SR)	Overall injury index (FSI)
2020	Employee	269	3.14	65	0.45
	Non-Employee	6	3.25	19	0.24
2021	Employee	447	2.07	115	0.48
	Non-Employee	239	1.58	377	0.77
2022	Employee	575	2.88	184	0.72
	Non-Employee	16	7.91	63	0.70

Notes:

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. Disabling Frequency Rate (FR): Disabling injury cases \times 1,000,000 \div Total hours worked (calculated to 2 decimal places, with no rounding).
3. Disabling Severity Rate (SR): Total lost workdays due to disabling injuries \times 1,000,000 \div Total hours worked (rounded to the nearest whole number, with no rounding).
4. Frequency-Severity Indicator (FSI) of disabling injuries: $\sqrt{[(FR \times SR) \div 1,000]}$.
5. The rate of 1,000,000 hours refers to the ratio of the number of occupational injuries for every 500 full-time employees in a year, assuming that full-time employees work 2,000 hours per year.

> Statistics on disability injury frequency and severity rates for workers at the TPT Wuxi factory over the past 3 years.

Year	Worker Category	No. of lost workdays due to disability injuries	Disability injury frequency (FR)	Disability injury severity rate (SR)	Overall injury index (FSI)
2020	Employee	144	1.11	32	0.18
	Non-Employee	780	2.36	102	0.49
2021	Employee	699	1.01	141	0.37
	Non-Employee	890	1.65	81	0.36
2022	Employee	514	1.77	114	0.44
	Non-Employee	446	2.89	129	0.61

Notes:

1. Lost Workdays: The number of days 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. Disabling Frequency Rate (FR): Disabling injury cases × 1,000,000 ÷ Total hours worked (calculated to 2 decimal places, with no rounding).
3. Disabling Severity Rate (SR): Total lost workdays due to disabling injuries × 1,000,000 ÷ Total hours worked (rounded to the nearest whole number, with no rounding).
4. Frequency-Severity Indicator (FSI) of disabling injuries: $\sqrt{[(FR \times SR) \div 1,000]}$.
5. The rate of 1,000,000 hours refers to the ratio of the number of occupational injuries for every 500 full-time employees in a year, assuming that full-time employees work 2,000 hours per year.

> Statistics on disability injury frequency and severity rates for workers at the TPT Suining factory over the past 3 years.

Year	Worker Category	No. of lost workdays due to disability injuries	Disability injury frequency (FR)	Disability injury severity rate (SR)	Overall injury index (FSI)
2020	Employee	45	1.78	11	0.13
	Non-Employee	0	0	0	0
2021	Employee	15	0.92	3	0.05
	Non-Employee	68	2.30	52	0.34
2022	Employee	25	0.46	5	0.04
	Non-Employee	15	1.08	16	0.13

Notes:

1. Lost Workdays: The number of days 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. Disabling Frequency Rate (FR): The Disabling Frequency Rate is calculated as the number of disabling injury cases multiplied by 1,000,000, divided by the total hours worked. The result should be calculated to two decimal places without rounding (no rounding to the nearest value).
3. Disabling Severity Rate (SR): The Disabling Severity Rate is calculated as the total number of lost workdays due to disabling injuries multiplied by 1,000,000, divided by the total hours worked. The result should be an integer (rounded to the nearest whole number) without rounding to the nearest value.
4. Frequency-Severity Indicator (FSI) of disabling injuries: The FSI of disabling injuries is calculated as the square root of $[(FR \times SR) \div 1,000]$.
5. The rate of 1,000,000 hours represents the ratio for every 500 full-time employees in a year. It is assumed that full-time employees work 2,000 hours per year.

