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2023

TAIWAN

PRINTED CIRCUIT BOARD  
TECHVEST CO., LTD.

**Sustainability Report**



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## Special Issue Embrace sustainable challenges - Factory-Wide automation project.

TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD. (referred to as TPT) has long been dedicated to the manufacturing and sales of printed circuit boards (PCBs). In recent years, we have faced various challenges such as workforce reduction and intense competition in product quality. In response to these challenges, we have maintained a focus on technological innovation. Throughout our facilities, we have been progressively introducing advanced automation equipment to enhance production efficiency, improve product yield rates, and reduce occupational hazards for employees. These efforts underscore our commitment to sustainable operations.

### Focus on Occupational Safety

Employee safety has always been a priority for TPT within the workplace. Certain machinery operations pose risks, prompting TPT to install safety grating, protection switches, and security fences. These measures aim to prevent occupational injuries during machine operation by personnel on-site. Additionally, through automation of equipment, TPT reduces the chances of employees coming into contact with hazardous machinery, thereby creating a safer working environment. This allows employees to perform their duties with peace of mind, consistently enhancing work efficiency.

### Quality and Efficiency Improvement

Due to the high precision requirements of the products, effective use of automation equipment can significantly reduce operator touch time and handling opportunities, thereby decreasing the chances of scratches and foreign object contamination, reducing defects caused by human error, and improving product yield. After careful evaluation and integration with the production line, we have purchased new automation equipment to replace older models that required more manpower. This advancement in production technology not only increases the capacity of individual production lines but also significantly reduces the use of consumables such as light tubes and film. Additionally, with the improvement in performance, power consumption decreases, effectively reducing resource waste, environmental pollution, and greenhouse gas emissions. This contributes to enhancing our future corporate resilience and advancing corporate sustainability.

TPT remains committed to integrating the latest automation equipment, focusing not only on technological advancements but also on tangible actions towards sustainable development. We equally prioritize revenue growth and the health and safety of our employees. While ensuring production efficiency and product quality, we actively strive to enhance our employees' safety and working environment. By continuously investing in production equipment, we aim to establish a solid foundation for TPT's sustainable development.



■ TPT automation equipment purchase situation in 2023

Site	The acquisition of automation equipment	Quantity	Benefits
Pingzhen factory	Safety grating	1	<ul style="list-style-type: none"> <li>Preventing accidents involving personnel : Install safety grating near the Laminating and De-paneling Reflow Line, close to the overhead crane, and at the brush grinding robotic arm and feed-in port. When personnel enter the sensing area, the grating will interrupt operation immediately. This measure prevents accidents caused by failure to manually pause operations.</li> </ul>
	Robotic arm protection switch	2	<ul style="list-style-type: none"> <li>Preventing accidents involving personnel : The movable door of the robotic arm security fence is equipped with a protective switch that stops operation when it detects personnel or prevents operation from starting altogether.</li> </ul>
Kaohsiung factory	Mechanical arm	6	<ul style="list-style-type: none"> <li>Reducing the probability of injury from handling or transportation scratches by personnel</li> <li>Reduce 1.5 person-trips of material handling per day</li> </ul>
	Robotic arm security fence	-	<ul style="list-style-type: none"> <li>Preventing accidents involving personnel : The robotic arm is equipped with safety grating that stops operation or prevents starting when personnel are detected.</li> </ul>
Suining factory	LDI exposure machine	1	<ul style="list-style-type: none"> <li>Single-machine productivity increased by 90.9%; process capability improved by 25%</li> <li>No need for film usage, saving film costs of NTD 348,000 per year</li> <li>Save approximately NTD 346,000 in lamp tube costs per year.</li> <li>Save NTD 974,000 in electricity costs per year.</li> </ul>
Wuxi factory	LDI exposure machine	1	<ul style="list-style-type: none"> <li>Reduce 4 person-trips of labor per day</li> <li>No need for film usage, saving film costs of NTD1,506,000 per year</li> <li>Save approximately NTD 623,000 in lamp tube costs per year.</li> <li>Save NTD 675,000 in electricity costs per year.</li> </ul>

Site	The acquisition of automation equipment	Quantity	Benefits
Wuxi factory	Automatic PIN machine (in)	1	<ul style="list-style-type: none"> <li>Switching to 2-pin operation mode increases production efficiency by 2.10%.</li> <li>Reduce 6 person-trips of labor per day</li> </ul>
	Automatic PIN machine (out)	1	
	Solder resist automatic printing machine	2	<ul style="list-style-type: none"> <li>2 fully automatic printing machines can replace 15 semi-automatic printing machines.</li> <li>Save 22 person-trips of labor per day</li> <li>Able to meet the demand for larger printing sizes</li> </ul>
Zhongshan factory	Solder resist automatic printing machine	1	<ul style="list-style-type: none"> <li>Reduces foreign object contamination to improve product quality</li> <li>Save 10 person-trips of labor per day</li> <li>Investment cost: NTD 15.88 million</li> </ul>
	LDI exposure machine	2	<ul style="list-style-type: none"> <li>Save 6 person-trips of labor per day</li> </ul>
	New robotic arm	6	<ul style="list-style-type: none"> <li>Simplify production process: Reduce original 4-touch time to 0</li> <li>Quality improvement: Reduce scratch scrap rate after chemical gold plating from 0.25% to less than 0.15%</li> <li>Investment cost: NTD 10.255 million</li> </ul>

▶ Suining factory inner LDI exposure machine



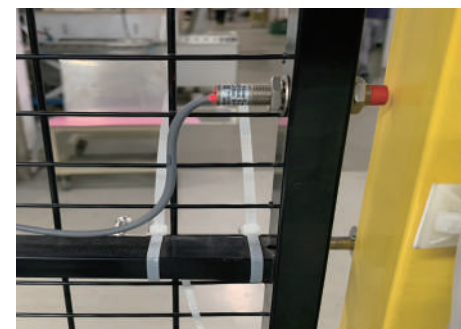
▶ Kaohsiung factory mechanical arm to install safety fence



▶ Mechanical arm installed guardrail in Pingzhen factory



▶ Mechanical arm guardrail of Pingzhen factory is equipped with protection switch



## Chairman's Message

In 2023, according to observations from the Taiwan Printed Circuit Association (TPCA), the market faced challenges such as inventory destocking, coupled with pressures from tightening U.S. monetary policies and geopolitical risks. These factors led to weak demand for end products and sluggish trade. Despite these difficult conditions, TPT remained committed to strict cost control and actively sought innovative technologies and methods.

We continued to develop products and technologies that meet market mainstream demands, collaborating closely with customers. Additionally, we focused on product diversification and improving yield rates.

Financially, in 2023, TPT reported consolidated operating revenue of NTD 18,933,840,000, with consolidated after-tax net profit of NTD 1,131,120,000, resulting in earnings per share of NTD 4.03.

On the environmental front, TPT continues to focus on monitoring energy usage throughout its operational processes. By implementing the ISO 14064 carbon inventory system, we effectively monitor and manage carbon emissions, aiming to enhance energy efficiency, carbon reduction, and resource recycling.

In 2023, we successfully implemented 9 energy-saving and carbon reduction initiatives, resulting in a reduction of over 5,800 tons of carbon emissions. Emphasizing circular economy principles, our waste recycling rate reached 87.21%, achieving significant results. We also prioritize water conservation efforts; our Wuxi factory introduced a municipal reclaimed water reuse system, expected to save approximately 77,091 tons of water annually.

We are committed to collaborating with suppliers and partners to promote green transformation across the supply chain, fostering sustainable development throughout the industry. TPT remains dedicated to minimizing our environmental footprint, pledging to protect our planet with greater determination and action.

On the social front, TPT values its employees as its most important asset and is dedicated to creating a high-quality work environment that supports their growth and well-being.

In terms of education and training, the average training hours per employee at the Taiwan and China facilities are 32.0 hours and 43.8 hours respectively, providing ample opportunities for learning and development. The Suining factory actively participates in new training programs and has implemented a new apprenticeship training system, benefiting 500 employees in their career development.

Furthermore, we strive to improve the quality of life for our employees. The employee dormitories at the China facilities provide facilities such as a gym, a table tennis room, a billiards room, and a welfare shop to enrich leisure time. TPT's cafeteria in Taoyuan has been awarded the top-grade hygiene rating, providing a safe and healthy dining environment for employees.

Additionally, we offer free health check-up services and implement environmental improvement measures to ensure the health and safety of our employees. TPT's headquarters invests NTD 17,080,5000 annually in employee welfare expenses and has donated a total of NTD 6,075,000 to support social welfare causes. These initiatives not only demonstrate our care for employees but also reflect TPT's commitment to social responsibility and practices.

2024 will be a year filled with challenges and opportunities. Despite facing global economic challenges, TPT remains committed to maintaining steady growth and exploring new business opportunities. We will continue to enhance our product technology, focusing on developing high-quality printed circuit boards that meet market demands, especially in areas like low signal loss and low DK materials.

Moreover, we will leverage AI technology to improve production efficiency and product testing quality, aiming to enhance customer satisfaction. In terms of marketing strategy, we will strengthen our presence in the Vietnamese market, utilizing the newly established factory to provide faster and more localized services.

Additionally, we continuously invest in environmental process improvements to meet international and local environmental standards, ensuring the company's sustainable development. In terms of governance, we will strengthen internal management, enhance transparency and compliance, and ensure the company's operations are stable and orderly. TPT adheres strictly to relevant regulations to safeguard the interests of the company and shareholders alike.

We uphold our responsibilities and commitments to society, the environment, and our employees, striving for excellence and sustainable development. With a proactive attitude and sense of responsibility, we are dedicated to realizing our vision of sustainable development and making continuous efforts towards that goal.

Chairman Cheng-Min,Hsu





## ESG Highlights

### SDGs x ESG Action Performance

#### Orientation

#### Environment Protection

#### UN SDGs Indicators



#### SDGs Action Initiatives

- Implementation of a total of 9 energy-saving and carbon reduction programs across the various facilities, resulting in a total reduction of carbon emissions by 5,885.32 metric tons CO<sub>2</sub>e.
- Emphasizing circular economy practices, we reduced waste weight by approximately 10.35% compared to the previous year, achieving a waste recycling rate of 87.21%.
- Zhongshan factory has replaced its low-carbon combustion equipment, achieving NO<sub>x</sub> emissions below 30 mg/m<sup>3</sup> and realizing significant emission reduction benefits.
- Zhongshan factory invested NTD 4,293,000 in manhole refurbishment to prevent groundwater pollution.
- Wuxi factory introduced municipal reclaimed water reuse, expecting to save approximately 77,091 tons of water annually, reducing water costs by about NTD 1,388,000.
- Implemented ISO 14064 to inventory greenhouse gas emissions hotspots across all factories, facilitating future environmental decision-making.
- A total of 203 suppliers have obtained ISO 14001 Environmental Management System Certification.



## Orientation

## UN SDGs Indicators

## SDGs Action Initiatives

### Social Responsibility



- The average training hours per employee in TPT's Taiwan facilities is 32.0 hours, while in the China facilities, it is 43.8 hours.
- The Suining factory has a total of 206 employees participating in the new training program, and a total of 500 employees participating in the new apprentice training program in 2022 and 2023.
- Employee dormitories offer gym facilities, table tennis rooms, billiards rooms, and welfare centers, enriching employees' leisure activities.
- In 2023, TPT's cafeteria was awarded the top-grade hygiene rating by Taoyuan City for food service.
- 261 individuals received free health check-ups; a total of 28 health consultation events were organized.
- Implemented occupational safety measures; Pingzhen and Suining factories carried out 13 environmental improvement initiatives.
- The annual employee welfare expenditure amounted to NTD 17,085,000.
- The total charitable donations amounted to NTD 6,074,700.

### Corporate governance



- No employees were penalized or laid off due to corruption, and no suppliers had their contracts terminated or not renewed due to corruption.
- Established dedicated cybersecurity manager and specialist, strengthened cybersecurity management. TPT has no significant cybersecurity attacks experienced in 2023.
- All relevant suppliers for the year completed the "Declaration of Non-Use of Conflict Minerals" and "Declaration for Green Hazardous Substance-Free Product" without any exception.
- The Taiwan and China facilities achieved a 100% green procurement rate for key raw materials in the annual evaluation.
- The Taiwan facilities achieved a 98.9% rate for locally sourced key raw materials, while the China facilities achieved a 97.5% rate for locally sourced key raw materials.

## Sustainability Management

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

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

## 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

employees

investors

customers

buyers/subcontractors

competent authority

industry peers

local community

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

## ■ The Stakeholder Engagement Situation at TPT

Stakeholder	Key Concerns	Communication Channels and Methods	Communication Channels and Methods	Communication Performance in 2023
Employees	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	<ul style="list-style-type: none"> <li>Conduct 4 labor-management communication meetings.</li> <li>Hold 4 Employee Welfare Committee meetings.</li> </ul>
		Employees can raise grievances through verbal complaints, fax, complaint email, employee suggestion boxes, and whistleblower email.	Intermittent	<ul style="list-style-type: none"> <li>Company fax number: 03-4698277</li> <li>Complaint mailbox: 5134@tpt-pcb.com.tw</li> <li>Whistleblower mailbox: 51JG@tpt-pcb.com.tw</li> </ul>
		We provide employees with free annual health check-ups and counseling	Health check-ups once a year; Health consultations as needed.	<ul style="list-style-type: none"> <li>Number of employees who received the health check: 261, accounting for 98% of the total number of employees</li> <li>Intermittent health consultations: 4 times for epidemic prevention, 6 times for legal requirements, and 18 times for health promotion</li> </ul>
		We offer annual company trips and educational training for our employees	Intermittent	<ul style="list-style-type: none"> <li>The number of person-trips in educational training programs was 2,294, with a total duration of 17,306.5 hours.</li> <li>There were 1,235 person-trips in occupational health and safety training programs, with a total duration of 13,566 hours.</li> </ul>
		Setting up bulletin boards or Supervisor Email Box using email to communicate major events and understand operational policies.	Intermittent	<ul style="list-style-type: none"> <li>Posted 95 relevant pieces of information on the bulletin board.</li> <li>Sent out 52 relevant pieces of information through supervisors' email.</li> </ul>



Stakeholder	Key Concerns	Communication Channels and Methods	Communication Channels and Methods	Communication Performance in 2023
Investors	Operational Performance and Future Development, Shareholder Equity, Information Disclosure	Holding Investor Conference	Intermittent	<ul style="list-style-type: none"> <li>■ Held the annual corporate briefing on September 15th.</li> </ul>
		Annual Shareholders Meeting	Once annually	<ul style="list-style-type: none"> <li>■ Held the annual Shareholders Meeting on June 9th.</li> </ul>
		Disclose company-related information on the Market Observation Post System and the company's official website.	Intermittent	<ul style="list-style-type: none"> <li>■ All required corporate actions for a listed company were disclosed as scheduled.</li> <li>■ There were no regulatory penalties imposed by the Securities Authority in the fiscal year 2023</li> </ul>
Customers	Product Quality, Customer Satisfaction, Complaints Channel, Hazardous Substances	We conduct an annual customer satisfaction survey	Semi-annually	<ul style="list-style-type: none"> <li>■ Average satisfaction rate of 85%</li> </ul>
		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	<ul style="list-style-type: none"> <li>■ Customer Complaints: 6 Cases / Closure Rate: 100%</li> </ul>
		For various business inquiries, we have set up email addresses. <a href="http://www.tpt-pcb.com.tw/represen.htm">http://www.tpt-pcb.com.tw/represen.htm</a>	Intermittent	<ul style="list-style-type: none"> <li>■ Before purchasing raw materials, we request suppliers to provide a 10-item RoHS list plus a list of four halogenated hazardous substances annually.</li> <li>■ In the current year, there were no instances of hazardous substances present</li> </ul>

Stakeholder	Key Concerns	Communication Channels and Methods	Communication Channels and Methods	Communication Performance in 2023
Buyers/ Subcontractors	Fair and Ethical Procurement, Integrity Management	Establish a "Procurement Procedures" 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	<ul style="list-style-type: none"> <li>Existing raw materials and consumables: Negotiations are conducted based on market prices.</li> <li>New materials: They are procured following the operation specifications for new material verification.</li> <li>All procurement activities adhere to the "Procurement Procedures."</li> </ul>
		Annual Supplier Audits	Once annually	<ul style="list-style-type: none"> <li>The supplier audit rate is 100%.</li> <li>There were a total of 69 qualified suppliers, all of whom underwent regular audits.</li> </ul>
		Signing a Supplier Environmental and Safety Management Questionnaire	Once annually	<ul style="list-style-type: none"> <li>The supplier response rate is 100%, with a total of 69 suppliers responding.</li> </ul>
		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	<ul style="list-style-type: none"> <li>During the year, a total of 80 contracts were signed, comprising 7 maintenance contracts, 71 procurement contracts, and 2 information contracts.</li> </ul>

Stakeholder	Key Concerns	Communication Channels and Methods	Communication Channels and Methods	Communication Performance in 2023
Competent Authority	Regulatory Compliance, Risk Management, Honest Tax Practices, Corporate Governance	Complying with securities regulatory requirements, track and audit company-related policies and operations.	We conduct audits annually according to the audit plan	<ul style="list-style-type: none"> <li>Every year, we conduct a self-assessment of the effectiveness of our internal control system design and execution. We then prepare an internal control system statement following regulations, which is published in the following year as our company's Internal Control System Statement</li> </ul>
		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	<ul style="list-style-type: none"> <li>There were 5 penalties or actions taken by the competent authority related to labor safety, etc.</li> <li>In September, we conducted a regulation compliance audit with the Regulations Governing Content and Compliance Requirements for Shareholders' Meeting Agenda Handbooks of Public Companies. No significant issues or abnormalities were found.</li> <li>The Document Control Unit made additions and revisions to internal management documents related to ISO 14001 and ISO 45001 standards</li> </ul>
		Regularly disclose company-related information on the Market Observation Post System and the company's website	4 times/regularly	<ul style="list-style-type: none"> <li>The individual and consolidated financial reports of the company have been filed on time for each quarter</li> </ul>
		Participate in meetings organized by the competent authority	Intermittent	<ul style="list-style-type: none"> <li>In 2023, the company participated in a total of 4 promotional briefings (Taiwan Stock Exchange).</li> </ul>
		Investor Conference: <a href="http://www.tpt-pcb.com.tw/seminar.htm">http://www.tpt-pcb.com.tw/seminar.htm</a>	Once annually	<ul style="list-style-type: none"> <li>The event took place on September 15th during the current year. For detailed information, please refer to the company's website</li> </ul>
		Important Announcements : <a href="http://www.tpt-pcb.com.tw/majornews.htm">http://www.tpt-pcb.com.tw/majornews.htm</a>	Intermittent	<ul style="list-style-type: none"> <li>According to the obligations required for listed companies, announcements were made on time. For more details, please visit the company's website</li> </ul>

Stakeholder	Key Concerns	Communication Channels and Methods	Communication Channels and Methods	Communication Performance in 2023
Industry Peers	Integrity Management	Actively participating in various industry-related activities to create a fair and harmonious competitive environment	Intermittent	<ul style="list-style-type: none"><li>Participated in the Pingzhen Management Center's relevant businesses a total of 3 times</li></ul>
Community	Community Development, Environmental Issues	Continued maintenance and upkeep of public spaces and roadside trees outside the factory premises	Once monthly	<ul style="list-style-type: none"><li>Pruning of roadside trees is conducted once a month to maintain the surroundings of the factory</li></ul>
		Continued participation in public welfare activities, supporting local education development, and promoting global health and economic advancement.	Intermittent	<ul style="list-style-type: none"><li>Please refer to: " Social Concern and Contribution " Section</li></ul>



## 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 6 momentous themes that should be given priority in this report. These themes include 2 environmental themes, 2 social themes, and 2 economic themes. After discussing and reviewing the relevant processes and standards for suitability with various departments and external consultants, and confirming that no significant issues are overlooked, the findings are submitted to the Sustainability Development Committee for review, followed by the preparation of the report.

Furthermore, to ensure effective communication with a wide range of stakeholders through the sustainability report, we have established a "Stakeholder Zone" on our official website. This provides stakeholders with a dedicated contact channel: [ir@tpt-pcb.com.tw](mailto:ir@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

Regarding the impact assessment of multiple sustainability issues identified through stakeholder engagement, senior executives at the director level and above from each department are invited to conduct internal assessments on the severity (scale, scope), likelihood of occurrence, human rights risks, and other dimensions related to each issue.

### Identifying Momentous Themes

Based on development strategies, industry status, value chain practices, and expert advice, discussions were conducted to systematically assess the economic, environmental, societal, and human rights impacts of these identified concerns. This process identified and prioritized 6 momentous themes for the year 2023.

### 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 6 significant topics identified by TPT for 2023, after being approved by the Sustainability Development Committee, which were subsequently reported to the Board of Directors, 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.	<b>Positive Impact:</b> Prudent financial planning and effective business strategies enhance financial performance, creating maximum value for stakeholders. <b>Negative Impact :</b> Wrong decisions can lead to decreased competitiveness, affect profitability, and hinder sustainable development.	✓	✓	✓	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.	<b>Positive Impact:</b> Strict adherence to procurement policies and supplier management reduces the negative impacts of raw materials on the environment, human rights, and health, ensuring excellent product quality. <b>Negative Impact :</b> Insufficiently rigorous procurement practices can lead to direct negative impacts on customers and indirect effects on supplier employees.	✓		✓	Chapter 3: Supply Chain Management - Sustainable Procurement
3	Human Rights	Adhering strictly to domestic and international human rights initiatives and standards, we strive to minimize negative impacts on human rights throughout our operations, ensuring the protection of fundamental rights and advancing towards the goal of being a responsible and sustainable enterprise.	<b>Positive Impact:</b> Enhancing awareness of human rights among both employees and business partners fosters a friendly workplace environment and boosts cooperation willingness among talents and business partners. <b>Negative Impact :</b> Failure to effectively mitigate negative impacts on human rights could result in penalties and boycotts, harming the company's reputation and sustainability.	✓	✓	✓	Chapter 5: Friendly Workplace - Protection of Human Rights and Labor Rights

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	
4	Talent Cultivation and Recruitment	Based on employees' characteristics and aspirations, we plan comprehensive training programs to enhance overall capabilities. We also implement regular assessments and promotions to cultivate outstanding talents.	<b>Positive Impact:</b> Offering diverse professional training courses enhances employee skills, facilitates proper career planning, and boosts company dynamism and competitiveness. <b>Negative Impact :</b> There is a rising shortage of workers in the broader environment, making it increasingly difficult to recruit and nurture talent.		✓		Chapter 5: Friendly Workplace- Human Resource Development
5	Energy and Greenhouse Gas Management	We scrutinize energy usage in operations and implement innovative measures for energy efficiency and carbon reduction to decrease carbon emissions from operational activities.	<b>Positive Impact:</b> Effectively managing energy use can simultaneously reduce energy waste and lower operational costs. <b>Negative Impact :</b> With increasing global emphasis on carbon footprints, failure to effectively control carbon emissions could lead to rising costs and potential loss of orders.		✓		Chapter 4: Environmental Protection - Energy Management  Chapter 4: Environmental Protection - Greenhouse Gas Emissions
6	Product Lifecycle Management	By adopting a life cycle management approach during the product manufacturing process, we effectively manage and reduce the environmental externalities or costs associated with production.	<b>Positive Impact:</b> Continuously modifying manufacturing processes and transportation methods helps to reduce the carbon footprint of products, thereby minimizing environmental impact. <b>Negative Impact :</b> The significant carbon emissions throughout the product lifecycle fail to meet regulatory and customer requirements, resulting in damage to company reputation and profit loss.		✓	✓	Chapter 4: Environmental Protection - Waste Management

■ Significant thematic changes at TPT in 2023.