Workplace Health Services

Occupational Injury and Disease Prevention Management

TPT has been actively promoting and emphasizing occupational health and safety for a long time to protect the physical and mental well-being of its employees. The company conducts regular health check-ups for all employees, including in-service employee health examinations, special hazard health examinations, and night shift work health examinations. These examinations are carried out following a graded health management system as required by law. The results of the health check-ups are provided with health education and health monitoring by the factory nurses and occupational medical specialists. When necessary, on-site assessments of suspected work-related illnesses are conducted. Employees under Class 3 health management are followed up the following year, and Class 4 management employees receive health counseling and guidance from professional doctors at the health center. As of the end of 2022, the Taiwan facilities had a total of 94 participants in special health examinations, with one employee under Class 3 health management and no Class 4 health management cases due to abnormal examination results from special operations. The China facilities had a total of 2,341 participants in special health examinations. All employees under Class 4 health management have been transferred to other positions as a control measure, and various locations with excessive risks have been optimized. Protective equipment instructions and hazard warning signs have been posted at the entry zone to inform employees of potential hazards and the need to wear appropriate protective gear. In 2021, TPT had cases of carpal tunnel syndrome as an occupational disease. Control measures have been implemented, such as increasing workstation heights and regular consultations with employees to manage and prevent such cases. As of 2022, no cases of occupational diseases have been identified.



➤ Health Management Classification for Special Health Checks at TPT Taiwan Facilities in the Past 3 Years (Unit: Number of People)

Year	Total Number of Examined Individuals	Class 1 Health Management	Class 2 Health Management	Class 3 Health Management	Class 4 Health Management
2020	132	62	70	0	0
2021	129	76	53	0	0
2022	94	53	40	1	0

- Notes:
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 Management Classification for Special Health Checks at TPT China Facilities in the Past 3 Years (Unit: Number of People)

Year	Total Number of Examined Individuals	Class 1 Health Management	Class 2 Health Management	Class 3 Health Management	Class 4 Health Management
2020	2,188	1,277	812	70	29
2021	2,786	1,483	1,157	110	36
2022	2,341	1,160	1,098	61	22

- Notes:
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

We expect our employees to achieve a balance between work, health, and life, ultimately enhancing their physical and mental well-being. We have dedicated nursing staff and integrate professional service resources from both internal and external sources to assist employees in addressing issues that may affect their job performance due to health, family, legal, psychological, and other factors. The areas of assistance for employees include:

Service System	<p>On-Site Doctor: Provides monthly regular health services at the factory.</p> <p>Full-time Nursing Staff: Offers occasional health consultations and care, as well as basic first aid services.</p>
Consultation Channel	<p>Sexual harassment :</p> <p>To prevent and address workplace sexual harassment, the company has established a 7-member Complaints Committee. The Committee members are composed of employee-elected representatives, with at least half being female members. Their term is 3 years, and they can be reelected. In case of mid-term resignations, replacements will be chosen. Any individual who has experienced sexual harassment can file a complaint with the Complaints Committee. If the Committee is unable to resolve the issue, the matter can be referred to the relevant government authority or the judicial branch for further action.</p> <ul style="list-style-type: none"> Employee Complaint Channel: <ul style="list-style-type: none"> Phone: 03-4698860 ext. 418 Fax: 03-4698277. Email: Send directly to 5134@tpt-pcb.com.tw. The Management Department staff opens and reviews the emails weekly, and the cases are forwarded to the respective supervisor of the accused based on their position.
	<p>Workplace Unlawful Infringement Complaint Hotline:</p> <ul style="list-style-type: none"> In Writing: Complainants can submit their complaints in writing through a designated suggestion box. Management Department staff opens the suggestion box weekly, and the cases are forwarded to the respective supervisor of the accused based on their position. Verbally: Complainants can directly report the complaint to the respective supervisor of the accused based on their position. Fax: The company's fax number is 03-4698277. Email: Send complaints directly to 5134@tpt-pcb.com.tw. The Management Department staff opens and reviews the emails weekly, and the cases are forwarded to the respective supervisor of the accused based on their position.

To ensure workplace health and safety, we have established night-shift workplaces for female employees that comply with safety and health regulations. We have also developed a self-inspection checklist for the safety and health of female night shift workers at TPT. This checklist is regularly used to monitor and ensure the overall safety and health conditions of female workers in their workplace.