Sort	Orientation	Momentous themes of 2023 (reporting year).	Momentous themes of 2022 (previous year).	Explanation of changes
1	G	Operational Performance	01.Operational Performance	No changes
2	G	Procurement Practices and Management	02.Procurement Practices and Management	Sorting unchanged, merge with Theme 7
3	S	Human Rights	03.Human Rights	No changes
4	S	Talent Cultivation and Recruitment	05.Talent Cultivation and Recruitment	Sort up 1
5	E	Energy and Greenhouse Gas Management	06.Energy and Greenhouse Gas Management	Sort up 1
6	E	Product Lifecycle Management	08.Product Lifecycle Management	Sort up 2
			07.Supply Chain Management	Merge with Theme 2
			04.Social Welfare	Other momentous themes of 2022



## Sustainability Strategy and Goals

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

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

### Sustainability Strategy



## Sustainable Development Committee

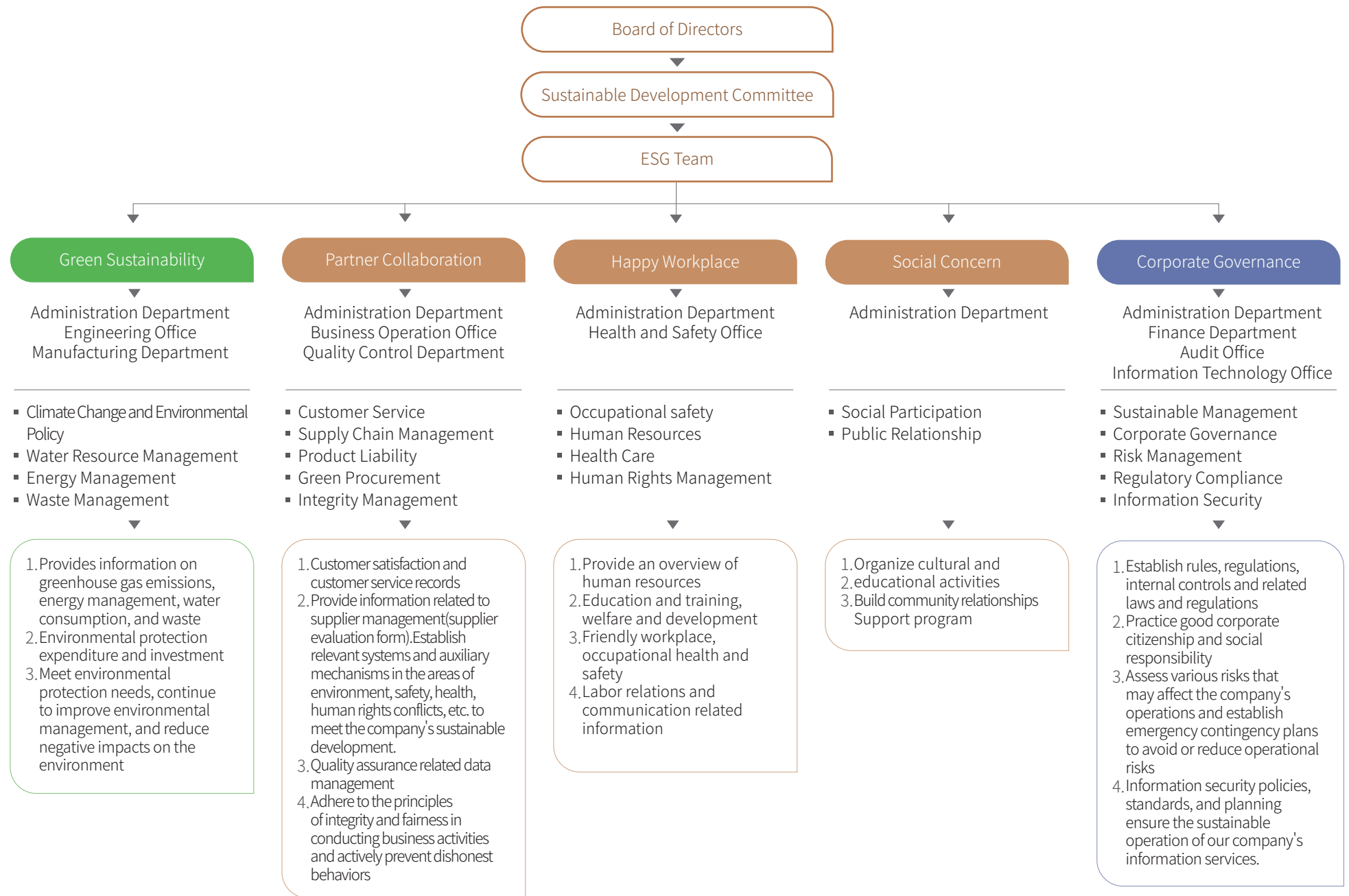
TPT has established the "Organizational Regulations of the Sustainable Development Committee," which outlines the formation of the Sustainable Development Committee and its members. The committee consists of no fewer than 3 members. The Chairman of the Board serves as the Chairman of the Committee, the General Manager serves as the Vice Chairman, and other members are appointed by the Chairman of the Board.

Under the committee, there are 5 sub-groups: Corporate Governance Group, Social Concern Group, Green Sustainability Group, Partnership Group, and Happy Workplace Group.

The Sustainable Development Committee, authorized by the Board of Directors, is chaired by the Chairman and is responsible for formulating and overseeing the execution of ESG 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. Annually, it reports to the Board of Directors on the economic, environmental, and social issues arising from operational activities.

To ensure the sustainable operation of TPT's information business, the committee has convened meetings to revise its organizational structure. This includes enhancing the Information Security aspect within the Corporate Governance Group. Furthermore, significant themes from the 2023 Sustainability Report, integrity in operations, and the status of sustainable development execution will be separately submitted to the Board of Directors.









# 1


## About Us

About TPT

Economic  
Performance

External  
Engagement

## Management Situation of TPT's Momentous Theme in 2023

Momentous Theme	Operational Performance
Corresponding GRI Indicators	201-1: Direct economic value generated and distributed
Linked SDGs	
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 goals: 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>
Effective Tracking Mechanisms	<ul style="list-style-type: none"> <li>■ Regularly disclose audited financial statements with auditor's certifications and issue annual reports.</li> <li>■ Hold regular meetings to review overall operational performance.</li> </ul>
Annual Actions and Measures	<ul style="list-style-type: none"> <li>■ In 2023, the consolidated revenue reached NTD 18.93 billion, and the consolidated after-tax net profit reached NTD 1.13 billion, with earnings per share of NTD 4.03.</li> <li>■ The printed circuit board production volume reached 58,639,389 square feet in 2023.</li> <li>■ Establishing a subsidiary in Vietnam to meet local supply demands and alleviate customer concerns about geopolitical risks.</li> </ul>

## TPT's Business Philosophy

### • About TPT

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



#### Sustainability

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



#### Innovation

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



#### Service

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



## Basic Information on TPT

Company Name	TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD. (Ticker: 8213)
Date of Establishment	April 21, 1998
Headquarters Location	No.12, Gongye 2 <sup>nd</sup> Road, Pingzhen District, Taoyuan City
Global Number of Employees	4,064 persons(Including 184 employees at the Vietnamese factory.)
Paid-Up Capital	NTD 2,712,424,880
Main Products	Manufacturing and sales of electronic components and printed circuit boards
Net Sales	NTD 18,933,840,000

## TPT's Operating Plan

Short-Term Plans	<ul style="list-style-type: none"> <li>■ In response to geopolitical conflicts and to align with international clients' supply chain strategies, our company's new factory in Vietnam will commence operations in the fourth quarter of 2023, aiming to provide local services to nearby customers.</li> <li>■ 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.</li> <li>■ The automotive electronics industry is being driven by the increasing trend of smart vehicle systems and ADAS technologies, as well as the continuous growth in sales of electric vehicles (EVs). According to industry experts, the compound annual growth rate of the automotive PCB industry output value is estimated to reach 12% from 2022 to 2026. The Group is actively investing in marketing strategies and advancing production technologies to capitalize on this growth in the automotive board sector.</li> </ul>
Middle to Long-Term Plans	<ul style="list-style-type: none"> <li>■ 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.</li> <li>■ 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.</li> <li>■ 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.</li> <li>■ 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.</li> <li>■ 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.</li> </ul>

## Global Operational Locations

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

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

## • Economic Performance

In 2023, TPT reported consolidated operating revenue of NT\$18,933,840,000, with consolidated net profit after tax amounting to NT\$1,131,120,000. Earnings per share were NT\$4.03. Moving forward, we aim to continue robust financial management and operational decision-making to meet customer demands, strengthen the industry value chain, and effectively generate long-term returns.

### ■ The direct economic value generated and distributed by the organization

Items (Unit: NTD 000's)		2021	2022	2023
Generated Direct Economic Value	Revenue from operations	27,336,782	21,797,760	18,847,498
	Non-operating income	154,133	158,804	215,357
Distributed Economic Value	Operating costs	20,431,810	16,545,969	13,866,320
	Employees salaries and benefits	3,831,267	3,009,572	2,530,638
	Payments to capital contributors	181,510	171,623	255,794
	Payments to government	855,525	562,977	639,832
	Donations to charitable organizations, arts and educational activities, community leisure facilities	9,708	8,995	6,154
Retained Economic Value		2,181,095	1,657,428	1,764,117

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

■ TPT's Consolidated Financial Statements for the Past 3 Years Currency: NTD

Year	Unit	2021	2022	2023
Operating Revenue	NTD 000's	27,500,178	21,977,467	18,933,840
Gross Profit	NTD 000's	4,323,991	3,391,841	2,866,199
Operating Income	NTD 000's	2,190,358	1,678,331	1,635,102
Income Tax	NTD 000's	758,853	478,334	523,494
Profit After Tax	NTD 000's	2,324,434	1,524,192	1,131,120
Earnings per Share	NTD	8.60	5.44	4.03

## Establishment of a new factory in Vietnam.

Due to geopolitical concerns and risks, customer demand for establishing production outside the Greater China region has increased. TPT has begun planning to establish a production line in a third location, and in 2023, the group established a subsidiary in northern Vietnam and commenced construction of a factory there. The Vietnam factory started operation in the fourth quarter of 2023 to meet the demand of local customers in Vietnam for printed circuit boards, replacing imports. By supplying products closer to the market, TPT not only rapidly meets customer needs but also reduces greenhouse gas emissions and transportation costs associated with shipping. This move aims to lower product carbon footprints, embodying the principles of green production and sustainable operations.



## Product Quality Control

### TPT's 3 major quality policies



TPT considers satisfying customer needs and ensuring customer safety as its top priorities. With continuous evolution in product features driven by technology and customer demands, TPT actively improves its production technology and processes. This effort aims to provide printed circuit boards that meet customer requirements while remaining competitive in terms of pricing. Additionally, TPT develops niche products leveraging its advantages in technology and quality, such as high-layer LCDs, large-size and thick-copper HDI high-resolution displays, and high-resolution displays with ultra-small pitch and high-layer HDI designs.

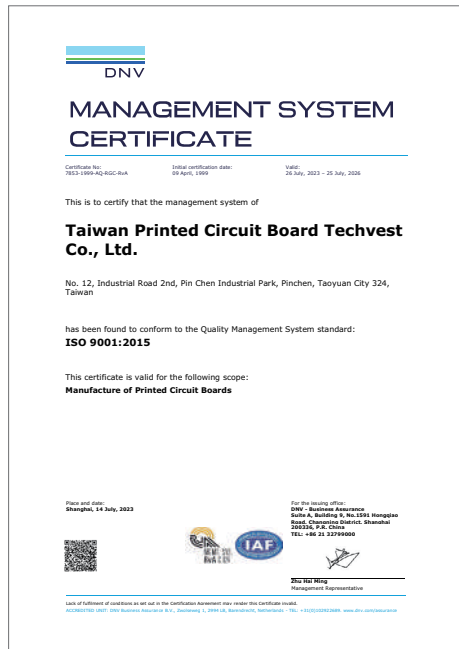
We have developed a "Quality Assurance Manual" that outlines our procedures. We conduct incoming inspections for raw materials and rigorous inspections at each stage of production. During manufacturing, we employ In-Process Quality Control (IPQC), and at the final stage, products must pass electrical testing (to check conductivity and for any short or open circuits) and Finished Product Quality Control (FQC) for appearance inspection. Various quality inspection criteria are established, and if any item fails to meet these standards, we initiate abnormal handling procedures and follow controlled measures for non-conforming products.

The Quality Control Department, as the professional body responsible for quality assurance, ensures product quality through the collaboration of its four main divisions: Quality Control, Quality Inspection, Quality Assurance, and Customer Service. Concurrently, weekly quality meetings are held with the manufacturing department to review the root causes of scrap, clarify issues, devise strategies, and establish action items for non-conforming items. Progress is then reviewed in subsequent meetings to assess improvement measures. Projects are set up for long-term monitoring of specific items to track their defect rates. Product defect analyses are conducted, and improvement reports are submitted to customers to maintain positive relationships. Regular reviews of quality conditions are conducted to meet customer and market demands, continually refining manufacturing standards. In 2023, there were a total of 10 quality abnormal reports and 6 customer complaints, all of which have been resolved and closed.



## Comprehensive Product Quality Certification

### Quality Management System ISO 9001



### Environmental Management System ISO 14001



### Occupational Health and Safety Management System ISO 45001



### Hazardous Substance Management System QC 080000





Automotive Quality Management  
System IATF 16949



TPT's Output Value for the past three years

Year	Printed Circuit Board		
	Production Capacity (ft <sup>2</sup> )	Production output (ft <sup>2</sup> )	Output Value (NTD000's)
2021	78,917,440	82,501,206	22,529,518
2022	64,098,170	59,891,881	18,125,602
2023	57,257,454	58,639,389	16,202,148

# External Engagement

## External Initiatives

### International Initiatives Supported by TPT

ESG	<ol style="list-style-type: none"><li>1. United Nations 17 Sustainable Development Goals (SDGs), advocating for integrated sustainability indicators across social, economic, and environmental dimensions, and global collaborative efforts towards sustainability.</li><li>2. United Nations Global Compact, promotes sustainable governance by addressing issues related to human rights, labor, environment, and anti-corruption within organizations.</li></ol>
Environmental	<ol style="list-style-type: none"><li>1. Task Force on Climate-Related Financial Disclosures (TCFD), assisting investors and decision-makers in understanding an organization's climate-related risks, opportunities, and financial impacts to help them navigate transformational challenges.</li><li>2. European Union RoHS Directive, restricting the use of various hazardous substances in electronic and electrical equipment products, promoting the recycling and collection of electronic products and their waste, and strengthening the safe substitution of hazardous substances.</li><li>3. Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH), a high-level concern for substances used in manufacturing, prohibiting the use of chemicals that pose greater environmental and human toxicity risks during the production process.</li></ol>
Social	<ol style="list-style-type: none"><li>1. International Labour Organization (ILO), continuously improving the working and living conditions of colleagues while safeguarding their rightful rights.</li><li>2. Responsible Business Alliance (RBA), ensuring a safe working environment, respecting and dignifying workers, conducting business operations in an environmentally friendly manner, and adhering to ethical principles.</li></ol>
Governance	<ol style="list-style-type: none"><li>1. Supporting the United Nations Convention against Corruption (UNCAC), establishing a robust governance system for prevention and anti-corruption efforts.</li><li>2. The Principles for Responsible Investment (PRI), assisting investors in obtaining clear ESG (Environmental, Social, and Governance) information and incorporating it into their investment considerations.</li></ol>

## 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	RBA-Online Platform	Ordinary Member
5	China Printed Circuit Association	Ordinary Member
6	Taiwan Computer Emergency Response Team/ Coordination Center	Ordinary Member





# 2

## Corporate Governance

Governance Structure  
Functional Committees  
Integrity Management  
Internal Control and  
Internal Audit  
Compliance with laws  
and regulations  
Risk Management  
Information Security  
Policy



## • Governance Structure

### Governance Policies and Commitments

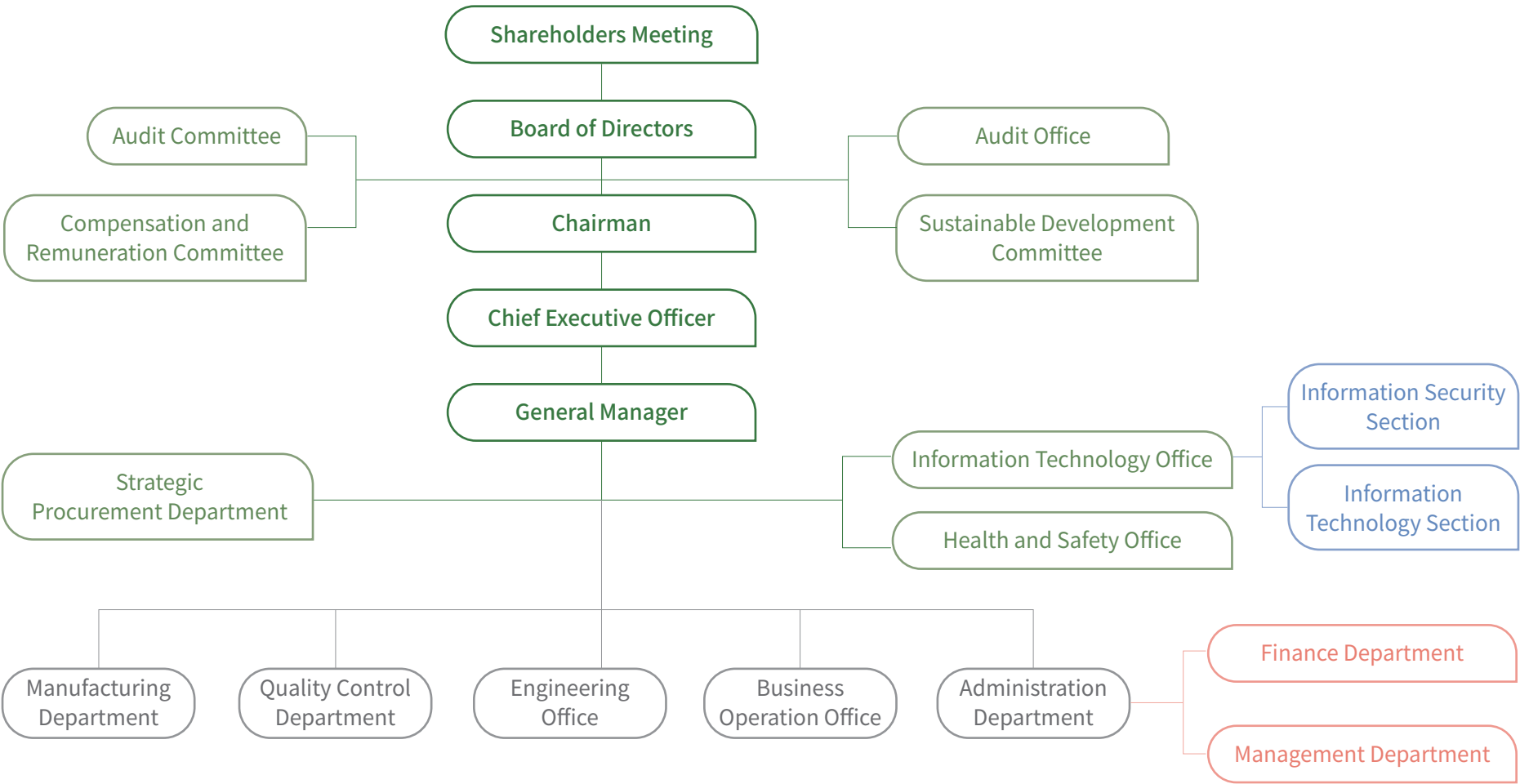
Based on the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies," TPT has formulated its "Corporate Governance Best Practice Principles." These principles aim to establish an effective corporate governance framework, safeguard shareholder rights, strengthen the functions of the board of directors, respect stakeholders' interests, and enhance transparency of information.

To enhance the effectiveness of corporate governance, 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. 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, reporting to the board of directors on the examination results of whether the qualifications of independent directors comply with relevant laws and regulations during nomination, appointment, and tenure, as well as handling matters related to changes in directors, and other matters as stipulated in the company's Article of Incorporation or contracts. As of the end of 2023, the Corporate Governance Officer at our company has participated in 2 external training courses, accumulating a total of 12 hours of training.

To ensure that investors have access to the latest and most accurate information for their investment decisions, TPT has established a comprehensive information disclosure system. This system is built on principles of correctness, completeness, and fairness, aiming to promptly provide essential information regarding operations, finances, board resolutions, corporate philosophy, and policies.



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 2023"



TPT is committed to practicing sustainable development, continually demonstrating concern for economic governance, human rights, humanities, and environmental conservation. We publicly pledge that all our operational processes adhere to responsible business practices. To formalize this commitment, we have established internal documents such as the Article of Incorporation, Ethical Corporate Management Best Practice Principles, Corporate Governance Best Practice Principles, and Code of Ethics. These documents are sensibly integrated into our internal control systems, operational policies, and procedures. Oversight and implementation of these policy commitments are entrusted to the Sustainability Development Committee, serving as the highest level of supervision.

In addition, TPT has formulated the "Sustainable Development Best Practice Principles" in accordance with the following initiatives and principles, aligning with a vision of sustainable shared prosperity:

- 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/TPEX Listed Companies
- United Nations Universal Declaration of Human Rights
- United Nations Global Compact
- United Nations Guiding Principles on Business
- Human Rights, and International Labor Organization

The above-mentioned internal documents and the "Sustainable Development Best Practice Principles" are all publicly announced after approval by the Board of Directors. 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.

To fulfill our commitment to sustainable development policies, we plan to require external suppliers to sign a "Supplier Sustainability Responsibility Commitment" starting in 2024. We aim to integrate resources across the industry supply chain to collectively uphold our commitment to sustainability.

## Professional and Diverse Board of Directors

TPT's highest governing body is its Board of Directors, responsible for decision-making, oversight, and managing the company's impacts on the economy, environment, human rights, and society. Board members of TPT are nominated according to the Article of Incorporation, using a candidate nomination system. In addition to emphasizing the industry experience, professional background, and capabilities of board members, TPT also considers stakeholder opinions. The nomination process adheres to the "Rules for Election of Directors." and "Corporate Governance Best Practice Principles" to ensure diversity and independence among board members, thereby mitigating overall operational risks for the company.

The current Board of Directors of TPT consists of 15 members, including 4 Independent Directors, accounting for 27% of the seats. Among these members, 6 are female directors, representing 40% of the Board. Employee representatives on the Board account for 27%. The current Board of Directors was elected in July 2021 and serves a term from July 2021 to June 2024.

In 2023, TPT's Board of Directors held a total of 7 Board Meetings, with an average frequency of one meeting every 0.58 month. The annual average attendance rate of all directors at these meetings reached 98%. 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	7	CEO
Director	Li, Ming-Hsi	M	Over 51 y.o	5	General Manager
Director	Chen, Chih-Hung	M	Over 51 y.o	5	None
Director	Chiang, Jung-Kuo	M	Over 51 y.o	7	None
Director	Hsu, Ming-Chieh	M	31 to 50 y.o	7	Special Assistant
Director	Hsu, Ming-Hung	M	31 to 50 y.o	7	Special Assistant
Director	Lin, Chen-Min	M	Over 51 y.o	7	None
Director	Lan, Ying-Ying	F	Over 51 y.o	7	None
Director	Li, Cheng-Hsin	M	Over 51 y.o	7	None
Director	Hou, Hsiang-Wen	F	Over 51 y.o	7	None
Director	Chiu, Chi-Hsin	M	Over 51 y.o	7	None
Director	Chiu, Ting-Wen	F	Over 51 y.o	7	None
Independent Director	Huang, Li-Mei	F	Over 51 y.o	7	None
Independent Director	Hsiao, Shih-Chi	M	Over 51 y.o	7	None
Independent Director	Lin, Chiu-Lien	F	Over 51 y.o	7	None
Independent Director	Chung, Yi-Fang	F	Over 51 y.o	2	None

### Note :

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.
3. Director Chen, Chih-Hung resigned from his position and submitted his resignation letter on March 14, 2023. His resignation was effective on June 9, 2023. Our company held a by-election on June 9th, 2023 to appoint an Independent Director, and Ms. Chung, Yi-Fang assumed the position of Independent Director.

To achieve the ideal goals of corporate governance, TPT's "Corporate Governance Best Practice Principles" outline a policy for board diversity, specifying that directors should possess the necessary professional knowledge, skills, and qualities to oversee the company's operations, business model, and developmental needs. The board as a whole is expected to collectively possess a range of capabilities, including operational judgment, accounting and financial analysis skills, management expertise, crisis management abilities, industry knowledge, international market perspectives, leadership skills, and decision-making prowess. These competencies are essential for effective governance and ensuring the board can effectively fulfill its responsibilities in guiding the company's strategic direction and sustainability.

#### ■ The professional competencies of the members of TPT's Board of Directors

Title	Name	Industry Experience					Professional Competence				
		Banking, Securities	Manufacturing	Education	Social Charity Work	Accounting Services	Financial Accounting	Financial Management	Procurement Management	Social Services	Business Management
Chairman	Hsu, Cheng-Min		✓								✓
Director	Li, Ming-Hsi		✓								✓
Director	Chiang, Jung-Kuo	✓						✓			
Director	Hsu, Ming-Chieh		✓								✓
Director	Hsu, Ming-Hung		✓								✓
Director	Lin, Chen-Min		✓			✓	✓				✓



Title	Name	Industry Experience					Professional Competence				
		Banking, Securities	Manufacturing	Education	Social Charity Work	Accounting Services	Financial Accounting	Financial Management	Procurement Management	Social Services	Business Management
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	✓						✓			
Independent Director	Chung, Yi-Fang				✓					✓	

## Nomination and Selection of Board Members

TPT's director election rules, ratified by the shareholders' meeting, implement a system of cumulative voting. The board prepares election ballots equal to the number of directors, distributed among shareholders. Each share carries voting rights equivalent to the number of directors to be elected, allowing shareholders to concentrate their votes on one candidate or distribute them among several. Independent and non-independent directors are elected together, with their respective election quotas calculate separately. Directors elected by the shareholders' meeting must be legally competent; in cases of equal voting rights, selection is determined by draw lots.

For a director to be elected, they must secure more than half of the total votes. Additionally, no more than one director among those elected may have a close family relationship (up to the second degree of kinship) with another director. Votes cast for directors who do not meet these criteria are invalidated if the votes represent lower voting rights.

For more details, please refer to the "Rules for 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 for Ethical Management ". These documents outline the principle of avoiding conflicts of interest for Directors. If a director or manager violates the Code of Ethics, the company should handle it according to the disciplinary measures established by the Code of Ethics, and disclose relevant information about the individuals who violated the Code of Ethics, as well as the handling situation, on the Market Observation Post System.

Currently, the company faces no conflict of interest risks. Through a robust conflict of interest avoidance policy, the board of directors is required to exercise a high levels of self-discipline and prudence in conducting business. This policy regulates their conduct in matters where conflicts of interest with stakeholders may arise. Directors are obligated to disclose any conflicts of interest to the board and appropriately manage issues that affect the company's interests. They are prohibited from proxy voting on behalf of other directors in matters concerning the company's interests.



## 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.

To achieve the goal of enhancing governance competence among board members, we implement periodic and diverse educational programs. These programs aim to deepen directors' understanding of multidimensional issues such as economic, environmental, and social aspects, ensuring they gain insights into current trends. Simultaneously, to ensure independent directors can promptly access relevant company information, we continuously strengthen information dissemination and educational planning based on their needs and feedback. This approach ensures that directors possess sufficient expertise to fulfill their responsibilities in leadership and oversight effectively.

Continuing education not only provides individual directors with broader perspectives and deeper professional knowledge, but also enables the board of directors to respond more flexibly to market changes, enhance risk management capabilities, improve overall competence and governance standards, better fulfill their responsibilities and mission, and thereby protect shareholders' interests. As of the end of 2023, the board of directors has collectively invested 54 hours in educational programs, averaging 3.6 hours per person.

Moving forward, we will continue to enhance the board's understanding of ESG (Environmental, Social, and Governance) issues. For example, we plan to further engage in educational courses related to climate risk, aiming to increase TPT's leadership in sustainability within the governance layer. This commitment aligns with our goal of achieving sustainable development objectives for the company.

### Board of Directors Training Courses in 2023

Course Name		Hours
Environment Category	Enterprise emerging risk: climate change	9
	The Sustainable Development Action Plan for Listed and OTC-traded Companies	3
	Net Zero Sustainable Talents Training Class [Central Taiwan]-Carbon Sinks, Carbon Rights, and Carbon Trading	9
Economic/ Governance Category	Enterprise Innovation Best Practice	3
	Trend and risk management of digital technology and artificial intelligence	3
	Board members' response practice to the information technology wave	3
	Risks are everywhere, how to manage them effectively?	9
	Financial information most easily overlooked by Directors	3
	Tax Governance in the New Tax Environment	3
	Establishment and key of enterprise intellectual property management system	3
	Legal Risks and Responses to Enterprise Investment and Financing - From the Viewpoint of Corporate Directors' Responsibilities	3
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## Board of Directors Performance Review

To implement corporate governance and enhance the functionality of our board of directors, TPT has established the "[Directors' Self-Assessment of Performance](#)." This framework sets performance targets to strengthen the efficiency of board operations. Annually, an internal questionnaire-based performance evaluation is conducted, covering board performance assessment, self-assessment by board members, and the performance evaluation of functional committees (including the audit committee, compensation and remuneration committee).

If the average total score of the board performance evaluation reaches 70 points or above (inclusive), director and supervisor remuneration is distributed according to the provisions in the Article of Incorporation. If the target is not met, the compensation and remuneration committee reports to the board of directors for discussion and adjustment based on the established ratio. Additionally, individual director performance evaluations serve as a basis for determining their individual compensation and nomination for reappointment.

In 2023, 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 15, 2024.

The evaluation results indicate that the board of directors achieved a score of 88 points in the performance assessment, while self-assessment by board members yielded 89.93 points. The performance evaluations for the compensation and remuneration committee and audit committee both resulted in 89 points. These evaluations demonstrate that the overall operations of the board and its functional committees are commendable. Directors widely acknowledge the effectiveness of the assessment criteria, which aligns with corporate governance requirements and effectively strengthens the board's functions in safeguarding shareholder interests.

### ■ Performance Evaluation Indicators for the Board of Directors in 2023

#### Board of Directors

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.

#### Board Members

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.

#### Compensation and Remuneration Committee

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.

#### Audit Committee

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

### Director Compensation

The allocation of director compensation follows the provisions outlined in Article 32 of the Article of Incorporation. For the current fiscal year, after deducting director and employee compensation from pre-tax net profits, up to 3% shall be allocated for director compensation. The distribution of director compensation must be approved by both the board of directors and the compensation and remuneration committee in accordance with the "Director Compensation and Distribution Regulations," and a report must be submitted to the shareholders' meeting.

The procedure for setting director fees utilizes the "Directors' Self-Assessment of Performance" as a guideline. At the end of each fiscal year, the board's secretariat assesses the effectiveness of board members based on self-assessment questionnaires from the "Board Performance Evaluation Self-Assessment Form," "Board Member Self-Assessment Form," and "Functional Committee Performance Evaluation Self-Assessment Form." If the average total score across these evaluations exceeds 70 points, director compensation is distributed according to the Article of Incorporation. If the target is not met, adjustments are made based on ratios after discussion by the compensation and remuneration committee and board of directors. Regardless of meeting targets, individual director compensation rates are adjusted based on the "Board Member Self-Assessment Form," as evaluated by the compensation and remuneration committee.

### Senior Executive Compensation

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 the compensation, is reviewed 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.

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

## 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 address the impact of business risks while ensuring the company can identify economic, environmental, and societal impacts and oversee related processes, 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 relevant strategies and policies to address these impacts. The Board of Directors oversees the impact management processes of functional committees and comprehensively reviews the effectiveness of these procedures at least once a year during result compilation 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 four Independent Directors elected by the Shareholders Meeting, 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 2023, the Audit Committee convened a total of 7 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
Chung,Yi-Fang	Independent Director (Committee Member)	F	9/6/2023-30/6/2024



# Compensation and Remuneration Committee

TPT has established a Compensation and Remuneration Committee to enhance corporate governance and strengthen the management of director compensation. 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 "Remuneration Committee Charter". The committee consists of three out of four 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 2023, the Compensation and Remuneration Committee held a total of 4 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 2023](#)".

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

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

Furthermore, the company has established protocols for handling reports of illegal, unethical, or dishonest behavior through its "[Reporting Regulations of Irregular, Immoral and Dishonest Conducts](#)" Upon joining the company, every new employee undergoes training emphasizing compliance with the "Code of Labor Ethics and Conduct" and "Work Rules." Employees found violating these standards face disciplinary actions proportionate to the seriousness of their misconduct, with such cases being subject to internal review.

### Dedicated Unit for Integrity Management

To promote ethical business practices, 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

TPT has always valued ethical business practices, adhering strictly to high moral standards and principles in all commercial activities. The company maintains a zero-tolerance policy towards corruption and bribery, supported by its established "Ethical Corporate Management Best Practice Principles." Through documents like the "[Procedures for Ethical Management and Guidelines for Conduct](#)," and "[Ethical Corporate Management Best Practice Principles](#)," clear anti-corruption and anti-bribery guidelines have been established.

Communication and training are provided to employees and business partners to help prevent and deter bribery and corruption. In 2023, we conducted corruption-related assessments at five operational locations: TPT Pingzhen factory, Kaohsiung factory, Wuxi factory, Zhongshan factory, and Suining factory. No instances of corruption or bribery were found, and as a result, no employees were penalized or dismissed. There were also no contract terminations or non-renewals with suppliers due to these issues.

#### ■ 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.	Various sites
"Employee Anti-Bribery, Anti-Corruption, and Anti-Illicit Gain Commitment Letter"	This commitment agreement must be signed by all new employees in external departments, including all employees within each department, Unit Managers, and Department Heads.	Suining and Wuxi factories

#### ■ Effectiveness of communicating and training on anti-corruption policies and procedures at the TPT

Employee Category	Number of Employees/ Suppliers Communicated	Total Number of Employees/ Suppliers	Communication Rate (%)	Number of Employees/ Suppliers Trained	Total Number of Employees/ Suppliers	Training Completion Rate (%)
Organizational Governance Unit (Board of Directors)	15	22	68.18	0	0	0
Senior Managerial Officers	15	15	100.00	11	11	100.00%
Middle-Level Managers	177	177	100.00	150	150	100.00%
Grass-Root Employees	3,855	3,855	100.00	3,513	3,663	95.91%
Business Partners	249	249	100.00	249	249	100.00%

## Prevention of Insider Trading

To establish a robust internal mechanism for handling and disclosing material information, to prevent improper information leaks, and to ensure consistency and accuracy of public information, as well as to strengthen the prevention of insider trading, TPT has formulated the "Internal Significant Information Handling Procedures" for adherence. An internal briefing is conducted once a year for all personnel. In accordance with Article 157-1 of the Securities and Exchange Act, when individuals with specific knowledge are aware of material information that could significantly affect the stock price of a company issuing shares, they are prohibited from buying or selling the company's listed stocks or other equity securities at securities trading locations, either directly or through others, within 18 hours before or after the public disclosure of the information. The company also prohibits its insiders from trading securities based on non-public market information to protect shareholder rights and ensure fair treatment of all shareholders. Additionally, TPT periodically informs all employees about insider trading regulations via email or postings on bulletin boards to enhance their awareness of compliance with insider trading laws.

## • Internal Control and Internal Audit

TPT's Audit Office operates under the oversight of the Board of Directors, tasked primarily with conducting routine or special audits on the company's nine major operational cycles and assignments delegated by senior management. The office is staffed with one dedicated auditor who upholds a stance of complete independence, ensuring audits are conducted with objectivity and fairness.

Regular and ad-hoc audits are performed to verify the effective implementation of internal control systems. Audit findings are accurately documented in audit reports, which are submitted to relevant supervisors for follow-up on improvement measures. Periodic updates on audit activities and outcomes are reported to the Board of Directors and the Audit Committee to ensure transparency and accountability in audit operations.

The Audit Office conducts investigations annually according to its audit plan, evaluating deficiencies and anomalies in internal systems. It promptly provides appropriate corrective actions or improvement recommendations while assessing operational efficiency to ensure continuous and effective implementation of internal control systems.

Additionally, the Audit Office assists the Board of Directors and management in fulfilling their responsibilities, overseeing internal audits and regulatory compliance affairs. This ensures smooth company operations and adherence to internal control systems and relevant regulations.

## • Compliance with laws and regulations

To achieve sustainable operations, complying with regulatory requirements and operating legally and compliantly is the most fundamental responsibility for businesses. At TPT, we utilize international standards such as ISO 14001 and ISO 45001 to establish and manage our processes. Each department closely monitors the regulatory developments and revisions that may impact our operations, ensuring compliance with local governmental laws and regulations.

Every year, each department conducts self-assessments of their compliance with relevant regulations, while our Audit Department conducts random audits to verify operational adherence to regulatory requirements. In 2023, TPT did not experience any major incidents of legal violations; however, there were 10 instances related to occupational safety and health and labor conditions violations. These were addressed with fines paid promptly, and corrective measures were implemented to prevent, mitigate, and remedy the negative impacts of these violations.

### Legal Compliance Training

To provide timely assistance and advisory services on legal and regulatory matters across departments, we have established an internal website for employees to access relevant information and advocacy materials. Additionally, we regularly conduct various legal education and training sessions, compile FAQs, and publish awareness materials. These initiatives ensure that our employees stay informed and up-to-date with the latest regulations, enabling them to review and update their practices to avoid inadvertent violations due to unfamiliarity with requirements.

Moreover, these efforts contribute to strengthening our employees' compliance and ethical awareness, thereby fulfilling our corporate social responsibilities. Furthermore, each year, our company organizes courses on corporate ethics and social responsibility aimed at ensuring that managers and staff at all levels adhere to regulatory principles, enhance ethical awareness, and practice fundamental corporate social responsibility.

### Complaints and Suggestions Channel

Integrity and responsible business practices are the cornerstone 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. We have established a "[Reporting Regulations of Irregular, Immoral and Dishonest Conducts](#)." 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](mailto:51JG@tpt-pcb.com.tw)). As of the end of 2023, 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 Code of Ethics. 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"> <li>Spokesperson and Deputy Spokesperson: Responsible for receiving complaints from shareholders, investors, and other stakeholders.</li> <li>Office of the General Manager and Audit Supervisor: Responsible for receiving complaints from internal employees, customers, suppliers, contractors, and others.</li> </ul>
Reporting Channels	<ul style="list-style-type: none"> <li>Reporting in person, by telephone, by letter (including by email)</li> </ul>
Handling Procedure	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> <li>If the whistleblower is an employee, the company guarantees that the employee will not face any unfair treatment as a result of the whistleblowing.</li> <li>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.</li> <li>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.</li> </ul>

## • Risk Management

Viewing sustainable business practices as the highest objective of our corporate operations, we are dedicated to enhancing corporate governance and ensuring the effective oversight of risk management by our board of directors. This is aimed at establishing a robust operational management system. Aligned with our overall corporate strategy, we have clearly defined various risks and established mechanisms for early identification, accurate assessment, effective monitoring, and rigorous control. Within manageable limits, we strive to prevent potential losses and continually adjust and improve risk management practices in response to changes in both internal and external environments. These efforts are geared towards safeguarding the interests of employees, shareholders, partners, and customers. Not only do these initiatives enhance the company's ability to achieve sustainable operations, but they also contribute to optimizing resource allocation within the company.

Risk Item	Risk Management Policy and Coping Strategies	Responsible Unit
Financial Stability	<p>To protect our assets and ensure transparency in information disclosure, our company has established various management procedures such as the "Procedures for Acquiring or Disposing of Assets", "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"> <li>1. Through simulating multiple scenarios to improve and assess and analyzing interest rate risks, considering options such as refinancing and alternative financing to calculate the impact of interest rate fluctuations on our income statement. In 2023, the net interest income accounted for approximately -0.03% of the consolidated company's revenue and -0.54% of after-tax net profit, with no relatively significant impact.</li> <li>2. The Finance Department closely monitors the company's cash flow requirements, forecasts, and plans prudently to ensure that we have sufficient funds to support our operations.</li> <li>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.</li> </ol>	Finance Department
Social and Economic Regulatory Compliance	<p>By implementing robust internal control mechanisms, our company ensures that all personnel and operations adhere to relevant legal regulations. We have established a "Procurement Process - 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

Risk Item	Risk Management Policy and Coping Strategies	Responsible Unit
Information Security	<p>The Cyber Security Policy includes: strengthening personnel awareness of cybersecurity, preventing data leaks, implementing daily operations effectively, and ensuring service availability. For more details, please refer to the Information Security Policy section.</p> <p>The Cybersecurity Implementation Team is responsible for promoting and reviewing information security governance policies across various units. They coordinate and deliberate on matters such as information security policies, plans, and resource allocation.</p> <p>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.</p> <p>Specific measures to mitigate risks include:</p> <ol style="list-style-type: none"> <li>1. The Cyber Security Section conducts periodic reviews of the company's website backend and internal systems to detect any signs of hacking or malware intrusion.</li> <li>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.</li> <li>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.</li> <li>4. Each employee's company computer is required to have antivirus software installed, and procurement decisions for these tools are made by the Cyber 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.</li> <li>5. The company has joined the Cybersecurity Information Sharing Organization (Taiwan Computer Emergency Response Team/Coordination Center (TCERT/CC)), enabling access to cybersecurity threat intelligence, early warnings, and vulnerability information.</li> <li>6. In 2023, we updated to a next-generation firewall to enhance network security, at a total cost of 880,000 New Taiwan Dollars.</li> </ol>	Information Technology Section
Market Trends	<p>In response to market trends, TPT is focusing on new product development, particularly in traditional oil vehicles, electric vehicles, and AI-powered PCs. This diversification strategy aims to overcome the current reliance on a single product line, which is vulnerable to fluctuations in market demand and financial environments.</p> <p>Facing challenges such as competitive pricing pressures and rising prices of non-ferrous metal raw materials, we have implemented a group procurement strategy to rigorously control costs. This includes developing new suppliers, adjusting production lines as needed, and securing additional supply resources to mitigate risks of production cost increases and material shortages.</p> <p>Furthermore, we are enhancing our production competitiveness by developing new materials, investing in new equipment for automation and advanced production processes, and reducing reliance on labor. These efforts are geared towards improving efficiency and competitiveness in manufacturing.</p> <p>On the customer front, we are continuously monitoring developments in customer trends, refining various metrics, and maintaining strong communication with both new and existing customers. We actively strive to secure orders by fostering positive relationships and understanding their evolving needs.</p>	Business Operation Offices of Various Factories

Risk Item	Risk Management Policy and Coping Strategies	Responsible Unit
International situation	In response to geopolitical influences, end customers are requesting a transfer of production to Southeast Asia, prompting a shift in the supply chain. In 2023, TPT established a subsidiary in Vietnam to better serve local customers, with production commencing by the end of the year.	Finance Department Business Operation Office Manufacturing Department
Product Safety	All our company's products comply with government regulations and meet the EU RoHS directive, ensuring they are free from any harmful substances. We maintain stable product quality through rigorous quality management systems to meet customer demands. Additionally, to enhance customer satisfaction, we have established business contact points and a communication platform, conducting biannual customer satisfaction surveys. By strengthening collaboration with our customers, we aim to achieve mutual benefits and become a cornerstone of sustainable corporate development.	Quality Control Department Business Operation Office
Supply Chain Management	<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, and 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 to mitigate risks include:</p> <ol style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>3. Due to inflation and international situations causing raw material price increases, as well as potential disruptions in the supply chain, we are diversifying our supplier channels. We are also implementing design changes to our products and processes to mitigate these impacts. Additionally, we have established primary and backup suppliers to address potential disruptions in the supply chain caused by raw material price increases.</li> <li>4. 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.</li> </ol>	Management Department Quality Control Department

Risk Item	Risk Management Policy and Coping Strategies	Responsible Unit
Environmental Protection and Ecological Conservation	<p>Due to the impact of global climate change, governments and customers worldwide are increasingly stringent in their requirements concerning environmental issues, energy consumption, and related regulations. This trend is expected to increase operational costs. TPT continues to monitor the effects of climate change on energy supply and has established comprehensive contingency plans to mitigate risks and reduce operational costs.</p> <p>In accordance with stakeholder and regulatory requirements, we obtained ISO 14001 environmental management system certification in 2002. Through our environmental management system, we effectively reduce emissions and minimize the environmental impact of our operations, fulfilling our corporate responsibility. We have invested significantly in pollution prevention and control equipment to ensure that emissions such as exhaust gases and wastewater comply with environmental laws. Additionally, we responsibly manage both general and hazardous industrial waste by entrusting approved waste disposal facilities recognized by regulatory authorities.</p> <p>Furthermore, each year we develop implementation plans and strategies, and regularly track and review the progress of each objective to ensure their achievement.</p>	Administrative Department - Environmental and Safety
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. In particular, at our Wuxi factory, every month the safety officer along with department supervisors conduct monthly safety inspections throughout the factory premises. Furthermore, 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 Health and Safety Office





## • Information Security Policy

### Four major information security policies at TPT

#### Strengthening staff's awareness of cybersecurity

Conducting information security education and training to enhance employees' awareness of information security and their understanding of related responsibilities.

#### Preventing data leakage

Protecting business activity information to prevent unauthorized access and modification, ensuring data accuracy and integrity.

#### Ensuring daily operations

Conduct internal audits at least once per year to ensure proper implementation of relevant operations.

#### Ensuring service availability

Ensure that critical core systems maintain a certain level of operation.

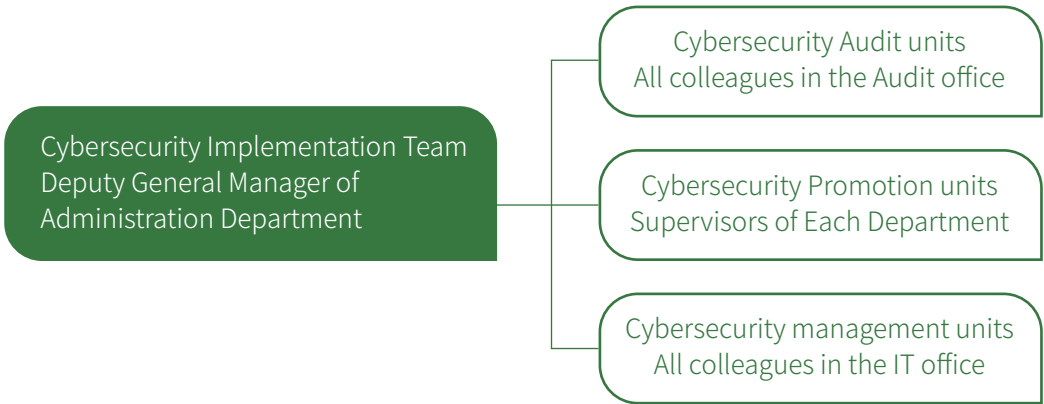
With rapid technological advancements and changes, information security and privacy issues have become crucial in risk management. TPT aims to enhance cybersecurity management and strengthen cybersecurity. In accordance with the cybersecurity control guidelines for TWSE/TPEX listed companies, we have formulated the "Cyber Security Act." These regulations mandate a cross-departmental "Cybersecurity Implementation Team" led by the Deputy General Manager of Administration, responsible for promoting and reviewing information security governance policies across various units. The task force also coordinates and deliberates on matters such as information security policies, plans, and resource allocation.

To achieve cybersecurity objectives and management requirements, TPT conducts regular reviews of its cyber security policies to reflect the latest developments in government regulations, technology, and business practices. Each year, we perform information and communications technology (ICT) system inventories and risk assessments, establishing an inventory of core system assets to identify potential security risks and prevent damages. Additionally, our audit office conducts annual information security audits based on the "Cyber Security Act."

In 2023, TPT Headquarters enhanced its cybersecurity management by establishing dedicated cybersecurity managers and specialist responsible for planning and executing information security tasks. It is mandated that security personnel participate in professional information security courses or competency training for at least 14 hours annually to maintain their professionalism, alertness, and response capabilities.

Furthermore, the Information Security Section is responsible for implementing and evaluating information security measures. In 2023, as part of strengthening network security, we allocated a total of NTD 880,000 for updating next-generation firewalls.

Composition of the TPT Cybersecurity Implementation Team



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

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

To defend against cybersecurity threats, a newly established dedicated cybersecurity unit

To address the increasingly severe challenges in information security, TPT Headquarters established two new positions in 2023: a cybersecurity manager and a specialist. This initiative aims to strengthen our cybersecurity management system by evaluating and managing the security risks faced by TPT. The goal is to ensure comprehensive protection of our information systems and compliance with relevant cybersecurity laws and standards. Develop effective response plans for risks, regulations, and standards to address cybersecurity incidents, ensuring smooth business operations. This allows TPT to continuously create value and maintain sustainable business development.

Establishing a dedicated cybersecurity unit reflects our commitment to enhancing information security. Through this specialized unit, we aim to manage, plan, supervise, and implement cybersecurity initiatives professionally. Our goal is to build a robust cybersecurity defense mechanism that comprehensively protects TPT. By doing so, we will effectively address various cybersecurity challenges and ensure a secure environment for our operations. This proactive approach underscores our dedication to maintaining a comprehensive cybersecurity framework and safeguarding the organization against evolving threats.

The responsibilities of the cybersecurity unit include:

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

## 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, information operations not only adhere to international information security standards but also strive to comply with relevant national and international laws and regulations.

### Promoting daily

Promoting the concept of confidential information and compliance through daily work and various occasions.

### Education and Training

Conducting employee cybersecurity education and training includes making confidentiality and information control a mandatory course for new hires. This effort aims to enhance employees' awareness and capabilities in information security.

### Preventing unauthorized viewing

Promoting the practice of shutting down computer systems and screens or enabling password protection when leaving seats or finishing work aims to prevent unauthorized access to sensitive information.

### Preventing the unauthorized leakage

Information personnel regularly review servers storing employee and customer personal data to detect any attacks or data breaches. They also enhance control measures over server rooms to prevent the unauthorized leakage of critical personal information.