[illegible]

Regularly disseminating the latest health information on the company's bulletin board and through internal emails is part of our effort to promote health awareness. During the COVID-19 pandemic that began in 2020, the company promptly gathered relevant epidemic prevention information. Every two weeks, this information was distributed via internal emails and displayed through informative posters to enhance our employees' understanding of epidemic prevention measures.

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Dear All,

6/24 15:30 会议摘要如下, 请查收:

1. 全员进入公司出示健康码持续进行, 何时取消待进一步通知
2. 人事资料 (主要包含含有居住信息) 下周需再全员清查一遍, 后续每周定期更新, 确保资料准确。
3. 两次返岗休假期间再并川进入后需要继续检测, 如未时修改、北京、湖北继续检测则无需再检测 14 天, 且为无薪假期。

4. 暂行管理补充

- A. 广康总使用一次性饭盒、筷子、筷架。
- B. 广康食点在晚定时间段 12:10-12:30 进入餐厅, 并另设置区域就餐。
- C. 广康进入餐厅由保安执行酒精消毒。
- D. 餐厅消毒频次定每周每周两次 (周二、周五)。
- E. 食材产地要做溯源。
- F. 以上餐厅新增管理须于 6/25 开始执行。

5. 吸烟室定点调整: 将老吸烟室前面积 15 平方米为 1 米 (新吸烟室本来设置为 1 米, 不要调整), 此部分工务协助调整布置。

6. 假期期间外省人员两点一检要求, 药房舍人员外出广康, 除需前哨检测, 取消就餐申请。

以上谢谢!

公告

2022-06-29

因疫情状况，近期四川、重庆均为持续清零状态，特调整公告如下：

1. 员工返岗道路调整为离开川渝地区返岗，需经通报联系人、信息及部门主管、行政处主要负责人。
2. 中高风险地区及关联城市返岗者禁止入厂，并上报政府防疫部门接受进一步管控。
3. 川渝以外其它省市中高风险地区过来之访客，凭访客单、健康码、行程卡、48小时内核酸检测报告。
4. 所有人员禁止前往中高风险地区及其关联地区（中高风险地区所在城市）、大陆外侨、有较高风险之边境城市，违者配合政府集中隔离多次核酸检测，所有费用或成本需自行承担。
5. 其它工厂管控措施参照“常态化管控措施”严格执行：
 - A. 全员室内佩戴口罩、每日两次体温检测。
 - B. 依照防疫规定佩戴口罩，两人一桌，就餐前双手消毒清水。
 - C. 车间区域划分清洁，座位间距保持一米，保持单向站立一人。
 - D. 所有设备24小时保持开启运行及定时灭蚊。
 - E. 每周一、周四，全员员工工厂卫生检查14日行程码。
 - F. 外来员工入厂需携带登记，提供行程码，入厂时酒精消毒，体温测量，限制活动区域，全员佩戴口罩。
 - G. 外来车辆入厂，驾驶人凭工厂外来员工入厂管控表，另外车辆入厂四次酒精消毒。
 - H. 公共区域每天两次入厂四次酒精消毒。
6. 全员认真遵守公司之任一控制要求，违者依厂规6-3-3-19条款处理一次，公同负责自即日起施行，后除将视防疫政策及疫情状况进行实时更新调整。

总经办 行政处

2022年6月29日

Epidemic Prevention and Management

To respond to the COVID-19 pandemic, stringent measures have been put in place for its prevention and management. Employees who are under home isolation or self-quarantine are strictly prohibited from entering the workplace. Visitor and contractor access to the facility has been restricted, and during severe pandemic conditions, office areas have been divided into zones. Workforce allocation and mobilization are managed by the Quality Assurance Section to prevent the occurrence of cluster infection.