## Cyber Security Measures

To ensure effective implementation of cybersecurity management, TPT adheres to the "Cyber Security Act." This framework guides the execution of information security protection and control measures, covering various aspects: Antivirus Software, Firewall Protection, Office Information Operations, Electronic File Access, System Development and Vulnerability Scanning, Account Permissions, Network Communications, Email Security and Filtering Mechanisms, Information Equipment Authorization, Intrusion Detection and Threat Defense Measures, Cybersecurity Incident Reporting and Emergency Response.

By rigorously controlling data usage and continuously maintaining information security measures, TPT reduces the likelihood of cybersecurity risks. Regular system updates and comprehensive cybersecurity training further reinforce awareness among personnel. As a result of these efforts, there were no significant cybersecurity incidents reported at TPT in 2023, affirming our commitment to maintaining a secure information environment and ensuring smooth operation of all services.

## ■ The Cyber Security Measures at TPT

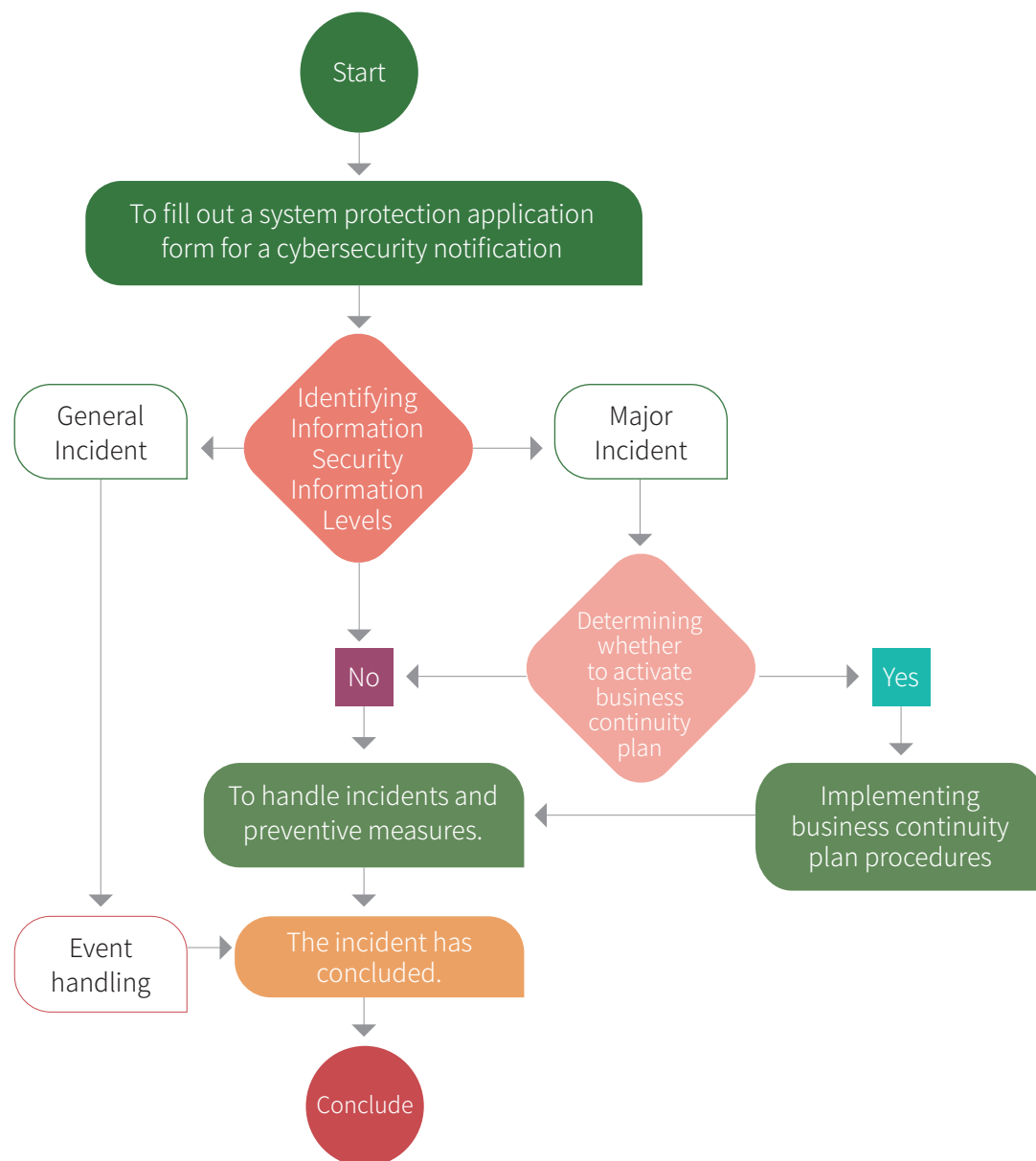
Item	Description
Network Cyber Security Management and Control	<ul style="list-style-type: none"> <li>Set up a firewall and regularly review if updates are needed</li> <li>Antivirus software automatically scans computer systems and data storage media when system files are launched</li> <li>The use of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

## ■ The Cyber Security Measures at TPT

Pingzhen	<ul style="list-style-type: none"> <li>■ In 2023, Pingzhen upgraded its firewall system comprehensively to enhance performance, security, and management capabilities. The upgraded firewall aims to strengthen defenses against malicious attacks from various sources and improve ease of management and deployment. This initiative ensures that TPT maintains a secure network environment, safeguarding against potential cybersecurity threats effectively.</li> </ul>
Suining	<ul style="list-style-type: none"> <li>■ Server System Patch Updates, Antivirus Software Licenses and Virus Definition Updates, Firewall &amp; Web Behavior Management Device &amp; Email Gateway Licenses and Application Identification Library Updates.</li> <li>■ In compliance with environmental regulations and government requirements, modifications to the explosion-proof monitoring of dust collection rooms, IoT construction for hazardous waste process monitoring, and installation of license plate recognition systems at the main gate.</li> <li>■ Upon detection of attempts to crack user passwords for SSL VPN connections, increased complexity requirements for user passwords, and graded SSL VPN user permissions.</li> </ul>
Wuxi	<ul style="list-style-type: none"> <li>■ Equipped with MailGates email protection system to filter spam, virus-infected emails, and phishing emails, preventing employees from clicking on virus-infected emails that could lead to information leaks or system infections.</li> <li>■ Electronic file access is configured with account access permissions based on departmental affiliation and hierarchy, preventing data deletion errors and information leaks.</li> <li>■ Equipped with OfficeScan virus protection system to prevent external devices from accessing the system and causing information leaks, with real-time updates of virus definitions to prevent virus intrusions leading to system infections.</li> <li>■ Equipped with Organic Machine Firewall and OA Firewall, with real-time updated virus database for virus detection, ensuring isolation and protection of machine network and OA network, while also recording and detecting various operations in computer network security.</li> <li>■ Equipped with web behavior control devices to intercept malicious URLs and virus websites, prohibit unauthorized network access, monitor internet behavior of network users, enhance efficiency of network resource utilization, and allocate bandwidth resources reasonably.</li> <li>■ Equipped with SSLVPN devices to restrict employees' access to the company's internal network from outside the factory, requiring the use of internal accounts for connection, preventing external personnel from accessing the company's internal network and causing information leaks or system infections.</li> </ul>
Zhongshan	<ul style="list-style-type: none"> <li>■ Server system patch updates, antivirus software licensing and virus definition updates, firewall &amp; web behavior management device application identification library updates.</li> </ul>



## ■ The Cybersecurity Incident Reporting and Response Procedure



## ■ Cybersecurity Promoting in 2023





# 3

## Supply Chain Management

Sustainable Value  
Chain

Sustainable  
Procurement

Customer Service

Management Situation of TPT's Momentous Theme in 2023

Momentous Theme	Procurement Practices and Management
Corresponding GRI Indicators	GRI 204-1: Proportion of spending on local suppliers
Linked SDGs	
Policies or Commitments	Strict adherence to domestic and international procurement regulations ensures legality and compliance, aiming to eliminate the use of conflict minerals. We prioritize local and green procurement practices to minimize environmental and social impacts. Suppliers are required to adhere to these same standards, with an established audit system for regular assessment. This ensures suppliers meet environmental and labor safety standards, continually improving performance to create a more sustainable and responsible supply chain.
Indicators and Goals	<p>Short-term goal:</p> <ul style="list-style-type: none"><li>Continuously promote local procurement and green procurement of major raw materials each year.</li><li>Incorporating ESG (Environmental, Social, and Governance) standards into supplier policies, assessments, and audit criteria.</li></ul> <p>Medium to long-term goal:</p> <ul style="list-style-type: none"><li>Enhance the relevant procurement policies for local procurement and green procurement, moving towards green product certification.</li><li>To increase the proportion of suppliers complying with ESG (Environmental, Social, and Governance) standards.</li><li>Continuously promoting supplier compliance with ESG (Environmental, Social, and Governance) standards to build a sustainable supply chain</li></ul>



Momentous Theme

Procurement Practices and Management

Effectiveness Tracking  
Mechanisms

- Selection of new suppliers
- Selection and management of qualified suppliers
- Regular supplier audits
- Declaration of Hazardous Substance Usage
- Declaration of Non-use of Conflict Minerals

Annual Actions and Measures

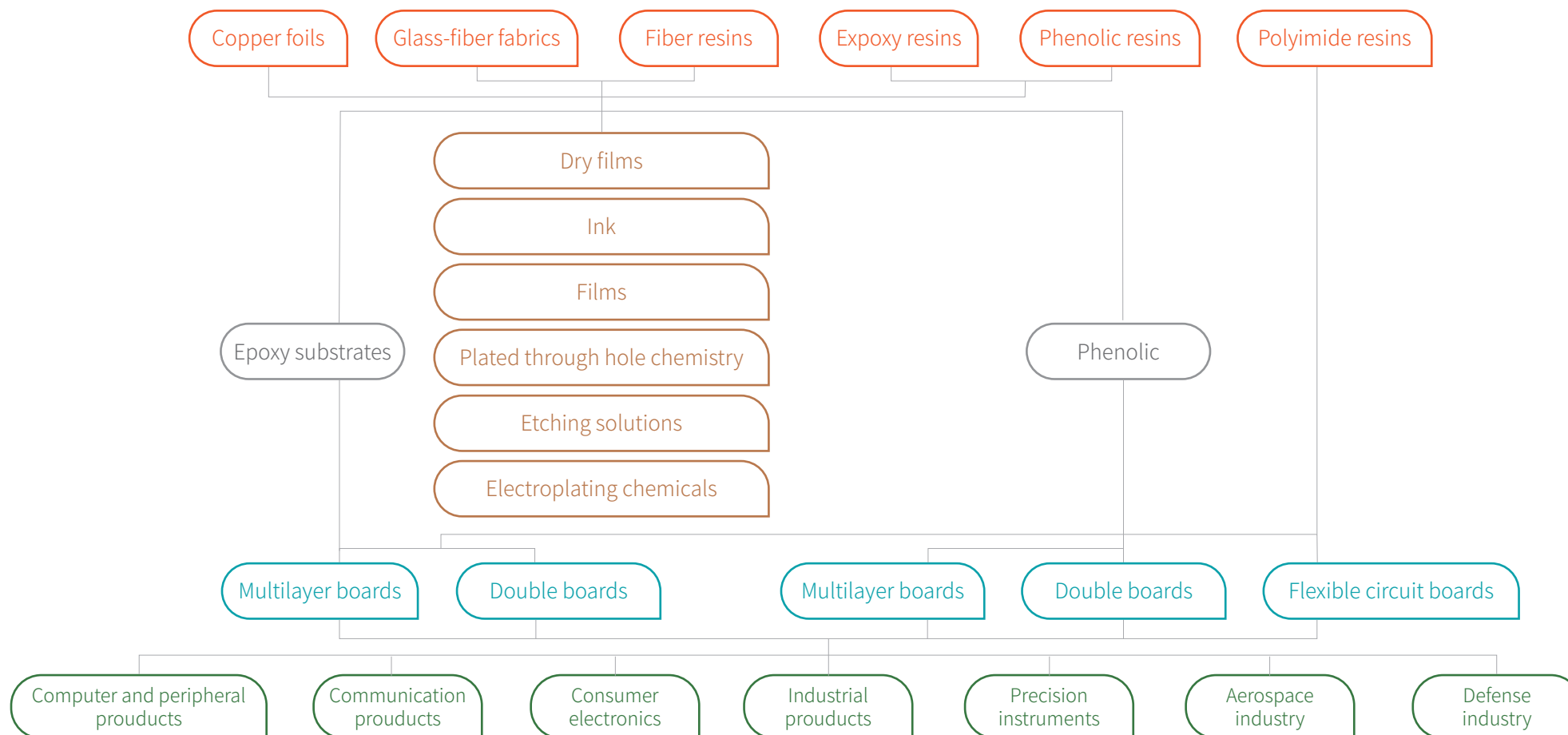
- We have established the "Procurement Process - Selection of Qualified Suppliers, Supplier Management." The selection criteria include important indicators such as ISO 9001, RoHS (Restriction of Hazardous Substances), ISO 14001, ISO 45001, etc., to ensure that suppliers adhere to human rights and environmental protection standards. In 2023, a total of 203 suppliers passed the ISO 14001 Environmental Management System verification, thereby enhancing their ability to fulfill corporate social responsibility.
- Conducted on-site audits for 155 suppliers and contractors to assess their qualifications and effectively manage the quality of our partners.
- 100% of relevant suppliers have completed and signed the "Conflict-Free Minerals Declaration," collectively upholding human rights values and fulfilling corporate social responsibility.
- 100% of relevant suppliers have completed and signed the "Green Non-hazardous Materials Product Guarantee," ensuring the protection of consumer rights.
- The local procurement rates for main raw materials at operational locations in Taiwan and China are 98.9% and 97.5%, respectively. Both regions achieve 100% in green procurement, reducing carbon emissions associated with long-distance transportation.



## • 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 2023, 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. Therefore, we have established the "Procurement Process - Selection of Qualified Suppliers, Supplier Management," incorporating criteria such as ISO 9001, IATF 16949, RoHS (Restriction of Hazardous Substances), ISO 14001, and other key indicators. We require our business partners to adhere to the RBA (Responsible Business Alliance) Code of Conduct (Suining and Wuxi factories) or sign a commitment pledge. This initiative promotes the importance of sustainable practices and encourages our business partners to contribute to governance, environmental protection, social responsibility, and human rights. Together, we aim to create a superior and sustainable value chain.

In terms of quality management, suppliers are required to pass third-party verification for ISO 9001 or IATF 16949 quality management systems and provide certificates within their validity period. If a supplier cannot obtain third-party verification, our company's management department conducts annual audits of their quality management systems. Additionally, suppliers undergo periodic audits including risk assessments, supplier monitoring, development of supplier quality management systems, product audits, and process audits. These measures ensure that our partners at TPT maintain high standards of quality.

## 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" (Suining and Wuxi factories). We require all suppliers to sign these commitments.

Additionally, we mandate that primary raw material and contracting partners sign the "Declaration for Green Hazardous Substance-Free Product" (applicable to Pingzhen and Zhongshan factories), "Declaration for Green Hazardous Substance-Free Product" (applicable to Suining and Wuxi factories), "Environmental Hazardous Substance Assurance Certificate" (applicable to the Kaohsiung factory), and the "Declaration of Non-Use of Conflict Minerals" (for suppliers of metals such as gold (Au), tantalum (Ta), tin (Sn), tungsten (W), and cobalt (Co), the Zhongshan factory uses the Conflict Minerals Reporting Template (CMRT) for conflict metal inquiries.) These documents represent the suppliers' commitments to their products, corporate governance, and workers' rights, aligning with our company's ESG (Environmental, Social, and Governance) principles.

For suppliers who do not meet our requirements, we actively assist and guide them in implementing improvement plans to ensure the realization of employee health and safety, human rights, and corporate social responsibility. We are committed to reducing supply chain risks. If any supplier is found to violate relevant regulations, we reserve the right to terminate or dissolve contracts to encourage our supplier partners to work collaboratively with us to enhance corporate social responsibility.



## Environmental Risk

### ■ 203 Primary Raw Material Suppliers Certified with ISO 14001

To reduce environmental risks and impacts, we consistently require our "Primary Raw Material Suppliers" such as substrates, resins, PP (polypropylene), copper foils, copper balls, gold salts, inks, and others to obtain ISO 14001 environmental management system certification. In 2023, a total of 203 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.

### ■ Hazardous Substance Management: Require primary raw material suppliers and subcontractors to sign a declaration of compliance.

Suppliers are required to collect and provide toxicity and prohibition information related to product-related chemicals, and demonstrate the audit results of their green product management system.

- "Declaration for Green Hazardous Substance-Free Product" (applicable to Pingzhen and Zhongshan factories)
- "Declaration for Green Hazardous Substance-Free Product" (applicable to Suining and Wuxi factories)
- "Environmental Hazardous Substance Assurance Certificate" (applicable to the Kaohsiung factory)

## Social Risk

### ■ Suppliers are required to sign the following human rights-related documents:

- "Declaration of Non-Use of Conflict Minerals" : There are 3 suppliers for the Pingzhen factory and 4 suppliers for the Kaohsiung factory. All suppliers for the Suining and Wuxi factories were required to sign, achieving a 100% compliance rate.
- "Conflict Minerals Reporting Template" : At the Zhongshan factory, there are 14 primary material suppliers and 38 auxiliary material suppliers (including 23 packaging material suppliers), all achieving a 100% compliance rate.

## Governance Risk

### ■ Supplier Certification with ISO 9001

In 2023, most of TPT's suppliers passed ISO 9001 and, after evaluation and approval, were deemed qualified suppliers, enhancing their own risk management and maintaining product quality and customer service. Specifically, all suppliers for the Pingzhen, Kaohsiung, and Suining factories passed, with Wuxi achieving an 84% pass rate (total of 90 suppliers), and Zhongshan achieving an 88% pass rate (total of 52 suppliers).

### ■ Supplier Adherence to RBA

In 2023, all suppliers of TPT's Suining factory, totaling 56 companies, implemented the RBA (Responsible Business Alliance) Code of Conduct. Similarly, 48 suppliers of the Wuxi factory also adhered to the RBA Code of Conduct to ensure responsible business practices among suppliers.

- "Commitment Letter of Supplier for Corporate Social Responsibility" ((applicable to Pingzhen and Kaohsiung factories)
- "Commitment Letter of Supplier for Responsible Business Alliance" (applicable to Suining and Wuxi factories)
- "Environmental, Occupational Health, and Safety Commitment" (Suining and Wuxi factories)

Supplier Signing Status in 2023

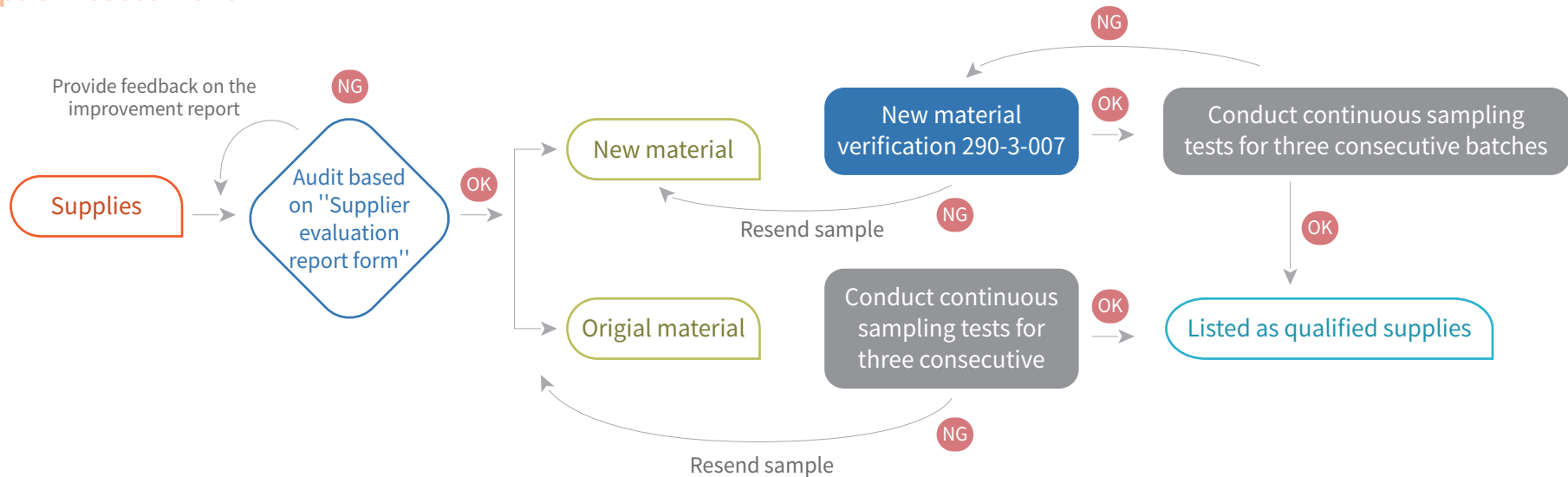
Type of Signing	Taiwan			China		
	Raw Material Suppliers	Auxiliary Material Suppliers	Contractors	Raw Material Suppliers	Auxiliary Material Suppliers	Contractors
Commitment Letter of Supplier for Responsible Business Alliance	0	0	0	62	61	23
Commitment Letter of Supplier for Corporate Social Responsibility	16	2	0	62	61	23
Declaration of Non-Use of Conflict Minerals	4	3	0	62	61	23
Conflict Minerals Reporting Template	0	0	0	14	38	0

Note: Conflict minerals and conflict metals refer to the 3TG (tin, tantalum, tungsten, and gold) sourced from the Democratic Republic of Congo and adjoining countries, mined under conditions of armed conflict, illegal mining, and poor working conditions that violate human rights.



## Supply Chain Assessment and Audit

### Supplier Assessment



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.

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

Pingzhen Factory		Kaohsiung Factory		Suining Factory		Wuxi Factory		Zhongshan Factory	
Suppliers:		Quality	30%	Quality Management	10%	Quality Management	50%	Quality System	14.5%
Business Management	20%	Order Fill Rate	20%	File System	5%	Order Fill Rate	15%	Design and Development	
Manufacturing Capability	20%	Return Rate	15%	Procurement	10%	Price	10%	Management	5.5%
Quality Control System	20%	Price Compliance	15%	Incoming Material		Excess Freight	10%	Procurement Management	13.6%
Technical Expertise	20%	Cooperation and		Control	5%	Cooperation and		Control of Incoming Materials	
Machinery and Equipment	20%	Service	10%	Change Control	5%	Service	15%	and Non-Conforming	
		Environmental and		Product Identification				Products	16.4%
Contractors:		Occupational Safety	10%	and Traceability	5%			Calibration of Inspection	
Business Management	16%			Process Control	10%			Equipment	6.4%
Manufacturing Capability	24%			Final Inspection	5%			Material, Packaging, and	
Quality Control System	28%			Testing Equipment	5%			Warehouse Management	11.8%
Technical Expertise	20%			Non-Conforming				Process Control	17.3%
Machinery and Equipment	12%			Product Control	5%			Reliability	4.5%
				Corrective and				Education and Training	4.5%
				Preventive Actions	5%			Environmental Management	5.5%
				Storage and					
				Transportation	5%				
				Internal Quality					
				Audits	5%				
				Education and					
				Training	5%				
				Environmental					
				Management	5%				
				Green Management					
				System	10%				

Note: The Wuxi factory revised its evaluation criteria in 2023 with the introduction of VDA6.3 standards.

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

	Manufacturer	Supplier			Contractor		
Site	Evaluation/ Category	2021	2022	2023	2021	2022	2023
Pingzhen factory	Qualification	67	69	69	11	11	8
Kaohsiung factory	A	132	162	99	15	14	8
Suining factory	B	4	0	0	0	0	0
Wuxi factory	C	0	0	0	0	0	0
Zhongshan factory							

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

■ Assessment Method for Suppliers and Contractors in China

FactoryCategory	Type of Supplier	Audit Frequency	Evaluation Method	Additional Notes
Suining factory	Auxiliary Material	- Once every 2 years	Routine management Desk Audits	<ul style="list-style-type: none"> <li>Routine management only in 2023.</li> <li>Raw material suppliers undergo on-site assessments as per the documents.</li> </ul>
Wuxi factory	Primary material	Once annually	On-site Audits	-
	Contractor Primary material	Once every 2 years	On-site Audits	Including solder mask ink, legend ink, copper foil, gold salts, tin balls, copper balls, and OSP solution F22.
	Auxiliary Material	Once every 3 years	Self-assessment response	Including dry film, inner layer ink, chemicals, packaging materials, etc.
	Other	-	-	Conducting supplier audits guided by VDA 6.3.
Zhongshan factory	Auxiliary Material	Intermittent	-	A total of 23 packaging material suppliers.

## Supplier Audit

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

Supplier Categories		Supplier			Contractor		
Audit Methods		2021	2022	2023	2021	2022	2023
On-site Audits	Expected Number of On-site Audits	147	159	140	26	25	16
	Actual Number of Completed Audits	147	159	139	26	25	16
	Achievement Rate	100%	100%	99%	100%	100%	100%
Desk Audits	Planned Desk Audits	61	79	32	11	8	8
	Actual Completed Desk Audits	61	79	32	11	8	8
	Achievement Rate	100%	100%	100%	100%	100%	100%





## • Sustainable Procurement

To support local business development and reduce carbon emissions from long-distance transportation, TPT's key operational locations (including those mentioned within the scope of this report) strive to use local procurement as much as possible.

In addition, TPT actively procures environmentally friendly products, striving to reduce the negative environmental impact from raw material procurement. In 2023, the proportion of major raw material procurement from local sources at TPT's locations in Taiwan and China was 98.9% and 97.5%, 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 over the past 3 years is as follows:

unit: NTD 000's

		2021	2022	2023
Taiwan	Local procurement amount	2,036,156	1,535,500	1,377,122
	Total procurement amount	2,042,155	1,540,553	1,392,103
	Local procurement amount ratio (%)	99.7%	99.7%	98.9%
China	Local procurement amount	12,139,096	8,521,278	7,857,724
	Total procurement amount	12,945,346	9,034,971	8,061,569
	Local procurement amount ratio (%)	93.8%	94.3%	97.5%

■ The green procurement ratio for TPT over the past 3 years is as follows:

unit: NTD 000's

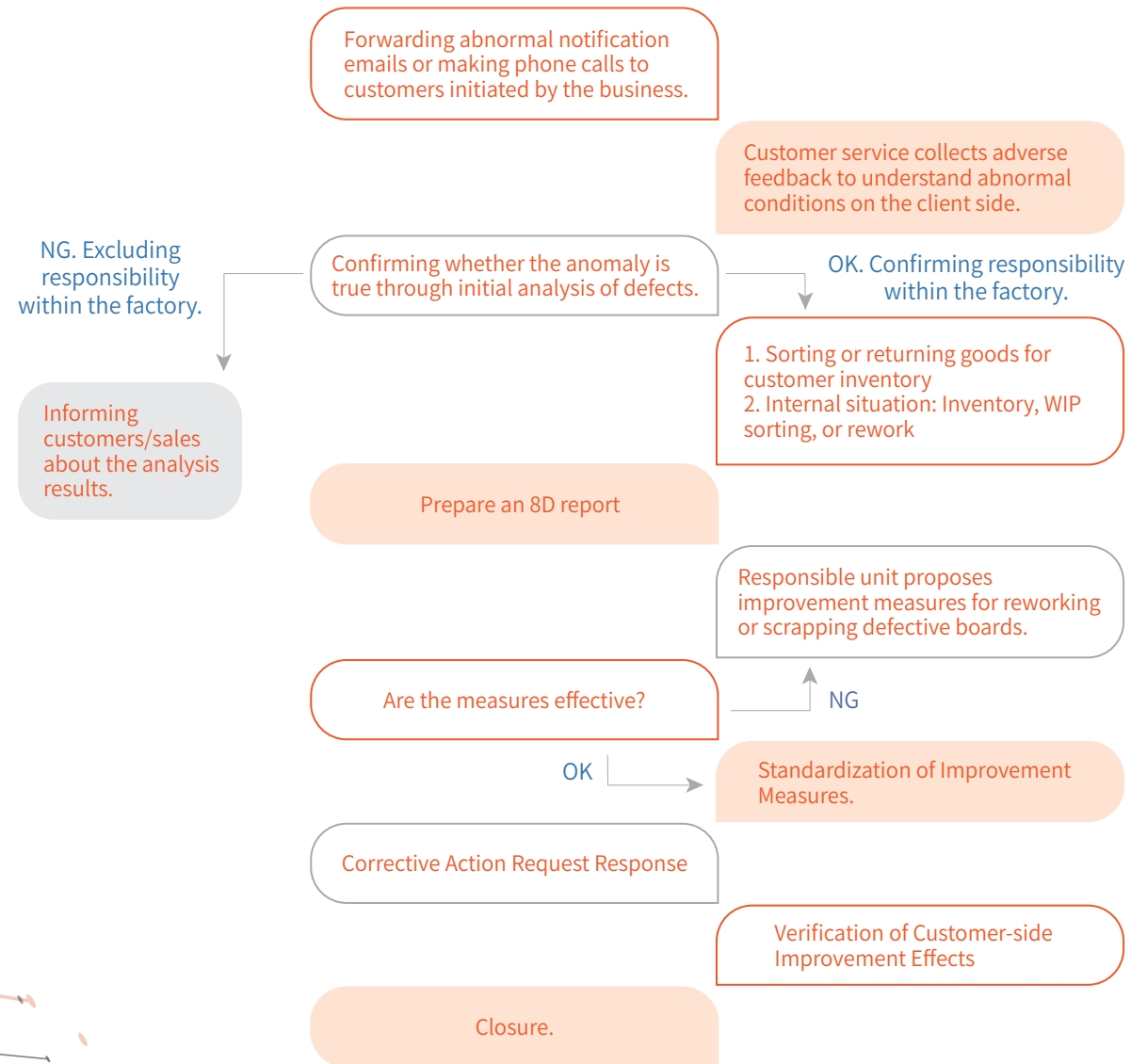
		2021	2022	2023
Taiwan	Green procurement amount	2,042,155	1,540,553	1,392,103
	Total procurement amount	2,042,155	1,540,553	1,392,103
	Green procurement amount ratio	100%	100%	100%
China	Green procurement amount	12,945,346	9,034,971	8,061,569
	Total procurement amount	12,945,346	9,034,971	8,061,569
	Green procurement amount ratio	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.

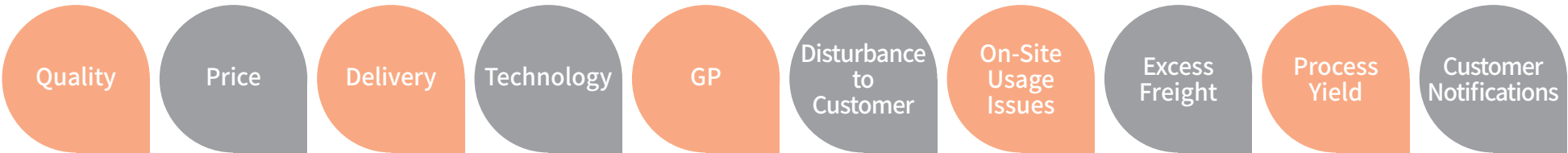
Regarding product information disclosure, we believe that customers and end-users should have immediate access to information about the products and services, including information about their safe use, handling methods, and ingredient sources. This information also includes details about the societal and environmental impacts of the products. In 2023, 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

### Customer Satisfaction Survey 10 Aspects



TPT is committed to continuously enhancing customer relationship development and values every piece of customer feedback. To understand the voice of the customer, we regularly gather insights through various channels to address customer needs, including handling abnormal customer complaints through our after-sales service. Every six months, we conduct systematic reviews of customer feedback, analyze issues, and initiate 8D reports. Responsible units propose improvement strategies, evaluate the effectiveness of these improvements, and thereby establish a comprehensive process for responding to customer needs. In 2023, the satisfaction survey results for both the first half and second half of the year at TPT were 87% and 83%, respectively, indicating satisfaction levels that exceeded the company's targeted satisfaction goal of 82%.

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

Year	2021		2022		2023	
Period	First half of year	Second half of year	First half of year	Second half of year	First half of year	Second half of year
Customer Satisfaction	86%	84%	84%	84%	87%	83%
Target	82%	82%	82%	82%	82%	82%

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

## Customer Rights and Interests Protection

TPT designs and manufactures products based on customer requirements, strictly adheres to confidentiality agreements, complies with international regulations, and focuses on protecting customer privacy and product information to safeguard customer interests and provide comprehensive customer service. Simultaneously, efforts are made to minimize health and safety impacts throughout the product lifecycle. In addition to regular audits for compliance with environmental, health, and safety regulations, there were no cases of violation of marketing communication regulations or standards in 2023, nor were there any incidents compromising customer rights.



# Environmental Protection

# 4

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 in 2023

Momentous Theme	Energy and Greenhouse Gas Management
Corresponding GRI Indicators	GRI 302-1: Energy consumption within the organization. GRI 302-3: Energy intensity. GRI 302-4: Reduction of energy consumption. GRI 305 : Emissions 2016
Linked SDGs	
Policies or Commitments	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.
Indicators and Goals	Short-term goal: Replace high-energy-consuming equipment to reduce energy consumption and greenhouse gas emissions, lowering energy intensity. Medium-term goal: Engage third-party validation bodies to conduct greenhouse gas inventories and reduce carbon emissions. 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.
Effective Tracking Mechanisms	<ul style="list-style-type: none"> <li>Conduct self-assessments of energy use and greenhouse gas emissions to effectively monitor energy and greenhouse gas utilization.</li> <li>Use dedicated facilities to monitor exhaust emissions for measuring and reporting air pollution emissions quarterly.</li> </ul>
Annual Actions and Measures	<ul style="list-style-type: none"> <li>To reduce electricity and natural gas usage, each factory implemented a total of 9 energy and carbon reduction initiatives, resulting in a total reduction of 27,060.14 GJ of energy consumption and a decrease in carbon emissions of approximately 5,885.32 metric tons CO<sub>2</sub>e.</li> <li>With a good environmental audit record in normal times, Suining Factory was awarded the honor of 'Advanced Unit in Green Development' by the government.</li> </ul>

## Management Situation of TPT's Momentous Theme in 2023

Momentous Theme	Product Lifecycle Management
Corresponding GRI Indicators	GRI 306 : Waste 2020
Linked SDGs	 
Policies or Commitments	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, improve processes to reuse materials, and implement a circular economy.
Indicators and Goals	<p>Short-term goal: Increase waste recycling rates and reduce total waste generation annually.</p> <p>Mid to Long-term goals :</p> <ul style="list-style-type: none"> <li>Establish a baseline year and effectively reduce total waste.</li> <li>Gradually reduce waste generation by reengineering processes and operational flows, aiming for complete material recycling and moving toward a zero-waste objective.</li> </ul>
Effective Tracking Mechanisms	<ul style="list-style-type: none"> <li>Review waste recycling rates annually.</li> <li>Reduce total waste generation annually.</li> </ul>
Annual Actions and Measures	<ul style="list-style-type: none"> <li>Implemented process technology improvement projects to reduce waste generation from the production side, increasing the recycling of acidic etching solutions to achieve source reduction.</li> <li>By reusing materials, waste generation was reduced, and in 2023, TPT achieved a waste recycling rate of 87.21%.</li> </ul>



## • 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"> <li>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.</li> <li>The Sustainability Development Committee reports the full-year ESG performance and climate change-related issues to the Board of Directors on an annual basis.</li> </ul>
Strategy	<p>The company is proactively planning for climate actions by conducting scenario simulations to understand potential climate-related financial impacts. It incorporates these potential impacts into overall operational considerations, assesses the probability and severity of risks, and develops risk response and mitigation plans, as well as crisis management mechanisms. Based on business types, risk strategies, and financial planning, it identifies physical and transitional risks and opportunities. This includes promoting green energy and environmental policies, resource recycling and reuse, and developing innovative carbon reduction technologies. The goal is to comprehensively reduce the carbon footprint of the company's operations and products in response to global climate change and its environmental impacts. To address the impacts of global climate change and greenhouse gas emissions on the environment, and to comply with governmental regulations regarding environmental responsibility, we are committed to purchasing and replacing products that carry energy-saving and environmentally friendly labels, reducing waste, implementing green and local procurement practices, and establishing and implementing various energy-saving and carbon reduction measures.</p> <p>The main short-, medium-, and long-term risks and opportunities for the company can be found in the "Financial Impacts of Climate-Related Risks and Opportunities" section.</p>
Risk Management	<p>To identify and assess significant impacts or risks related to operations, the Sustainability Development Committee will regularly assess climate change risks in the future to understand specific potential financial impacts. This will serve as the basis for policy formulation and goal setting, establish climate management procedures, and continuously monitor the effectiveness and implementation of climate risk management.</p>

Core elements	Action Plan
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:</p> <p>TPT has been actively promoting "energy-saving and carbon reduction measures" in the long term, with the following key initiatives:</p> <ul style="list-style-type: none"> <li>■ <b>Energy:</b> 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 2023, we executed a total of 9 energy-saving and carbon-reduction projects across its facilities, resulting in a decrease in carbon emissions by approximately 5,885.32 metric tons of CO<sub>2</sub>e.</li> <li>■ <b>Water Resources:</b> We have implemented a program for recycling used water, reducing water resource consumption during the manufacturing process. As of 2023, we have saved 6.97% of water resources compared to the previous year.</li> <li>■ <b>Waste:</b> We are committed to reducing waste starting from the production stage, utilizing recycled materials extensively, and actively increasing the recycling and reuse of waste. In 2023, we achieved a 10.35% reduction in waste compared to the previous year.</li> <li>■ <b>Greenhouse Gas Emissions:</b> In 2023, our greenhouse gas emissions were as follows: Scope 1 emissions totaled 11,969.234 metric tons of CO<sub>2</sub>e; Scope 2 emissions were 232,442.539 metric tons of CO<sub>2</sub>e; Scope 3 emissions amounted to 267,851.562 metric tons of CO<sub>2</sub>e, totaling 512,263.334 metric tons of CO<sub>2</sub>e. Our company conducts regular monitoring and management of Scope 1, Scope 2, and Scope 3 greenhouse gas emissions. This is to establish and plan energy-saving strategies and actions, and advocate on international greenhouse gas and global warming issues.</li> </ul>



# Climate Scenario Analysis

## Physical Climate Risk Scenarios

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

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

Scenario		RCP 2.6	RCP 8.5
Climate-Related Data Indicators	temperature	<ul style="list-style-type: none"><li>■ The average annual temperature in Taoyuan is expected to increase by approximately 0.7 to 2.2° C, reaching a range of 20.9° C to 22.4° C.</li><li>■ The average annual temperature in Kaohsiung is expected to increase by approximately 0.7 to 1.9° C, reaching a range of 21.6° C to 22.8° C.</li></ul>	<ul style="list-style-type: none"><li>■ The average annual temperature in Taoyuan is expected to increase by approximately 0.9 to 2.3° C, reaching a range of 21.1° C to 22.5° C.</li><li>■ The average annual temperature in Kaohsiung is expected to increase by approximately 1 to 2.2° C, reaching a range of 21.9° C to 23.1° C.</li></ul>
	rainfall	<ul style="list-style-type: none"><li>■ The estimated change in maximum daily rainfall in Taoyuan is expected to range from -9.7% to 42.4%, with actual rainfall amounts ranging from 167.8mm to 264.6mm.</li><li>■ The estimated change in maximum daily rainfall in Kaohsiung is expected to range from -8.4% to 28.9%, with actual rainfall amounts ranging from 204.4mm to 287.6mm.</li></ul>	<ul style="list-style-type: none"><li>■ The estimated change in maximum daily rainfall in Taoyuan is expected to range from -10.9% to 47.7%, with actual rainfall amounts ranging from 165.5mm to 274.4mm.</li><li>■ The estimated change in maximum daily rainfall in Kaohsiung is expected to range from -13.8% to 40.2%, with actual rainfall amounts ranging from 192.3mm to 312.8mm.</li></ul>

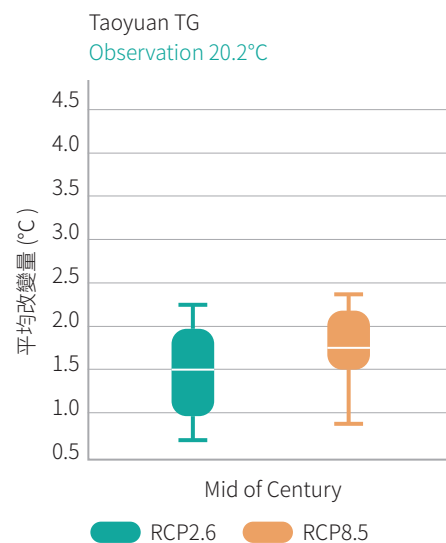




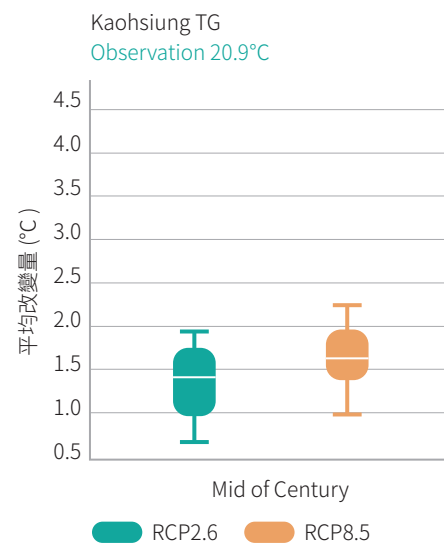
In terms of annual average temperature, in Taoyuan City and Kaohsiung City where the factory is located, temperatures may rise by up to 2° C by the middle of the century. This could lead to increased air conditioning costs, reduced lifespan of instruments and equipment, early write-offs and premature scrapping of existing assets, higher infrastructure costs, and potential reductions in certain commodity yields.

## Estimated Annual Average Temperature Change

### TPT's Pingzhen factory



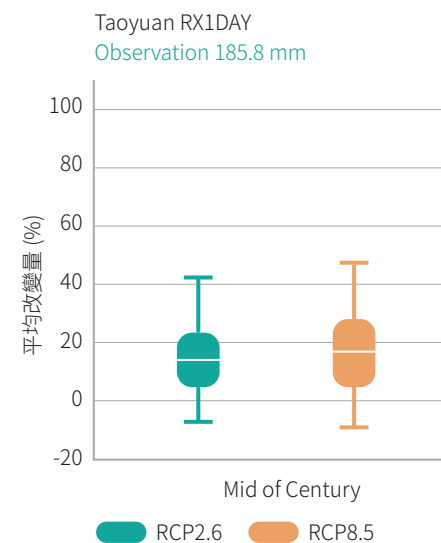
### TPT's Kaohsiung factory



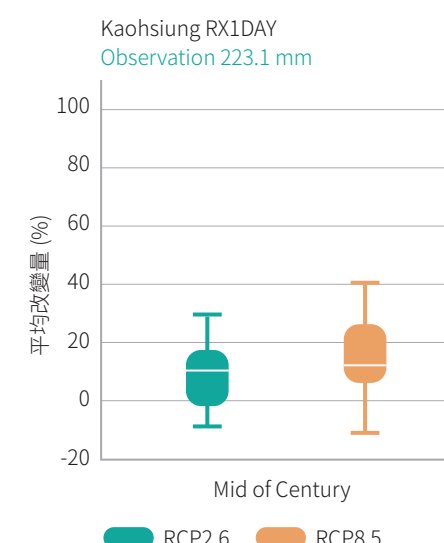
In Taiwan, the estimated increase in average maximum daily rainfall by the middle of the century does not exceed the disaster threshold outlined in the "3D Disaster Potential Map" which is 650 millimeters of rainfall within 24 hours. Therefore, there is no immediate risk of flooding from rainfall alone. However, there remains a possibility of disruptions such as work stoppages, transportation difficulties, supply chain interruptions, and staff absenteeism due to typhoons, peripheral flooding, and similar circumstances.

## Estimated Maximum Daily Rainfall

### TPT's Pingzhen factory



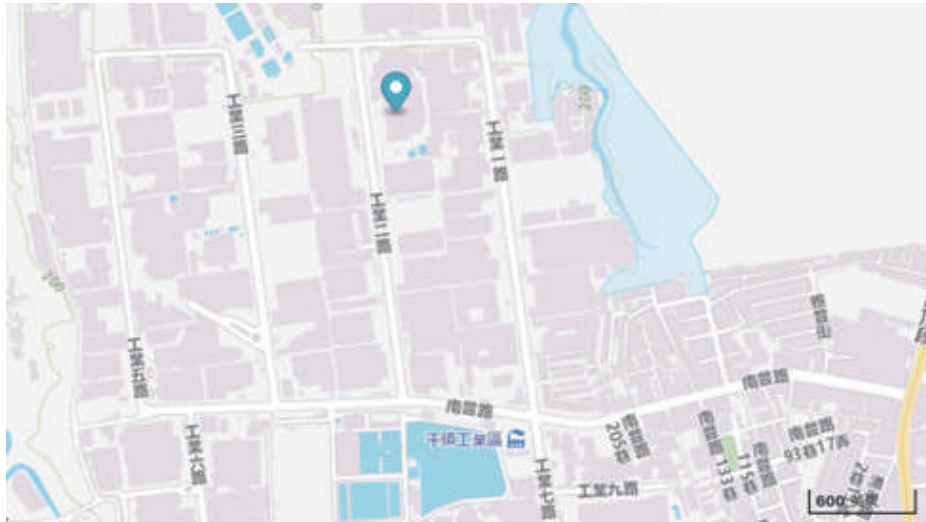
### TPT's Kaohsiung factory



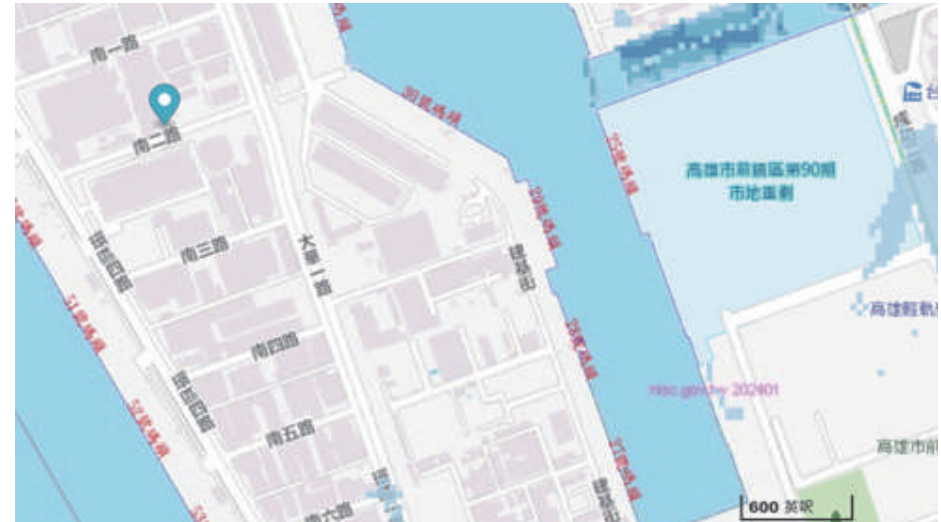
Data source: Taiwan Climate Change Estimation Information and Adaptation Knowledge Platform

## Daily Maximum Rainfall Flooding Potential Map

TPT's Pingzhen factory



TPT's Kaohsiung factory



Data source: 3D Disaster Potential Map

## Transitional Climate Risk Scenario

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



## Financial Impacts of Climate-Related Risks and Opportunities

TPT conducts risk assessments for climate-related risks and opportunities, analyzing and prioritizing them based on impact severity and occurrence likelihood. Impact severity is categorized into three levels: low, medium, and high, while occurrence likelihood is categorized into three levels: unlikely, 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			232
	Medium		3	1
	Low			1
		Unlikely	Probably	Possibly
		Chance of Occurrence		

List of Climate-Related Risks and Opportunities

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



After reviewing the risks, the company has analyzed the impact of climate change on TPT'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"> <li>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.</li> <li>The emission standards for natural gas boilers in Zhongshan City, Guangdong Province, have been adjusted to <math>\text{NO}_x &lt; 50 \text{ mg/m}^3</math>.</li> </ul>	<ul style="list-style-type: none"> <li>Increased energy costs</li> <li>Potential fines</li> </ul>	<ul style="list-style-type: none"> <li>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.</li> <li>Kaohsiung Factory: Air pollution is continuous monitoring of the pH value of the scrubber. If it drops below pH 6, alkaline solution will be automatically added for neutralization control.</li> <li>Wuxi Factory: Based on capacity, the steam flow meter is being modified, implementing downsizing measures to measure steam flow below the original lower limit, reducing energy costs. It is expected to save approximately NT\$1.631 million annually.</li> </ul>
	Local Regulations	Mid-term	<ul style="list-style-type: none"> <li>"Climate Change Response Act" in Taiwan</li> </ul>	<ul style="list-style-type: none"> <li>Increased carbon reduction costs</li> <li>Potential fines</li> </ul>	<ul style="list-style-type: none"> <li>Zhongshan Factory: In April 2023, NT\$4.76 million was invested to replace the compression thermal boiler and process heating hot water boiler with low-carbon combustion equipment. This change reduced <math>\text{NO}_x</math> emissions to less than <math>30 \text{ mg/m}^3</math>, achieving emission reduction benefits.</li> </ul>