Item	Description
Distributing epidemic prevention supplies	To support epidemic prevention, we distributed face masks and personal hand sanitizer bottles for disinfection. Subsequently, the Suining factory established a detailed record of epidemic prevention supplies and documented the distribution of items on a daily basis. These supplies included electronic thermometers, protective suits, COVID-19 antigen rapid test kits, and antiviral drugs such as Lianhua Qingwen.
Strengthen environmental disinfection	Daily disinfection of common areas and increased environmental disinfection at entrances and exits were carried out. In addition, alcohol-based sanitizers were provided in common areas. Furthermore, at the Zhongshan factory, employees needed to undergo disinfection in designated areas upon entry and exit as an additional precautionary measure.
Personnel control	The Suining factory enforced control over visitor access. Individuals entering the factory were required to fill out a visitor form, and their information was registered by the main gate security office.
Providing epidemic prevention knowledge	COVID-19 prevention and control information was disseminated through continuous television broadcasts in public areas. Posters and materials containing COVID-19 prevention and control knowledge were displayed on bulletin boards, in the cafeteria, at the facilities entrances and exits, and in the dormitory areas. Additionally, internal email announcements and pandemic awareness graphics were distributed every two weeks to reinforce preventive measures and promote awareness among employees.
Avoiding physical meetings unless necessary	Physical meetings had been replaced with remote telephone or WeChat conferences, and training sessions had transitioned to online participation. It was required that physical meetings were only to be held when necessary, and those requiring a meeting room must submit a prior application to evaluate the necessity of the in-person meeting.

Item	Description
Epidemic preparedness training drills	The Suining factory had implemented pandemic scenario training. The training covered various scenarios related to the pandemic, including the control of in-house and out-house personnel, meal control, control of personnel and vehicle access, and emergency measures in response to suspected cases reported by the government in the community where employees lived. It also included emergency measures for employees within the factory who showed symptoms during their work hours.
Split Working/ Split Operation	During the pandemic, office staff were assigned to work in shifts, and measures such as staggered work hours and telecommuting were implemented to address the situation.
High-risk case management	Each factory adapted its management measures based on the local pandemic situation. In the Kaohsiung factory, abnormal health check grading involved consultation and interviews. In the Zhongshan factory, high-risk individuals were required to self-quarantine for 14 days. In the Wuxi factory, a separate isolation area was set up on the first floor of the dormitory. In the Suining factory, daily updates on high and medium-risk areas were posted publicly, and individuals traveling to these areas were registered and subjected to isolation measures according to local pandemic control guidelines.
Dining control	During the pandemic, partitions were placed on dining tables in the cafeteria, and meals were served in batches in a bento box format to avoid cross-infection among employees.

➤ The Suining factory uses disinfectant "84" and 75% alcohol to disinfect the environment.



➤ The Suining factory implementing personnel management in high-risk areas in response to the local pandemic situation.

疫情提醒2022.11.28

Dear All,

截至11月28日7时, 全国共有, 高风险地区31129处, 低风险地区4006处。请每日做好例行疫情调查, 谢谢!

省内涉及高风险地区市州: 成都、德阳、内江、南充、眉山、宜宾、达州、阿坝、凉山、攀枝花、绵阳、广元、乐山、巴中。

重要提示

1. 对近7日内有高风险地区旅居史的来(返)川人员, 实施**7天居家隔离**, 不具备居家隔离条件者实行集中隔离。对近7日内有低风险地区旅居史的来(返)川人员, 实施**3天3次核酸检测**(每次间隔24小时及以上), 做好居家健康监测, **3天期间不前往空间密闭、人员密集的重点公共场所, 第5天需再完成1次核酸检测**。
2. 所有来(返)川人员, 严格落实“入川即检”, 实施**3天3次核酸检测**(每次间隔24小时及以上), 需在入川首站完成第1次核酸检测。第1次核酸检测阴性证明出具后可正常出行, 但不前往空间密闭、人员密集的重点公共场所, 入川后第5天需再完成1次核酸检测。
3. 对近7日内有新疆维吾尔自治区喀什市、图木舒克市、阿克苏市、阿拉尔市、和田市、库尔勒市旅居史的来(返)川人员, 实施**3天集中隔离**。对近7日内有新疆维吾尔自治区其他地区、西藏自治区旅居史的来(返)川人员, 实施**3天居家健康监测**, 对不具备居家健康监测条件的, 按目的地疫情防控相关规定执行。
4. 跨省流动人员, 需持**48小时内**核酸检测阴性证明乘坐飞机、火车、长途客运汽车、客运船舶等交通工具。
5. 省内有近7日内低风险地区旅居史人员, 原则上不跨市(州)流动; 确需出行的需持**24小时内**核酸检测阴性证明, 到达目的地后, 实施**3天3次核酸检测**(每次间隔24小时及以上), **3天期间不前往空间密闭、人员密集的重点公共场所**。
6. 根据疫情社会面传播风险研判, 省内各市(州)按一、二、三类地区进行分类管控、动态调整, 公众要按照目的地防控措施要求, 进入重点场所(机构)时分别需持有效时间内的核酸检测阴性证明。