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"> <li>■ Potential production line shutdowns.</li> <li>■ Impact on employee attendance.</li> <li>■ Disruption in transportation and potential loss of goods</li> <li>■ Typhoons may lead to water and power outages, which could result in production interruptions and impact equipment functionality.</li> </ul>	<ul style="list-style-type: none"> <li>■ Annual budget allocation for insurance premiums.</li> <li>■ Project timelines affected.</li> <li>■ Equipment and personnel losses.</li> <li>■ If there's a water shortage, you should purchase water for emergencies.</li> </ul>	<ul style="list-style-type: none"> <li>■ Properly plan for product insurance to mitigate losses from extreme weather events.</li> <li>■ Increase safety stock levels to address delivery delays and default risks resulting from logistics disruptions or production stoppages.</li> <li>■ Implement adequate safety measures for critical equipment to reduce financial losses due to damage from wind and water.</li> <li>■ Wuxi Factory: <ul style="list-style-type: none"> <li>□ There are two emergency rainwater detention ponds, completed in 2016 and 2019 respectively, with a total investment of over NT\$17.52 million. The total effective storage capacity is approximately 800 m<sup>3</sup>.</li> <li>□ There are a total of 5 pumps installed, each with a pumping capacity of 100 m<sup>3</sup>/hour to combat flooding. Each pump costs approximately NT\$65,000, with annual maintenance expenses around NT\$22,000 per pump.</li> </ul> </li> <li>■ Zhongshan Factory: <ul style="list-style-type: none"> <li>□ There is an "Emergency Typhoon and Flood Prevention Plan" in place, supported by a well-organized shift schedule system, to ensure personnel safety and minimize financial losses due to work stoppages.</li> <li>□ There is a 2,000-ton emergency reservoir (established in 2017) used for rainwater collection, firefighting, and wastewater storage for emergency purposes, costing approximately NT\$17.4 million. Additionally, there is a 3,000-ton water tower installed to prevent water shortages and for emergency use.</li> </ul> </li> </ul>

Type	Climate-Related Risks	Impact Period	Risk Content Description	Potential Financial Impact	Adaptation and Coping Measures
Physical risks	Long-term				
	Increase in annual average temperature	Long-term	<ul style="list-style-type: none"><li>■ Reduced lifespan of equipment and machinery.</li><li>■ Increased demand for air conditioning due to higher cooling requirements.</li><li>■ Summer peak electricity demand causes factory power outages, leading to production stoppages and product wastage.</li></ul>	<ul style="list-style-type: none"><li>■ Increased equipment procurement expenses.</li><li>■ Higher electricity costs.</li><li>■ Reduced production capacity.</li></ul>	<ul style="list-style-type: none"><li>■ Replace air conditioning equipment with more energy-efficient units to reduce energy consumption.</li><li>■ Improve insulation in newly constructed buildings to lower energy consumption by air conditioning systems.</li><li>■ Regularly inspect and maintain equipment to extend its lifespan.</li><li>■ Prepare backup power generation equipment to address power limitations and outages.</li></ul>





## Climate-Related Occurrences and Financial Impacts

Type	Climate-Related Occurrences and Financial Impacts	Potential Financial Impacts	Coping Measures
Resource Efficiency	<ul style="list-style-type: none"> <li>Recycling and reusing of paper and waste</li> <li>Transition to more efficient electrical equipment</li> <li>Circular economy</li> <li>Laws and standards for energy-efficient products</li> </ul>	<ul style="list-style-type: none"> <li>Reducing expenditure on consumables</li> <li>Reducing electricity consumption and carbon emissions</li> <li>Implementing a circular economy for more sustainable products</li> <li>Subsidies for purchasing energy-efficient appliances</li> </ul>	<ul style="list-style-type: none"> <li>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.</li> <li>Suining Factory: <ul style="list-style-type: none"> <li>The horizontal side-flow blower has been upgraded to a centrifugal blower, increasing energy efficiency and saving 2.95 million kWh annually, equating to savings of NT\$8.654 million in electricity costs per year.</li> <li>The fan motors of the ice machine cooling tower have been upgraded for energy efficiency, replacing 12 units. This upgrade saves 12,000 kWh annually, resulting in NT\$30,000 savings in electricity costs per year.</li> <li>The dormitory's hot water boiler has been retrofitted with a low-nitrogen combustion head. Before the retrofit, the emission concentration was 120 mg/m<sup>3</sup>, which has been reduced to 40 mg/m<sup>3</sup> post-retrofit, resulting in a 65% reduction in emissions. Additionally, natural gas consumption has decreased by approximately 5%.</li> </ul> </li> <li>Wuxi Factory: <ul style="list-style-type: none"> <li>The wet process energy-saving blower has been upgraded, achieving a comprehensive energy savings rate of 59.17% after the upgrade. This translates to savings of NT\$17.9 million in electricity costs annually.</li> </ul> </li> </ul>
Product and Service	<ul style="list-style-type: none"> <li>Providing real-time updates and improving service quality in response to climate change risks.</li> <li>Developing or increasing the availability of low-carbon products and services.</li> <li>Investing in research and innovation for the development of new products and services.</li> </ul>	<ul style="list-style-type: none"> <li>Offering diverse services and products that meet market demands to enhance the company's reputation and visibility.</li> <li>Creating opportunities for new products or services, leading to increased revenue.</li> </ul>	<ul style="list-style-type: none"> <li>Utilizing design modifications to streamline processes and reduce production steps, resulting in lower energy consumption during manufacturing.</li> <li>WPNL deploys large typesetting operations to reduce production frequency and minimize energy usage in the manufacturing process.</li> </ul>

Type	Climate-Related Occurrences and Financial Impacts	Potential Financial Impacts	Coping Measures
Resilience	<ul style="list-style-type: none"> <li>Consolidating climate change risks and response strategies to enhance the company's resilience.</li> </ul>	<ul style="list-style-type: none"> <li>Strengthening corporate resilience to reduce losses from climate change and mitigate</li> </ul>	<ul style="list-style-type: none"> <li>We plan to incorporate TCFD into our annual sustainability reports to effectively identify climate risks and coping strategies, enhancing the resilience of our operations.</li> <li>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.</li> </ul>

## Wuxi Factory- Steam flow meter energy-saving retrofit

In Wuxi Factory Units 1 and Unit 2, external steam is purchased for production, and charges are based on usage measured by flow meters. Originally, the metering range was set from 2.4 to 8 t/h. Steam consumption below 2.4 t/h was billed at 2.4 t/h, while usage above 8 t/h incurred double charges. Concern arose as steam usage at Unit 1 decreased, potentially resulting in continuous operation below the lower limit of 2.4 t/h without a corresponding reduction in steam costs, thus impacting energy expenses unfavorably.

Following a steam usage analysis, measures were implemented to adjust the metering range to 1.8-6 t/h. This adjustment is expected to save approximately NT\$1.631 million annually in Wuxi Factory operations.

	Current	Adjustment
Flow Rate	2.4-8 t/h	1.8-6 t/h
The daily usage range	57.6-192	43.2-144
Pricing Method	If the steam flow is below 2.4 t/h, it is billed at 2.4 t/h for steam usage costs. If it exceeds 8 t/h, it incurs double the standard rate for billing purposes.	If the steam flow is below 1.8 t/h, it is billed at 1.8 t/h for steam usage costs. If it exceeds 6 t/h, it incurs double the standard rate for billing purposes.



## • Energy Management

TPT primarily uses purchased electricity (accounting for 84.97% of total energy consumption), natural gas (6.86% of total energy consumption), diesel (0.83% of total energy consumption), gasoline (0.22% of total energy consumption), and steam (7.12% of total energy consumption). The total energy consumption in 2023 was 1,664,491.801 gigajoules (GJ). In addition, in terms of energy intensity, the energy demand for production in 2023 saw relatively minor fluctuations. However, due to a decrease in unit selling price, which resulted in reduced revenue, the energy intensity increased by 14.74% compared to the previous year.

■ In 2023, TPT Group's internal energy consumption (Scope 1 + Scope 2) was as follows:

Unit: Gigajoules

Energy Types		2021	2022	2023
Non-renewable energy	Purchased electricity	1,867,420.094	1,422,463.385	1,414,401.800
	Diesel	23,264.518	24,765.446	13,813.003
	Natural gas	162,016.241	122,502.855	114,163.356
	Purchased steam	150,579.962	111,497.798	118,514.339
	Gasoline	3,893.538	2,612.446	3,599.303
Total energy consumption		2,207,174.353	1,683,841.930	1,664,491.801
Revenue (NTD millions)		27,500.18	21,977.47	18,933.84
Energy intensity		80.26	76.62	87.91

Note:

- 1.The source of the energy conversion factor for the Taiwan facilities are based on the Environmental Protection Administration's announcement of the Greenhouse Gas Emission Coefficient Management Table 6.0.4 version.
- 2.The energy conversion factors for the China facilities are referenced from the "UK Government GHG Conversion Factors for Company Reporting."
- 3.The formula for calculating energy intensity is Energy Consumption / Revenue (NTD millions).

## • 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 conduct greenhouse gas emissions inventory for Scope 1, Scope 2, and Scope 3 emissions across a total of 5 facilities, including Taiwan 2 facilities operated by TPT and 3 facilities in China. For the China facilities, we engage a third-party verification organization to verify Scope 1, Scope 2, and Scope 3 greenhouse gas emissions. We also maintain ISO 14064-1:2018 greenhouse gas verification statements continuously.

In 2023, TPT's greenhouse gas emissions were as follows: Scope 1 emissions were 11,969.234 metric tons of CO<sub>2</sub>e, Scope 2 emissions were 232,442.539 metric tons of CO<sub>2</sub>e, and Scope 3 emissions were 267,851.562 metric tons of CO<sub>2</sub>e, totaling 512,263.334 metric tons of CO<sub>2</sub>e. Among these, Scope 1 emissions decreased by 12.86% compared to the previous year, while Scope 2 emissions decreased by 2.28%. Overall, greenhouse gas emissions for Scope 1 and Scope 2 decreased in 2023. We will continue to monitor emission hotspots and initiate improvement efforts accordingly.

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

unit : metric tons of CO<sub>2</sub>e

Type of Scope	2021	2022	2023
Scope 1	16,332.087	13,735.493	11,969.234
Scope 2	310,432.064	237,859.214	232,442.539
Total Gas Emissions (Scope 1 + Scope 2)	326,764.151	251,594.707	244,411.772
Revenue (NTD millions)	27,500.18	21,977.47	18,933.84
Greenhouse Gas Emissions Intensity (Scope 1 + Scope 2)	11.88	11.45	12.91
Scope 3	289,447.248	258,447.420	267,851.562

Note :

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 the China facilities are referenced from the "UK Government GHG Conversion Factors for Company Reporting."
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 CO<sub>2</sub>e/kWh) for each facility are as follows: Taiwan facilities (Pingzhen, Kaohsiung) were 0.509 in 2021, 0.495 in 2022, and the carbon emission factor for electricity in 2023 has not been published yet. Therefore, we will use the electricity carbon emission factor from 2022, which is 0.495, for calculations. China facilities (Zhongshan, Suining, Wuxi) were 0.5810 in 2021, 0.5703 in 2022, and the carbon emission factor for electricity in 2023 has not been published yet. Therefore, we will use the electricity carbon emission factor from 2022, which is 0.5703.
6. Scope 3 Disclosure Scope: In 2021, disclosures covered the 3 China facilities. In 2022, disclosures covered the 3 China facilities and the Pingzhen Factory. In 2023, disclosures covered the 3 China facilities and the 2 Taiwan facilities.
7. Carbon Intensity Calculation Formula: Total greenhouse gas emissions (tCO<sub>2</sub>e) divided by revenue (NTDs millions).

## Energy Conservation and Carbon Reduction

In 2023, our company implemented a total of 9 energy-saving and carbon-reduction initiatives across various facilities. The primary goal was to reduce electricity, steam and natural gas usage, thereby achieving a reduction in carbon emissions. These 9 energy-saving measures resulted in a total reduction of 27,060.14 Gigajoules in energy consumption, leading to a decrease in carbon emissions of approximately 5,885.32 metric tons of CO<sub>2</sub>e.

### Performance of TPT's Energy Conservation and Carbon Reduction Action Plan in 2023

Region	Site	Action Plan	Energy Type	Reduction in Energy Consumption (Gigajoules)	Reduction in Carbon Emissions (metric tons of CO <sub>2</sub> e)	Investment cost (NTD)
Taiwan	Pingzhen	High pressure demand equipment to add a booster cylinder, air compressor pressure lower	Electricity	540.93	74.38	10,000
		The end of the ice water supply is equipped with a small pressure pump for the use of plasma machines	Electricity	385.19	52.96	9,000
	Kaohsiung	High pressure demand equipment to add air storage cylinder, air compressor pressure lower	Electricity	458.86	63.09	350,000
China	Suining	Horizontal line side-flow blower to centrifugal blower	Electricity	1,062.00	1,682.39	13,543,510
		Ice machine cooling tower fan motor replacement	Electricity	4.32	6.84	311,544
		Renovation of low nitrogen combustion head of dormitory hot water boiler	Natural Gas	311.58	324.32	276,928
	Wuxi	Wet process blower energy-saving renovation project	Electricity	19,591.2	3,103.57	22,149,480
		Unit 2 steam flowmeter energy saving reform	Steam	3,464.208	381.06	138,464
	Zhongshan	The light source of the exposure machine was changed from halogen lamp to LED	Electricity	1,241.86	196.7	3,807,760

Note :

1.The investment cost in China is converted to NTD using an exchange rate of 4.327.

2.The formula for calculating carbon emissions from electricity in Taiwan is Electricity Consumption in kWh/1000\*0.495 =X (tCO<sub>2</sub>e)

3.The formula for calculating carbon emissions from electricity in China is Electricity Consumption in kWh/1000\*0.5703 (the carbon emission factor) =X (tCO<sub>2</sub>e)

4.The formula for calculating carbon emissions from natural gas in China is Natural Gas Consumption in cubic meters /1000\*1.9777 (the carbon emission factor) =X (tCO<sub>2</sub>e)

5.The formula for calculating carbon emissions from steam in China is Steam Consumption in cubic meters\*2.673\*0.11 (tCO<sub>2</sub>e/GJ)

## Air Pollution Control

Through various air pollution control measures, TPT monitors air quality using specialized equipment and, in accordance with the Air Pollution Control Act, reports air pollutant emissions each quarter. This includes nitrogen oxides (NO<sub>x</sub>), sulfur oxides (SO<sub>x</sub>), volatile organic compounds (VOC), and particulate matter emissions from both its facilities in Taiwan and China. In 2023, TPT had no records of ozone-depleting substances (ODS) emissions, and its facilities in China also did not have any violations or exceedances regarding air pollutants.

In 2023, the TPT Group reported the following air pollutant emissions across its various facilities:

Unit: Metric tons

	2021	2022	2023
Nitrogen Oxides (NO <sub>x</sub> )	700.90	910.90	939.09
Sulfur Oxides (SO <sub>x</sub> )	5.20	5.00	4.00
Volatile Organic Compounds (VOC)	6,757.60	4,893.00	7,057.06
Fine Particulate Pollutants	92.40	112.80	379.56

Note: The figures represent actual occurrences from January 1, 2023, to December 31, 2023, not the reported numbers for 2023.



## • Water Resource Management

Due to the essential nature of water as a crucial resource in production line manufacturing and daily operational activities, TPT places great emphasis on its water resource management. TPT's operational sites are primarily located in Taiwan and China. According to the "Aqueduct Water Risk Atlas" by the World Resources Institute, Taiwan is classified as Low to Medium risk (1-2), Wuxi factory as High risk (3-4), Zhongshan factory as Low to Medium risk (1-2), and Suining factory as Low to Medium risk (1-2). The water usage has no significant negative impact on surrounding water sources. TPT primarily uses water for industrial purposes, which does not conflict with domestic water usage. However, wastewater generated during production processes may potentially impact the surroundings of the factories.

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 2023, TPT's Kaohsiung factory experienced 2 incidents of water and soil pollution violations. These violations have been resolved through payment of fines and completion of 6 hours of environmental training. For the water pollution incident, TPT has modified the Water Pollution Control Measures Plan Permit as required by law. Regarding soil pollution, the company has engaged a contractor to develop an appropriate improvement plan.

To ensure responsible water resource management and reduce pollution and waste, TPT continues its efforts in developing diversified water resources strategies. At the Pingzhen factory, high conductivity cooling water from the cooling tower is recycled for use in washing, saving approximately 15 tons of water daily. In China, all three factories recycle and treat process-generated wastewater using RO (reverse osmosis) technology for reuse as reclaimed water.

The Wuxi factory substitutes treated reclaimed water from municipal wastewater treatment plants for tap water as its water source. Recognized as a provincial-level water-saving enterprise in 2022, the factory received subsidies of RMB 40,000 (approximately NTD 173,000) from the provincial government and RMB 80,000 (approximately NTD 346,000) from the municipal government, illustrating local government support for TPT's efforts in diversifying water resources.

In pursuit of sustainable water resource utilization goals, we remain committed to reducing natural water consumption and wastewater discharge to mitigate environmental impacts associated with water usage.





# Water Withdrawal

## ■ Total Water Withdrawal by TPT in the Past 3 Years

Unit: Megaliter

Source of Water Withdrawal			2021	2022	2023
Third-party water (tap water)	Tap Water	Surface Water	6,435.90	4,388.58	3,851.63
	Municipal Reclaimed Water	Surface Water	0	245.00	459.12
Total Water Withdrawal			6,435.90	4,633.58	4,310.75

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
3. The water withdrawal intensity ratio for 2023 was 0.23 (million liters per million dollars of revenue).

## ■ Total Water Withdrawal in Water-Stressed Regions by TPT in the Past 3 Years

Unit: Megaliter

Source of Water Withdrawal			2021	2022	2023
Third-party water (tap water)	Tap Water	Surface Water	2,615.00	1,603.00	939.32
	Municipal Reclaimed Water	Surface Water	0.00	245.00	459.13
Total Water Withdrawal			2,615.00	1,848.00	1,398.44

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

## Water Discharge

### ■ TPT's Total Water Discharge in All Areas for the Past 3 Years

Unit: Megaliter

Drainage Water Body		2021	2022	2023
Water Discharge by Endpoint	Surface water	4,921.21	3,651.67	3,321.16
	Sea Water	393.25	259.14	302.02
Total Water Discharge		5,314.46	3,910.81	3,623.17

### ■ TPT's total water discharge in water-stressed areas for the past 3 years

Unit: Megaliter

Year	2021	2022	2023
Total Water Discharge	2,087.55	1,382.46	1,092.29

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

### ■ In 2023, the water quality discharge from various Sites of TPT Group is as follows:

Site	Local Compliance Discharge Standards	Biochemical Oxygen Demand, BOD	Chemical Oxygen Demand, COD	Suspended Solids, SS
Pingzhen Factory	BOD : 240 mg/L COD : 400 mg/L SS : 160 mg/L	Conform	Conform	Conform
Kaohsiung Factory	BOD : 450 mg/L COD : 600 mg/L SS : 450 mg/L	57.9	204	19.4
Wuxi Factory	COD : 50 mg/L SS : 30 mg/L	-	23.3	8.6
Zhongshan Factory	COD : 50 mg/L	-	30	-
Suining Factory	COD : 100 mg/L SS : 70 mg/L	/	36.645	9

#### Notes:

1. The wastewater from each Site is treated by the wastewater treatment system and is well below the discharge standards.
2. Wastewater from each Site, 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 Sites by qualified testing companies.

# Wastewater Treatment

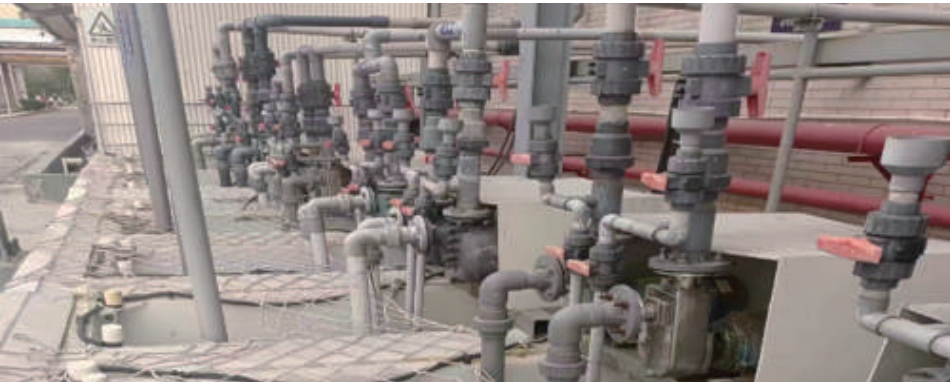
## Recycling of Reclaimed Water in Various TPT Factories

Site	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 2023, approximately 53.85 Megaliter of reclaimed water were reused, reducing wastewater discharge by 194.345 Megaliter.	An annual water savings of 150 Megaliter.	An annual water savings of 213 Megaliter.

## Zhongshan Factory : Project for Catch Basin renovation

In 2023, the Zhongshan factory carried out renovations on outdoor catch basins for processes including Pre-treatment for Electroless Nickel Immersion Gold, Electroless Nickel Immersion Gold, Lamination, and Electroplating in Units 1 and 2, with a total investment of NTD 4.293 million. Through pipeline replacements and catch basin upgrades, these renovations prevent process wastewater from directly entering groundwater due to old equipment leaks, thereby preventing pollution. The upgraded catch basins now feature organized pipelines, reduced exposed pipelines, added covers, and installed guardrails. Besides enhancing wastewater treatment effectiveness and environmental maintenance, these improvements also contribute to greater safety and protection for employees.

Before the renovation of the outdoor catch basin at Unit 1 Electroplating facility



After the renovation of the outdoor catch basin at Unit 1 Electroplating facility



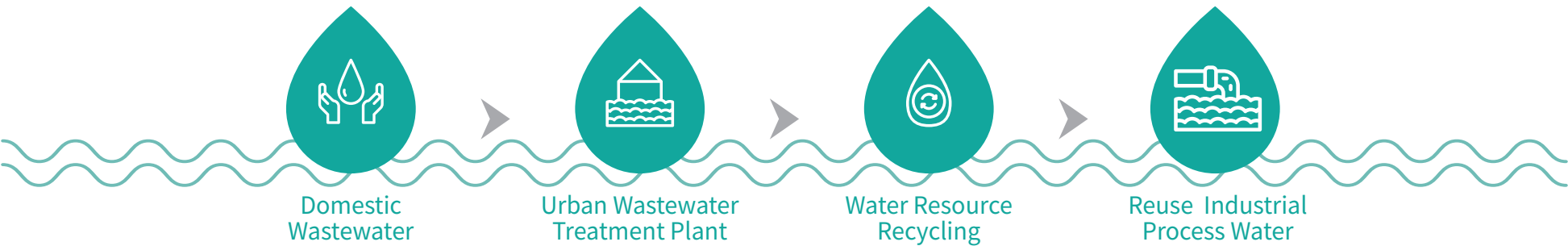
Wuxi Factory : Municipal Water Reuse

In the past, the Wuxi factory used tap water processed through a reverse osmosis system to meet the water quality requirements for its processes, with water production efficiency ranging from 55% to 75%. This process resulted in significant fresh water consumption and higher wastewater discharge, leading to elevated water costs. In 2023, the local government promoted the reuse of urban wastewater resources by integrating reclaimed water into the city's water supply system.

Adhering to the principle of "water conservation is pollution control" and aiming to diversify water resources, TPT introduced municipal reclaimed water, which is recycled urban wastewater, to replace the previously used tap water as the source for the factory's reverse osmosis systems.

Given the substantial volume of purified water required for factory processes, we renovated our pure water systems to incorporate municipal reclaimed water, which has lower electrolyte content compared to tap water. This transition reduces the burden on water purification equipment when producing purified water. It not only decreases the intake of fresh water but also reduces wastewater discharge, significantly improving water efficiency. It is estimated that this initiative will save approximately 77,091 tons of water annually and reduce water costs by approximately NTD 1.388 million.

Municipal Reclaimed Water Reuse Process



Comparison of Raw Water Sources

Water Sources	Electrical Conductivity of Raw Water (μS/cm)	Required Water Quality Electrical Conductivity (μS/cm)	Desalination Rate	Fresh Water Demand (t/D)	Water Usage Rate NTDs per ton
Tap Water	571	≤ 15	≥ 96%	900	18.00
Municipal Water	<100	≤ 15	≥ 98%	750	17.35
Municipal Water	Municipal reclaimed water has low electrical conductivity and better quality.		Extended use of reverse osmosis (RO) reduces costs.	Freshwater and wastewater each reduced by 150 tons.	The unit cost of municipal reclaimed water is lower.

## • Waste Management

In the realm of sustainability, the ultimate goal of Product Lifecycle Management is achieving a "circular economy" where products do not end up as waste but instead can be regenerated to start their lifecycle anew. TPT will continue to strive towards this goal, ensuring products move beyond a linear "cradle-to-grave" approach to a circular approach where they can be reborn into the cradle again.

We are actively engaged in waste reduction initiatives on the production side. For the primary raw materials, the vast majority of our copper foils are sourced from 100% recycled materials that comply with low-carbon environmental standards. We continuously propose projects for process technology improvements, adjusting production parameters to increase the recycling of acidic etchants. Through refined recycling operations, acidic etchants are repurposed into vital recycled materials for other industries.

In addition to currently recyclable resources, TPT manages all generated waste in accordance with waste management regulations. Waste is handled by qualified waste management facilities selected under the Waste Disposal Act, which includes transportation and treatment following legal requirements, as well as reporting the disposal routes online. To ensure the proper management and legality of all waste, particularly in handling waste from printed circuit board production, we choose vendors with established business waste management plans. Furthermore, we conduct an annual audit to verify compliance, covering aspects such as permit validity, training of personnel, operational processes, and final disposal methods, ensuring the quality of waste management facilities.

On the journey to waste reduction, partnerships are essential. We also require our business partners to establish goals for waste reduction and recycling to minimize waste throughout the entire value chain. Our aim is to lead our suppliers in promoting energy efficiency, waste reduction, and the circular economy together.

### ■ Waste Classified by Composition in 2023 at TPT

Unit : Metric Tons(t)

Waste Composition Components		Total Amount of Waste Disposal and Transfer	Total Amount of Direct Waste Disposal	Total Amount of Waste
Taiwan facilities	Hazardous Waste	4,416.0	35.2	4,451.2
	Non-Hazardous Waste	1,040.0	327.5	1,367.5
China facilities	Hazardous Waste	28,914.0	5,429.0	34,343.0
	Non-Hazardous Waste	6,868.1	255.8	7,123.9
Total Amount of All Waste		41,283.0	6,047.6	47,285.6



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

Unit : Metric Tons(t)

Year			2021		2022		2023	
Classification	Treatment Site	Treatment Method	Output	Percentage	Output	Percentage	Output	Percentage
Hazardous Industrial Waste	On-site	Recycling	9,824.8	12.48	6,877.6	13.04	4,060.2	8.59
	Off-site	Recycling	50,050.2	63.60	31,925.3	60.53	29,269.7	61.90
		Incineration	3,170.7	4.03	2,084.3	3.95	1,918.3	4.06
		Landfill	0.2	0.00	0.3	0.00	0.1	0.00
		Other	3,854.0	4.90	2,861.6	5.43	3,545.9	7.50
General Industrial Waste	Off-site	Recycling	11,282.3	14.34	8,395.8	15.92	7,908.1	16.72
		Incineration	493.1	0.63	337.2	0.64	325.2	0.69
		Landfill	13.9	0.02	260.2	0.49	255.8	0.54
		Other	4.8	0.01	3.2	0.01	2.3	0.00
Total Waste Generated			78,693.9	100.00	52,745.6	100.00	47,285.6	100.00
Recycling Rate (%)			90.42		89.47		87.21	

Notes:

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

2.Treatment Methods: Recycling (processed into new materials), Incineration, Landfill, and Other.

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

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

5.In 2023, the waste intensity ratio was 2.50 (metric tons per million NTDs of revenue)



## Waste Management Measures

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

### Waste Management Procedure

TPT has established a dedicated waste management procedure to ensure that all waste is properly handled and managed. This procedure 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 3 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 3 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.





# Friendly workplace

# 5

Human Resources  
Overview

Employee Rights and  
Salary

Human Resource  
Development

Safe Workplace  
Environment

## Management Situation of TPT's Momentous Theme in 2023

Momentous Theme	Talent Cultivation and Recruitment
Corresponding GRI Indicators	GRI 401: Employment 2016 GRI 404: Training and Education 2016
Linked SDGs	
Policies or Commitments	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.
Indicators and Goals	<p>Short-term goals:</p> <ul style="list-style-type: none"> <li>Enhance employees' professional technical skills.</li> <li>Conduct regular performance evaluations each year to assist employees in their career development.</li> </ul> <p>Medium to long-term goals:</p> <ul style="list-style-type: none"> <li>Enhance diverse training channels, increase online course resources, and provide employees with a variety of professional training programs.</li> <li>Continuously review and optimize the compensation and remuneration system, align it with market salaries, and make periodic adjustments based on industry standards.</li> <li>Improve the employee benefits system, with the organization's Employee Welfare Committee providing a more diverse range of employee welfare initiatives.</li> <li>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.</li> </ul>

Momentous Theme

Talent Cultivation and Recruitment

Effective Tracking Mechanisms

- Regular performance evaluations are conducted to assess eligibility for bonuses, promotions, transfers, and terminations.
- 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

- In 2023, TPT's Taiwan facilities, internal and external education and training hours amounted to 19,715.5 hours, with an average training time of 32.0 hours per person. In TPT's China facilities, internal and external education and training hours totaled 143,079.5 hours, with an average training time of 43.8 hours per person.
- In 2023, a total of 20 people in TPT Taiwan's facilities completed the Certificate in Occupational Safety Training - Refresher Course, accumulating 115.5 hours in total. In China's facilities, 131 people participated in external training courses in the Certificate in Occupational Safety, totaling 4,768.0 hours.
- In 2023, 203 employees participated in skill enhancement training at the Suining factory, and a total of 500 employees participated in the new apprenticeship training program from 2022 to 2023.
- In 2023, a total of 28 health consultation-related activities were held, including 4 related to epidemic prevention, 6 related to regulatory requirements, and 18 related to health promotion.
- In 2023, a total of 261 employees applied for free health check-ups provided by the company, accounting for 98%.
- In 2023, the total amount of employee welfare funds allocated by the company was NTD 15,652,404, with a total expenditure of NTD 17,085,000 for the year.
- In 2023, 86.22% of TPT Taiwan's facilities employees underwent regular performance and career development reviews, while 99.94% of employees in the China facilities underwent these reviews.



## • Human Resources Overview

TPT regards all colleagues as important partners on the journey of sustainable corporate development, collectively realizing TPT's core values and development vision to become a driving force for the company's steady progress. We are committed to fostering a diverse, equitable, and friendly workplace culture that opposes discrimination, emphasizes equality, and respects diverse values. In recruitment, training, promotion, and retention of talent, we do not discriminate based on race, nationality, gender, age, political beliefs, or religious faith.

We value talent development and ensure competitive compensation and benefits, striving to provide an excellent working environment where employees can fully utilize their talents and continuously improve. We look forward to collaborating with each colleague to create achievements and value together.

TPT aligns with SDG Goal 8, "Decent Work and Economic Growth," by offering equal employment opportunities regardless of gender or age, and ensuring job opportunities for other minority groups in compliance with local government regulations. We are committed to diversity in our workforce, aiming to meet the diverse needs of our employees. We strive to provide employment opportunities for people with disabilities, increase the proportion of local residents in senior management positions at our overseas locations, and recruit a diverse pool of talented individuals with varied perspectives to enhance our overall competitiveness.

Based on year-end employee data, the proportion of female employees is 43.02%, with female executives comprising 23.00%. Employees aged 51 and above account for 3.84% of the workforce. We adhere to government regulations regarding the employment of persons with disabilities, currently employing 9 disabled individuals, representing 0.23% of our total workforce, in compliance with statutory requirements. In China, we employ 83 employees from ethnic minority groups, demonstrating the diverse composition of our workforce.





## Human Resource Structure

As of the end of 2023, TPT had a total of 3,880 employees globally (Excluding 184 employees at the Vietnamese factory.). Among them, there are 2,211 male employees (56.98%) and 1,669 female employees (43.02%).

■ In 2023, 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)	243	308	903	560	1,146	868	2,014
	Contract Employees (Term contracts)	46	20	1,019	781	1,065	801	1,866
As per working hour	Full-time Employees (Full-time)	289	328	1,922	1,341	2,211	1,669	3,880
	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		289	328	1,922	1,341	2,211	1,669	3,880

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.
- 4.In 2023, T-Flex Techvest PCB Co., Ltd. increased its workforce.

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

Employee Categories	2021	2022	2023
Employees	4,744	3,878	3,880
Non-Employee Workers	2,237	1,026	863
Total	6,981	4,904	4,743

Notes:

1. The number refers to the count of employees as of December 31, 2023.
- 2.Non-employee workers: Workers who are not directly employed by the company but whose work is controlled by the company. This category includes agency/temporary workers and workers of contractors mainly engaged in tasks such as environmental cleaning and meal provision.

## ■ Diverse Distribution of Job Categories Among TPT Employees in 2023

Job Categories/ Diverse Categories		Gender		Age			Other		
		M	F	Under 30 y.o	30-50 y.o	Above 50 y.o	Ethnic Minorities	Foreign Migrant Workers	Individuals with Disabilities
Management	Number	164	49	0	182	31	8	0	1
	Percentage(%)	77.00	23.00	0.00	85.45	14.55	3.76	0.00	0.47
Technical Staff	Number	1,178	921	447	1,560	92	34	157	5
	Percentage(%)	56.12	43.88	21.30	74.32	4.38	1.62	7.48	0.24
All Other Employees	Number	869	699	320	1,222	26	41	2	3
	Percentage(%)	55.42	44.58	20.41	77.93	1.66	2.61	0.13	0.19
Number of Employees in Each Diverse Category		2,211	1,669	767	2,964	149	83	159	9
Percentage of Total Employees		56.98	43.02	19.77	76.39	3.84	2.14	4.10	0.23

### Note:

1.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.

2.The calculation method for the percentage is: Number of individuals in the diverse category / Total number of individuals in that job category.

## New hires and departures

To meet TPT's ongoing talent needs for sustained growth, we continue to recruit talent, enhance work-life balance, develop leadership capabilities, and provide career development opportunities for employees, thereby promoting retention.

In 2023, there were 1,491 new employees, with a new hire rate of 38.43%. Among these, there were 956 male and 535 female employees. The bulk of new hires, constituting 21.57%, were aged between 31 and 50 years old.

The total number of employees who left the company in 2023 was 1,492, including 940 males and 552 females, resulting in an overall turnover rate of approximately 38.45%.

### Statistics on the regional and age distribution of new employees at TPT in 2023

Age	Gender	Taiwan	China	Total	
				Number	New hire rate
Under 30 y.o	M	62	371	433	11.16%
	F	48	151	199	5.13%
30-50 y.o	M	85	423	508	13.09%
	F	95	234	329	8.48%
Above 51 y.o	M	12	3	15	0.39%
	F	7	0	7	0.18%
No. of new hires per region		309	1,182	1,491	38.43%
New hire rate per region		50.08%	36.22%	38.43%	

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



### Statistics on the regional and Age distribution of Departing Employees at TPT in 2023

Age	Gender	Taiwan	China	Total	
				Number	New hire rate
Under 30 y.o	M	38	342	380	9.79%
	F	23	142	165	4.25%
30-50 y.o	M	107	432	539	13.89%
	F	89	278	367	9.46%
Above 51 y.o	M	13	8	21	0.54%
	F	17	3	20	0.52%
Number of Departing Employees by Region		287	1,205	1,492	38.45%
Departure Rate by Region		46.52%	36.93%	38.45%	

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.

## Management Situation of TPT's Momentous Theme in 2023

Momentous Theme	Human Rights
Corresponding GRI Indicators	GRI 402: Labor/Management Relations 2016 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	 
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>Sustainable goals:</p> <ul style="list-style-type: none"> <li>Conduct annual awareness campaigns on anti-discrimination, preventing workplace bullying, and sexual harassment in compliance with relevant regulations.</li> <li>Regularly maintain and ensure compliance with health and safety regulations for female night shift workers.</li> <li>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.</li> </ul> <p>Medium to long-term goals (3-5 years):</p> <ul style="list-style-type: none"> <li>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.</li> </ul>
Effective Tracking Mechanisms	<ul style="list-style-type: none"> <li>Establish a dedicated unlawful infringement in the performance of duties complaint hotline, managed by the Management Department.</li> <li>Set up a Workplace Harassment Complaint Committee to receive complaints through multiple channels and have designated personnel regularly review the complaint mailbox.</li> <li>Conduct labor-management meetings every three months and provide a labor suggestion box to enhance communication channels and safeguard the interests of both parties.</li> <li>Utilize a self-inspection checklist for the health and safety of female workers in night-shift workplaces, regularly monitoring and ensuring the adequacy of health and safety conditions for female workers.</li> </ul>
Annual Actions and Measures	<ul style="list-style-type: none"> <li>In 2023, a total of 2,147 employees received human rights protection training and awareness programs, amounting to 2,315 hours.</li> <li>During 2023, neither the company nor its suppliers encountered significant risks or incidents related to discrimination, child labor, forced labor, or other violations of labor rights.</li> <li>Throughout the reporting period, the company did not experience any significant operational changes.</li> </ul>

## • Employee Rights and Salary

### Protection of Human Rights and Labor Rights

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, we provide information on relevant regulations, including anti-discrimination policies and guidelines for preventing and addressing sexual harassment. Advocate for workplace bullying prevention, assist employees in understanding and avoiding bullying behaviors, and create a zero-tolerance bullying workplace. At the same time, implement a comprehensive occupational safety training series to create a safe working environment.

To ensure human rights protection, TPT invites all partners to collectively raise awareness of human rights issues and prioritize relevant risk management. In 2023, 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 shall not discriminate based on gender, and equal pay shall be provided for work or the value of work that is the same. However, normal reasons such as seniority, rewards, penalties, performance, or other non-gender factors shall not be subject to this limitation, and the provisions of the preceding paragraph shall not be circumvented by reducing the salaries of other employees.
No Child Labor and Forced Labor	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.
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.
Privacy Protection	To fully protect the privacy rights of our customers and all stakeholders, we have established a comprehensive information security management mechanism and adheres to strict control standards and protective measures.
Labor-Management Communication	Our company has established an employee complaint system to address issues related to unreasonable disciplinary actions, improper management, suggestions, and violations of labor laws. Additionally, under the "Implementation Measures for Labor-Management Meetings," we hold regular labor-management meetings every three months. We also have a labor suggestion box to collect employee suggestions, expanding communication channels to ensure the rights and interests of both parties are safeguarded.

Human Rights Issues	Management Explanations
Consultation Channel	<p>Preventing and addressing workplace sexual harassment :</p> <p>TPT establishes a 7-member Complaints Committee, composed of representatives elected by employees. At least half of the committee members must be women, serving a term of 3 years with the option for re-election. In case of mid-term vacancies, replacements will be elected. Any individual experiencing sexual harassment may file a complaint with the Complaints Committee. Cases that cannot be resolved by the committee will be referred to the relevant regulatory or judicial authorities for further handling.</p> <p>Employee Complaint Channel:</p> <ul style="list-style-type: none"> <li>▪ Phone: 03-4698860 ext. 418</li> <li>▪ Fax: 03-4698277</li> <li>▪ 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.</li> </ul> <p>Workplace Unlawful Infringement Complaint Hotline:</p> <ul style="list-style-type: none"> <li>▪ 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.</li> <li>▪ Verbally: Complainants can directly report the complaint to the respective supervisor of the accused based on their position.</li> <li>▪ Fax: The company's fax number is 03-4698277.</li> <li>▪ 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.</li> </ul>



## Explanation of measures related to labor rights at TPT

Working Hours	<ul style="list-style-type: none"> <li>Full-time employees have a regular workday of 8 hours and a weekly total of 40 hours.</li> <li>In case of special circumstances requiring overtime, the total daily working hours should not exceed 12 hours.</li> <li>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.</li> </ul>
Separation and Retirement Measures	<ul style="list-style-type: none"> <li>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.</li> </ul>
Agreement Between Labor and Management	<ul style="list-style-type: none"> <li>Communication Channels: Employee grievance system, quarterly labor-management meetings, labor suggestion box</li> <li>Since we do not have a labor union organization, we have not signed a collective bargaining agreement.</li> <li>Under Article 83 of the Labor Standards Act, we hold regular labor-management meetings quarterly. If necessary, we can also convene ad-hoc meetings to facilitate two-way communication and negotiation on issues related to promoting labor-management cooperation, harmonizing labor relations, improving working conditions, and planning employee benefits. This includes topics such as adjusting the scheduling of national holidays (adjusted for 2023), providing compensatory time off for national holidays, and extending working hours for employees.</li> </ul>
Significant Operational Changes	<ul style="list-style-type: none"> <li>During the reporting period, the company did not experience momentous operational changes.</li> </ul>

Note: In accordance with regulations for the Taiwan region, disclosure is required. Chinese facilities handle matters in accordance with local government regulations.

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

Year	2021	2022	2023
Number of Employees	2,763	2,089	2,147
Total Training Hours	2,934	2,250	2,315

## Support for childbearing and child-rearing

TPT supports SDG Goal 5 on gender equality and complies with the Gender Equality in Employment Act to safeguard employees' rights to maternity leave and parental leave without pay. In 2023, there were 7 employees in Taiwan who applied for parental leave without pay, with an application rate of 47%. It is anticipated that 6 will return to work, with 4 actually returning, resulting in a return-to-work rate of 67%. In 2022, 4 employees returned to work, and 2 of them continued working for a year after returning from parental leave, leading to a retention rate of 50%.

In addition to providing leave for maternity and parental needs to allow employees to focus on their families and rest appropriately, TPT celebrates the arrival of new life by offering a congratulatory bonus for childbirth. Employees can apply for this bonus by providing a copy of their child's birth certificate and also receive additional gifts from TPT. For employees with children under 3 years old, they can apply for a monthly child subsidy once every six months by submitting an application form, birth certificate, and household register, which helps to reduce the financial burden of raising children and supports employees in balancing work and family responsibilities. In 2023, a total of NT\$182,000 was issued for childbirth bonuses, gifts, and child subsidies.

### ■ Relevant regulations related to maternity leaves at TPT:

Maternity Leave	<ul style="list-style-type: none"> <li>■ Employees are entitled to maternity leave of eight weeks before and after childbirth.</li> <li>■ In the case of a miscarriage after three months of pregnancy, a maternity leave of four weeks is provided.</li> <li>■ In the case of a miscarriage after being pregnant for over two months and less than three months, the female employee shall be permitted to discontinue work and shall be granted a maternity leave for one week.</li> <li>■ In the case of a miscarriage after being pregnant for less than two months, the female employee shall be permitted to discontinue work and shall be granted a maternity leave for five days.</li> </ul>
Pregnancy Checkup Accompaniment and Paternity Leaves	<ul style="list-style-type: none"> <li>■ Employees who take maternity leave for eight or four weeks and have been employed for more than half a year will receive their regular salary during maternity leave. Those employed for less than half a year will receive half of their regular salary during maternity leave.</li> <li>■ For those who take 1 week and 5 days of maternity leave, there will be no salary deduction, no reduction in attendance bonuses, and it will not affect performance evaluations. Alternatively, they may choose to handle it according to sick leave regulations.</li> </ul>
Prenatal Examination Leave	<ul style="list-style-type: none"> <li>■ 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 leave. 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.</li> </ul>
	<ul style="list-style-type: none"> <li>■ 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.</li> </ul>

Note: In accordance with regulations for the Taiwan region, disclosure is required. Chinese facilities handle matters in accordance with local government regulations.

## Compensation and Remuneration Standards

TPT is committed to establishing a sound compensation system that is fair and reasonable. Our goal is to ensure that the compensation design supports our operational objectives and remains competitive in the market to attract and retain top talent in the industry. Overall compensation should not differ based on gender or ethnicity, reflecting our commitment to equal pay for equal work.

Through new employee training and internal email notifications, we ensure that our employees have a full understanding of the company's "Regulations for Salary Administration" and "Regulations for Year-End Bonus Payment". Ensure that employees fully understand the compensation system. The employee compensation structure is divided into fixed and variable pay. 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.

We also 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 2023, the male-to-female ratio for basic salary and additional compensation and remuneration in the managerial category was 2.15:1, while in the non-managerial category, the ratio was 1.25:1.

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

Year	2021		2022		2023	
Employee Category	M	F	M	F	M	F
Managers	2.03	1	2.37	1	2.15	1
Non-Managers	0.81	1	0.92	1	1.25	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.
3. For employees who have completed six months but less than a year, the salary is estimated on an annualized basis.
4. The data is disclosed only for the TPT's Pingzhen factory.

### 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
2021	41,769	43,412	1.74	1.81
2022	39,720	38,291	1.57	1.52
2023	44,505	41,848	1.69	1.59

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 2021-2023 was NTD24,000, NTD25,250 and NTD26,400 respectively.

## Benefits Measures

TPT is committed to protecting employee rights and creating a friendly and fulfilling work environment. In addition to providing basic rights such as labor and health insurance, statutory holidays, maternity leave, and parental leave in accordance with regulations, we also organize an Employee Welfare Committee to manage various welfare initiatives. We offer full-time employees a wide range of diverse benefits, including life insurance, medical insurance, accident insurance, travel insurance for business trips, retirement funds, emergency assistance, marriage and childbirth gifts, health promotion activities, and comprehensive occupational safety facilities. Our efforts are focused on enhancing employee well-being.

### Benefits Measures at TPT

Basic Benefits	Insurance	<ul style="list-style-type: none"> <li>Basic Labor Health Insurance and Employee: We provide essential labor and health insurance coverage to our employees (including life insurance, medical insurance, accident insurance, and travel insurance for business trips). Employees and their dependents are covered under these policies, ensuring that they have access to insurance benefits in the event of insurance-related incidents. TPT handles the insurance claim process under the law when such incidents occur for our colleagues.</li> </ul>
	Leave	<ul style="list-style-type: none"> <li>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.</li> </ul>
	Retirement Pension System	<ul style="list-style-type: none"> <li>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 2023 amounted to NTD10,299,000.</li> </ul>
Compensation and Benefits	Bonus	<ul style="list-style-type: none"> <li>Year-end Bonus: According to the Labor Standards Act, employees without any faults throughout the year receive a year-end bonus.</li> <li>Lunar New Year Bonus: A bonus is provided based on the company's operating performance for the year.</li> <li>Employee Compensation: Distributed based on the company's profit from the previous year.</li> </ul>
Health Promotion	Health Consultation	We provide periodic health consultations. In 2023, a total of 28 sessions were held, including 4 related to epidemic prevention, 6 for legal compliance, and 18 for health promotion initiatives.
	Health Examination	We provide free annual health check-ups for employees. In 2023, a total of 261 employees underwent health check-ups, which represents approximately 98% of the workforce.



Adequate Facilities	Workplace Health and Safety	Each factory is equipped with a breastfeeding room.
		There are female night work areas that comply with health and safety regulations.
		Automated External Defibrillator
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"><li>■ 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 NTD15,652,404.</li><li>■ 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 NTD17,085,000 has been disbursed for these purposes.</li></ul>



## The Suining factory offers a variety of dormitory facilities to enrich employees' leisure lives.

TPT values the balance between work and life, as well as mental and physical well-being, and have thus provided relevant equipment and established relaxation spaces for employees.

At the Suining factory dormitory, during break times, employees can enjoy facilities such as a gym, a table tennis room, and a billiards room. Employees often gather in small groups: some practice their table tennis skills, others focus on calculating trajectories and pocketing billiard balls, and some engage in strenuous exercise to enhance their physical fitness. Through these sports activities, employees can release work-related stress, improve their physical health, and foster deep bonds with colleagues, promoting communication and creating a harmonious work environment.

Additionally, the Suining factory dormitory features an employee welfare store offering a variety of products, allowing residents to meet their shopping needs conveniently at discounted prices and experience tangible benefits.

We hope that these diverse recreational facilities will enrich employees' leisure time while helping them maintain a positive, healthy, and energetic state of mind both during and after work.



## High-quality catering ensures employee health.

TPT's Pingzhen factory has an employee cafeteria that partners with a reputable external vendor to provide meals. In 2023, TPT, along with the catering vendor, Zhongtao Enterprise, received the Taoyuan City Restaurant Hygiene Grading Excellence Award.

The catering service includes on-site cooking, with the nursing staff overseeing the vendor's methods to ensure nutritional balance, low oil and salt content, and transparent ingredient sourcing. The cafeteria regularly publishes the menu and updates the main dishes for special occasions such as the Winter Solstice, Mid-Autumn Festival, and Dragon Boat Festival. Additionally, it offers special meals and European-style buffets periodically, allowing employees to enjoy a variety of nutritious and healthy dishes.