国内风险区实时详情请通过微信扫描下方二维码查询

➤ The Wuxi factory regularly maintained records of environmental disinfection.



鞋区消毒记录表				
消毒物品或场所	日期	第一次消毒时间	第二次消毒时间	执行者 确认者
地面 门把手 门帘 垃圾桶 鞋柜 扶手 楼梯	9/1	8:30	3:30	马志富 龙岳
	9/2	8:30	3:40	马志富 龙岳
	9/3	8:30	3:40	马志富 龙岳
	9/4	8:30	3:40	马志富 龙岳
	9/5	8:30	3:40	马志富 龙岳
	9/6	8:30	3:40	马志富 龙岳
	9/7	8:30	3:40	马志富 龙岳
	9/8	8:30	3:40	马志富 龙岳
	9/9	8:30	3:40	马志富 龙岳
	9/10	8:30	3:40	马志富 龙岳
	9/11	8:30	3:40	马志富 龙岳
	9/12	8:30	3:40	马志富 龙岳
	9/13	8:30	3:40	马志富 龙岳
	9/14	8:30	3:40	马志富 龙岳
	9/15	8:30	3:40	马志富 龙岳
	9/16	8:30	3:40	马志富 龙岳
	9/17	8:30	3:40	马志富 龙岳
	9/18	8:30	3:40	马志富 龙岳
	9/19	8:30	3:40	马志富 龙岳
	9/20	8:30	3:40	马志富 龙岳
	9/21	8:30	3:40	马志富 龙岳
	9/22	8:30	3:40	马志富 龙岳
	9/23	8:30	3:40	马志富 龙岳
	9/24	8:30	3:40	马志富 龙岳
	9/25	8:30	3:40	马志富 龙岳
	9/26	8:30	3:40	马志富 龙岳
	9/27	8:30	3:40	马志富 龙岳
	9/28	8:30	3:40	马志富 龙岳
	9/29	8:30	3:40	马志富 龙岳
	9/30	8:30	3:40	马志富 龙岳

➤ During the pandemic, the cafeteria implemented infection control measures. They placed dividers on tables and provided boxed meals for dining.



Social Care for the Common Good

➤ Management Situation of TPT's Momentous Theme "Social Welfare" in 2022

Momentous Theme	Social Welfare
Corresponding GRI Indicators	GRI 203-1: Investments in infrastructure and services supported development and impact
Linked SDGs	 1.No Poverty  4.Quality Education
Policies or Commitments	Through four major initiatives: caring for the underprivileged, supporting education, art and cultural activities sponsorship, and sports promotion, we continue to increase our resources and efforts to engage in society, helping disadvantaged groups, practicing corporate social responsibility, and giving back to the community.
Indicators and Goals	Ongoing Goal: <ul style="list-style-type: none"> ■ Donate a minimum of NTD 8 million or more annually (✓ Achieved 112% in 2022). ■ Support local public welfare activities at least 10 times a year (✓ Achieved 150% in 2022). Medium to Long-term Goal (3-5 years): <ul style="list-style-type: none"> ■ Improve the community's perception of TPT and maintain a complaint-free relationship with local residents.
Effectiveness Tracking Mechanisms	<ul style="list-style-type: none"> ■ Maintain long-term relationships with beneficiary organizations and conduct assessments twice a year to understand their needs.
Annual Actions and Measures	<ul style="list-style-type: none"> ■ Sponsored the Yumin Elementary School Creative Puppetry Troupe to participate in the national competition, covering a two-day, one-night stay and related expenses. In 2022, they achieved an excellent result in the national competition. ■ In 2022, charitable donations included NTD4,200,000 for caring for vulnerable populations, NTD1,895,000 for educational assistance, NTD1,000,000 for art and cultural activities sponsorship, and NTD1,900,000 for sports promotion, with a total investment of NTD8,995,000.

TPT actively supports local charitable activities by providing financial assistance to purchase teaching equipment for junior and elementary schools in the Taoyuan area. We continue to focus on the needs of local communities. In remote areas, we offer educational assistance by hiring teachers for guidance, donating books, and assisting with school fees. We also periodically maintain and care for roadside trees and public spaces outside the factory area to engage with the community. The company extends its care to vulnerable groups, such as the Tin-Fun Education and Nursing Institution, and provides occasional donations. For example, we support the Yujen Elementary School Creative Puppetry Troupe in Guanyin District, Taoyuan City. This support includes hiring professional instructors for lessons, and enabling underprivileged children to continue learning and growing within the puppetry troupe. We sponsor the troupe's participation in a two-day, one-night stay at the national competition, with the hope of helping these underprivileged children overcome their disadvantages in rural schools and demonstrate their exceptional traditional skills. Yujen Elementary School was successfully awarded a Merit Award in the National Creative Drama Competition in April 2022.

➤ Yumin Elementary School's Creative Puppetry Troupe went from learning to set up stages to practicing their skills after school. Finally, in 2022, they participated in a national competition and received a Merit Award.



➤ Social Welfare Expenditures in the Past Three Years at TPT

Unit: NTD 000 's

Item	2020	2021	2022
Support for Vulnerable Groups	4,200	6,200	4,200
Educational Assistance	2,416	2,020	1,895
Art and Cultural Activities Sponsorship	2,900	0	1,000
Sports Promotion	1,900	1,300	1,900
Total	11,416	9,520	8,995

➤ Specific Actions of TPT's Charitable Donations in 2022

Unit: NTD 000 's

Item	Donation Details		Amount
Support for Vulnerable Groups	Tin-Fun Education and Nursing Institution Foundation in Taoyuan County – For Land Acquisition		4,200
Subtotal			4,200
Educational Assistance	Pei Hu Elementary School Xinwu District, Taoyuan City	English picture books and bilingual board games, Classroom computers	200
	Nan-Shi Elementary School Pingzhen District, Taoyuan City	Student diverse clubs skill development and Support program for vulnerable groups	200
	Datan Elementary School Guanyin District, Taoyuan City	After-school care subsidy program	200
	Lunping Elementary School, Guanyin District, Taoyuan City	Promote diverse student clubs (Painting, Badminton, Calligraphy, Dance Clubs)	100
	Kuei-Huei Elementary School Fuxing District, Taoyuan City	1. Holiday living supplies for underprivileged students (40 students, NTD250 per month) 2. Diverse educational learning materials 3. School supplies, materials, and academic guidance	200

Item	Donation Details		Amount
Educational Assistance	Shan Fong Elementary School Pingzhen District, Taoyuan City	Diverse learning promotion program for students 1.Art and Design Clubs 2.Reading and Music Clubs 3.International Cultural Clubs 4.Little Journalists Club instructor fees, teaching materials, photography, and miscellaneous expenses	210
	Simwu Elementary School, Simwu District, Taoyuan City	Enriching the library with books, donating double-layer bookshelves, and dehumidifiers	200
	Yuren Elementary School Guanyin District, Taoyuan City	Supporting the Creative Puppetry Theater Group, hiring professional instructors for lessons, and covering expenses for a two-day-one-night stay during the national competition	85
	Nei Wan Elementary School Hengshan Township, Hsinchu County	Funding for the violin club, subsidizing teacher hourly fees, and lecture hourly fees	100
	Taoyuan Municipal Pingzhen Junior High School	Club development, presentation of club achievements, and equipment updates for the rock music club	200
	Bao-Sheng Elementary School Guanyin District, Taoyuan City	Student club learning programs and improvements in environmental teaching equipment	200
Subtotal			1,895



Item	Donation Details		Amount
Art and Cultural Activities Sponsorship	Yafen Taiwanese Opera Troupe		1,000
Subtotal			1,000
Sports Promotion	Taoyuan Municipal Pingjen Senior High School	Subsidies for the underprivileged excellent baseball players (registration fees, meal expenses)	700
	Ke Jian Elementary School Simwu District, Taoyuan City	Unicycle and Rollerblade Instructor Fees, Ceremonial stand construction	200
	Taoyuan Municipal Pingzhen Junior High School	Sponsorship for sports teams of underprivileged students (table tennis, taekwondo, martial arts, boxing teams)	400
	The Affiliated Tao-Yuan Agricultural & Industrial Senior High School	Subsidies for coaching and miscellaneous expenses of the baseball team	600
Subtotal			1,900
Total			8,995

► Results of Datan Elementary School After-School
Care Program for the Academic Year 2022



we can read books, play games, and tidy up the environment.

➤ The daily training situation of The Affiliated Tao-Yuan Agricultural & Industrial Senior High School Baseball Team in 2022.





Appendix



GRI Standards Content Index List

SASB Standards Index

Sustainable Disclosure Index -

Electronic Parts and Components Manufacturing

GRI Standards Content Index

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TC-HW-330a.1	(1) Management, (2) Technical staff, (3) Percentage of gender and racial/ethnic group representation for all other employees	Diverse and Abundant Employment Opportunities	P.106
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-430a.3	Percentage of eligible products, by revenue meeting the requirements for ENERGYSTAR® equivalent	N/A	
TC-HW-430a.4	Weight and recovery percentage of discarded products and electronic wastes.	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 Assessment and Audit	P.70
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 Assessment and Audit	P.70

SASB Code	Indicator Description	Disclosure Chapters	Page No.
Materials Procurement			
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Sustainable Manufacturing	P.3

Activity Indicator No.	Indicator Description	Unit of Measure	Disclosure Description
TC-SC-000.A	Total production	Per unit	Printed circuit boards: 59,891,881 sq. ft
TC-SC-000.B	Factory area	Sq. ft(ft ²)	Land: 4,282,047.56 sq.ft, Building: 3,779,236.29 sq.ft
TC-SC-000.C	Percentage of production from owned facilities (local content rate	Percentage (%)	100

Sustainable Disclosure Index - Electronic Parts and Components Manufacturing

No.	Indicator	Indicator Category	Annual Disclosure Status	Unit of Measure
1	Total energy consumption, percentage of purchased electricity, and renewable energy usage rate	Quantification	1,642,651.695 、 85.3 、 0	GJ, %
2	Total water withdrawal and total water consumption	Quantification	4,633.583 、 722.773	m ³
3	Weight of generated hazardous waste and recycling percentage	Quantification	43,749.1 、 89.29	T, %
4	Description of occupational accident category, the number of cases, and the rate	Quantification	Refer to: Occupational Injury Accident Statistics and Analysis	%, per unit
5	Disclosure of Product Lifecycle Management: including the weight of discarded products and electronic waste and the percentage of recycling	Quantification	N/A	T, %
6	Description of the management of risks associated with the use of critical materials	Qualitative Description	Refer to: Prohibition of Conflict Materials	N/A
7	Total monetary losses incurred due to legal proceedings related to anti-competitive agreements	Quantification	NTD 0	Reporting Currency
8	Primary product output by product category	Quantification	Printed circuit boards: 59,891,881 square feet	Varies by product type



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