In addition to ensuring the dietary health of employees, the health of the chefs and kitchen staff is equally important. Therefore, TPT arranges for both chefs and kitchen staff to undergo annual health checks alongside its employees.

### ■ Catered meal options



### ■ Taoyuan City Restaurant Hygiene Grading Excellence Award Plaque



### ■ Taoyuan City Restaurant Hygiene Grading Excellence Award Ceremony





## • Human Resource Development

### Diverse Training Channels

TPT has established an "Appointment Method for Rank and Position" to encourage employees to pursue various learning opportunities to nurture talent and enhance their skills. In 2023, the Suining factory launched skill enhancement training and a new type of apprenticeship training. Among the employees who participated in the skill enhancement training, 203 achieved qualification, while a total of 500 employees took part in the new apprenticeship training. Qualified participants received a basic printed circuit board manufacturing certificate.

In 2023, the total internal and external training hours in Taiwan's facilities reached 19,715.5 hours, with an average of 32.0 hours per person. In the China facilities, the total internal and external training hours amounted to 143,079.5 hours, with an average of 43.8 hours per person.



■ The training situation of TPT employees in 2023

Region	Employee Categorie	Calculation Method	M	F	Sub-Total
Taiwan Facilities	Managers	Number of Employees Trained during the Reporting Period (A1)	146	49	195
		Total Training Hours during the Reporting Period (B1)	866.0	210.0	1,076.0
		Average Training Hours per Employee during the Reporting Period (B1/A1)	5.9	4.3	5.5
	Non-Managers	Number of Employees Trained during the Reporting Period (A2)	1,105	1,265	2,370
		Total Training Hours during the Reporting Period (B2)	10,727.5	7,912.0	18,639.5
		Average Training Hours per Employee during the Reporting Period (B2/A2)	9.7	6.3	7.9
	Total	Total Training Hours during the Reporting Period (Q)	11,593.5	8,122.0	19,715.5
		Total Number of Employees at the End of the Reporting Period (R)	289	328	617
		Average Training Hours per Employee (Q/R) during the Reporting Period	40.1	24.8	32.0

Region	Employee Categorie	Calculation Method	M	F	Sub-Total
China Facilities	Managers	Number of Employees Trained during the Reporting Period (A1)	160	47	207
		Total Training Hours during the Reporting Period (B1)	4,158.0	1,304.0	5,462.0
		Average Training Hours per Employee during the Reporting Period (B1/A1)	26.0	27.7	26.4
	Non-Managers	Number of Employees Trained during the Reporting Period (A2)	11,407	6,567	17,974
		Total Training Hours during the Reporting Period (B2)	82,876.0	54,741.5	137,617.5
		Average Training Hours per Employee during the Reporting Period (B2/A2)	7.3	8.3	7.7
	Total	Total Training Hours during the Reporting Period (Q)	87,034.0	56,045.5	143,079.5
		Total Number of Employees at the End of the Reporting Period (R)	1,922	1,341	3,263
		Average Training Hours per Employee (Q/R) during the Reporting Period	45.3	41.8	43.8

- In 2023, the Suining Factory conducted skill enhancement training and implemented a new apprenticeship training program

Project	New Training Program	New Apprenticeship Program
Training Description	<ul style="list-style-type: none"> <li>Professional Knowledge</li> <li>Operational Skills</li> </ul>	<ul style="list-style-type: none"> <li>Safety Production Standards</li> <li>Professional Competence</li> </ul>
Training Methods	<ul style="list-style-type: none"> <li>Theoretical Training: 7 Days</li> <li>Practical Training: Production Learning</li> <li>Examination: Both theoretical and practical exams. A certificate will be issued upon passing both.</li> </ul>	<ul style="list-style-type: none"> <li>Theoretical Training: 500 trainees organized in 2022-2023, with 460 currently employed.</li> <li>Practical Training: Production Learning</li> <li>Examination: Both theoretical and practical exams. A certificate will be issued upon passing both.</li> </ul>
Type of Training	Printed Circuit Board (PCB) Technician	Printed Circuit Board (PCB) Technician
Training Duration	15 days	2 years (2022-2023)
Number of Trainees	206	500
Number of Certified Individuals	203	-
<p>In 2023, 9 individuals applied for high-skilled talent subsidies. For those who obtain an advanced skill certificate, the subsidy is RMB 3,600 (approximately NTD 15,577) per person per year. The subsidy is granted directly to the certified individuals.</p>		

- Certificate of Qualification for New Training Programs



## Suining Factory 2023 Skills Enhancement Training - Teaching and Exam Highlights

- Theoretical Examination



- Theoretical Training



- Practical Examination





## Performance and Career Development

### 2023 Employee Performance Evaluation System at TPT

Region	Site	Assessment Frequency	Assessment Month	Description
Taiwan	Pingzhen Kaohsiung	Once a year	November	Employees who join in November and December are not included in the performance evaluation for the current year. In addition to the annual evaluation, monthly assessments are based on the achievement rate of performance goals, with attendance and disciplinary records also taken into consideration.
China	Suining Wuxi	Once a year	November	After new employees complete their probation period and become permanent staff, they will undergo the annual performance evaluation according to the internal performance evaluation guidelines and the 'Performance and Retention Bonus Management Measures. In addition to the annual evaluation, monthly assessments are based on the achievement rate of performance goals, with attendance and disciplinary records also taken into consideration.
	Zhongshan	Once a year	October	New employees must pass the probationary period assessment to be confirmed for permanent employment. If an employee fails to pass the training assessment after three attempts, they will be reassigned to a more suitable position or terminated. In addition to the annual evaluation, monthly assessments are based on the achievement rate of performance goals, with attendance and disciplinary records also taken into consideration.
86.22% of employees at the Taiwan facilities underwent regular annual performance and career development reviews. 99.94% of employees at the China facilities underwent regular annual performance and career development reviews.				

Employee Performance Evaluation at TPT in 2023

Region	Employee Categorie	Calculation Method	M	F	Sub-Total
Taiwan Facilities	Managers	End-of-Period Total Employees (A1)	61	17	78
		Number of Employees Undergoing Regular Performance and Career Development Reviews (B1)	44	15	59
		Percentage (B1/A1)	72.13%	88.24%	75.64%
	Non- Managers	End-of-Period Total Employees (A2)	228	311	539
		Number of Employees Undergoing Regular Performance and Career Development Reviews (B2)	182	291	473
		Percentage (B2/A2)	79.82%	93.57%	87.76%
	Total	End-of-Period Total Employees (R)	289	328	617
		Total Number of Employees Undergoing Regular Performance and Career Development Reviews (Q)	226	306	532
		Percentage of Employees Undergoing Regular Performance and Career Development Reviews (Q/R)	78.20%	93.29%	86.22%

Region	Employee Categorie	Calculation Method	M	F	Sub-Total
China Facilities	Managers	End-of-Period Total Employees (A1)	103	32	135
		Number of Employees Undergoing Regular Performance and Career Development Reviews (B1)	103	32	135
		Percentage (B1/A1)	100.00%	100.00%	100.00%
	Non- Managers	End-of-Period Total Employees (A2)	1,819	1,309	3,128
		Number of Employees Undergoing Regular Performance and Career Development Reviews (B2)	1,817	1,309	3,126
		Percentage (B2/A2)	99.89%	100.00%	99.94%
	Total	End-of-Period Total Employees (R)	1,922	1,341	3,263
		Total Number of Employees Undergoing Regular Performance and Career Development Reviews (Q)	1,920	1,341	3,261
		Percentage of Employees Undergoing Regular Performance and Career Development Reviews (Q/R)	99.90%	100.00%	99.94%

# • Safe Working Environment

## Occupational Health and Safety Management System

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

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

The scope of the occupational health and safety management system covers the TPT Taiwan facilities, which include 614 employees (99.0%) and 4 non-employees (1.0%). In the China facilities, it covers 3,263 employees (79.0%) and 859 non-employees (21.0%), with no exclusion of specific categories of workers.

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

Region	Site	Number of Employees	Number of Non-Employees	Total
Taiwan	Pingzhen Factory	291	0	291
	Kaohsiung Factory	323	4	327
	Total	614	4	618
	Percentage	99.00%	1.00%	100.00%

Region	Site	Number of Employees	Number of Non-Employees	Total
China	Zhongshan Factory	972	77	1,049
	Wuxi Factory	1,096	533	1,629
	Suining Factory	1,195	249	1,444
	Total	3,263	859	4,122
	Percentage	79.0%	21.0%	100.00%

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

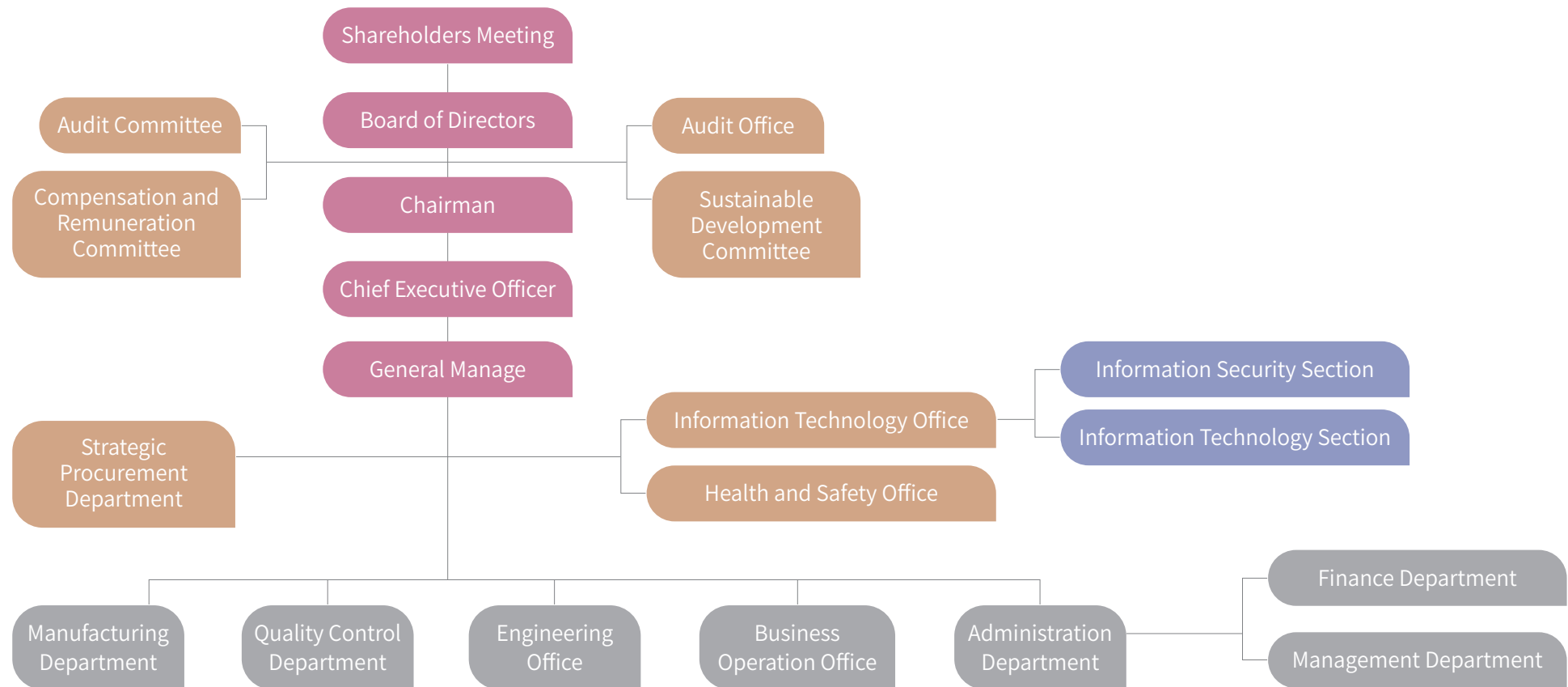
## Occupational Health and Safety Committee

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

The responsibilities of the Health and Safety Committee include planning, implementing, evaluating, and improving the occupational health and safety environment to enhance health and safety management standards and achieve safety management goals. An annual management review meeting is conducted to discuss 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.



## TPT Occupational Health and Safety Committee Organizational Chart



### General Manager Rights and Responsibilities :

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

### The composition of the Occupational Health and Safety Committee

- It must have at least seven members. The general manager shall appoint the following personnel based on the actual needs of the company :
- 5.4.1 General manager or a person designated by the general manager
  - 5.4.2 Occupational health and safety personnel
  - 5.4.3 Heads of various departments within the business, supervisory and command personnel
  - 5.4.4 Engineering and technical personnel related to occupational health and safety
  - 5.4.5 Medical staff engaged in labor health services
  - 5.4.6 Labor representative



## Occupational Health and Safety Education and Training

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

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

### 2023 Personnel Occupational Health and Safety Training at TPT

Category		Taiwan Area			China Area		
Worker	Training	Average training hours per person-trip	Training person-trips	Total Training Hours	Average training hours per person-trip	Training person-trips	Total Training Hours
New Employees	General	12.22	470	5,743.5	4.14	787	3,258.0
	Specific	0.00	0	0.0	0.00	0	0.0
Current Employees	General	7.36	1,143	8,412.0	2.47	3,000	7,418.0
	Specific	12.63	31	391.5	8.00	865	6,920.0
Service Contractors	General	7.00	4	28.0	3.45	76	262.0
	Specific	0.00	0	0.0	0.00	0	0.0
Total		8.84	1,648	14,575.0	3.78	4,728	17,858.0

## Self-Defense Fire Brigade Training

In 2023, TPT conducted self-defense fire-fighting group training sessions of 4 hours each on June 27 and December 12, with a total of 41 person-trips participating in the training. The training covered topics including maintenance reporting systems, flame prevention regulations, fire management systems, arson prevention promotion, fire drills, and chemical hazard emergency response drills.

### Indoor Classroom Lecture Training Scenario



### Evacuation Guidance



### Safety Alert Training



### Ambulance Team Training



### Chemical Spill Drill Scenario



### Notification Team and Verification Timing



### Fire Hydrant Operation Training Scenario



## Occupational Hazard Risk Control and Management

TPT follows ISO 45001 procedures and systems to prevent, manage, track, and report workplace injuries and occupational diseases. TPT identifies and reduces health and safety hazards in the workplace (such as chemical, electrical, and other energy sources, fires, transportation, and fall hazards or accidents) through various control measures and human factors engineering. These measures include hazard elimination, process substitution, equipment and material controls, engineering and administrative controls, protective maintenance, safety operating procedures, and ongoing safety knowledge training. We encourage employees to report, classify, and record cases of work injuries and occupational illnesses. We provide necessary treatment and investigate these cases to implement corrective actions, eliminate the root causes, and assist employees in returning to their work positions. 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 "Reporting Regulations of Irregular, Immoral and Dishonest Conducts.", which are designed to protect workers from intimidation, threats, or contract termination.

We build various safety facilities to reduce potential occupational health and safety risks in the workplace, such as installing fire dampers in air conditioning ducts, setting up air pollution extraction equipment, and erecting safety protection facilities (such as ladders and guardrails). These measures create a safe working environment, allowing all workers to perform their tasks with peace of mind, thereby maintaining the stability and quality of TPT's product processes. Additionally, we conduct regular drills related to occupational health and safety risks, such as semi-annual fire drills and annual chemical safety drills.

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

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

## Chemical Management and Workplace Environmental Monitoring

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

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

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

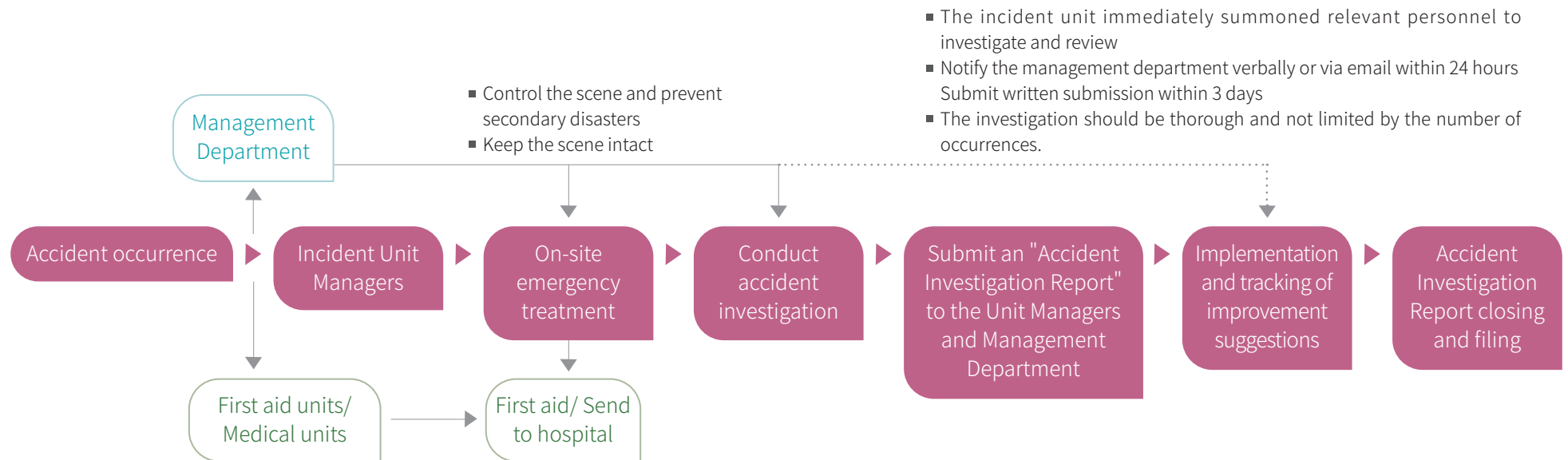




## Occupational Accident Emergency Response

We have established accident handling and investigation procedures to ensure that relevant units can respond quickly in the event of occupational accidents. The procedures stipulate that in cases of false alarms, work injuries, or occupational diseases, each incident should be managed with first aid, reporting, investigation, and improvement measures. Root cause analyses should be conducted to propose corrective actions, and all measures must be implemented horizontally to prevent the recurrence of similar incidents. If colleagues recovering from work-related injuries or diseases have concerns about the workplace, they can always report them to the Environmental Health and Safety (EHS) unit. TPT prioritizes the safety and health of employees, continuously implementing corresponding improvement measures to ensure their safety and health. Additionally, after work-related injuries or diseases, occupational medicine specialists are arranged to conduct return-to-work and job assignment evaluations.

### ■ Accident reporting, investigation, and handling process





## Accident Investigation Process

### Accident occurrence

After a major occupational disaster occurs, it should be reported immediately to the Health and Safety 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 Health and Safety 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 Health and Safety 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 Health and Safety Officer, and attended by department managers, labor representatives, and others. During this meeting, the Health and Safety 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 Health and Safety Office as case studies for education and training to prevent similar incidents from recurring.

## Occupational Injury Accident Statistics and Analysis

In 2023, the total working hours for employees in the TPT Taiwan facilities were 1,268,456 hours, with 3 recordable occupational injury incidents, which represents a increase of 2.36 compared to 2022. In the China facilities of TPT, the total working hours for employees in 2023 were 11,082,693 hours. Throughout the year, there were 18 recordable occupational injury incidents, resulting in a rate of approximately 1.62, which is a 0.03 increase compared to 2022. 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	2021		2022		2023	
Worker Category	Employee	Non-Employee	Employee	Non-Employee	Employee	Non-Employee
Number of Person-trip	8,781	57	7,774	34	7,438	42
Total Worked Hours	1,497,480	10,032	1,323,136	5,960	1,268,456	7,392
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	2	0	0	0	3	0
Total Recordable Injury Frequency Rate	1.33	0	0	0	2.36	0
Trauma Types	Entanglement. Falling. Tumbling.	N/A	N/A	N/A	Falling 、 Struck by an object 、 Cut, sliced, or abrasion	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		2021		2022		2023	
Worker Category		Employee	Non-Employee	Employee	Non-Employee	Employee	Non-Employee
Number of Person-trip		47,133	31,232	45,880	18,324	42,776	11,865
Total Worked Hours		13,122,428	12,807,913	11,942,887	4,627,862	11,082,693	2,588,564
Death Toll		0	0	0	0	0	0
Fatality Rate		0	0	0	0	0	0
Number of Severe Occupational Injuries		0	1	1	0	1	0
Severe Occupational Injury Rate		0	0.07	0.08	0	0.09	0
Total Recordable Injury Frequency Number		17	22	19	13	18	2
Total Recordable Injury Frequency Rate		1.29	1.63	1.59	2.80	1.62	0.77
Trauma Types	Entanglemen	6	2	4	2	3	1
	Cut, sliced, or abrasion	1	1	0	1	0	0
	Collision	1	3	4	1	3	1
	Falling	3	1	2	0	1	0
	Falling or rolling	2	1	1	0	0	0
	Improper action	4	14	5	6	4	0
	Other	0	0	3	3	7	0

### 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 TPT Taiwan Facilities 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)
2021	Employee	175	0.26	23	0.08
	Non-Employee	0	0	0	0
2022	Employee	0	0	0	0
	Non-Employee	0	0	0	0
2023	Employee	58	0.47	9	0.07
	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 TPT China Facilities 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)
2021	Employee	1,161	1.29	88	0.34
	Non-Employee	1,197	1.71	93	0.40
2022	Employee	1,114	1.59	93	0.38
	Non-Employee	477	2.8	103	0.54
2023	Employee	1,141	1.62	102	0.41
	Non-Employee	177	0.77	68	0.23

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, 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, 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.

Workplace Safety Improvement and Prevention

Environmental Improvement Measures for 2023 at TPT

Implementing Site	Improvement Measures
Pingzhen Factory	To prevent cuts, set up a storage area for utility knives.
	Replan the location of the oil-water separator near the diesel barrels.
	Add safety signage for hazardous materials as required by regulations.
Suining Factory	Install fire extinguishers and fire hydrants in the external warehouse of the production management area.
	Obtain fire safety inspection approvals and property certificates for the external warehouse of the production management area, hazardous waste warehouse, and general waste warehouse as required.
	Improvement of Dust-Explosion Hazardous Environments
	Four employees have obtained Intermediate Firefighting Equipment Operator Certification.
	Install an Internet of Things (IoT) system for hazardous waste management.
	Organized and completed the occupational health final acceptance inspection for Phase 1 of the expansion project.
	Added fire escape doors, emergency lighting, and evacuation signs to the material workshop and chiller room.
	Improvement of the Chemical Storage Environment in the Rooftop Tank Area
	Completed the Radiation Safety License Renewal Process

TPT Pingzhen Factory 2023 Accident Statistics Table

Accident Severity Levels	Incident Description	Improvement Measures
Minor	During the panel disassembly operation, due to uneven placement of the cardboard on the chassis and failure to follow SOP by not switching the machine to manual mode or pressing the emergency stop button, the operator was injured by the machine, resulting in a contusion on the left chest.	Implemented SOP training on April 10
Minor	Due to uneven and sunken road surface, the unstable center of gravity caused a fall, resulting in a scrape and contusion on the left knee and a contusion on the right ankle.	Completed repair on January 20
Minor Injury	During the operation, the left index and middle fingers were accidentally cut by a utility knife on the desktop, causing bleeding and ligament tears.	Set up a storage area for utility knives on July 28

Note: Not including commuting accidents and employee health factors.

Contractor Occupational Health and Safety Management Regulations

The contractor is a crucial partner for TPT and ensures the safety of contractor personnel's work. In addition to implementing hazard notifications and supervision following the Occupational Health and Safety Act and related regulations, 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.



## Workplace Health Services

### Occupational Injury and Disease Prevention Management

TPT strives to protect the physical and mental well-being of its employees and 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 2023, the Taiwan facilities had a total of 89 participants in special health examinations, with no 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 2,987 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.



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

Unit: Number of People

Region	Year	Total Number of Examined Individuals	Class 1 Management	Class 2 Management	Class 3 Management	Class 4 Management
Taiwan	2021	129	76	53	0	0
	2022	94	53	40	1	0
	2023	89	50	39	0	0
China	2021	2,786	1,483	1,157	110	36
	2022	2,341	1,160	1,098	61	22
	2023	2,987	1,357	1,511	90	29

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.



Pingzhen Factory : Health Check-ups

TPT is committed to comprehensively safeguarding the health of every partner. At the Pingzhen factory, not only are general annual health check-ups provided, but employees are also encouraged to undergo lung cancer screening. The company manages the applications in a unified manner, with 118 applicants in 2023. Additionally, the National Health Service promotes and provides free screenings for four types of cancers and conducts annual health checks, with a total of 261 people participating.

After the health checks, the medical staff at the factory will provide health education and guidance based on the reports. To ensure the health of foreign employees, translators will accompany them to assist with follow-up consultations for any abnormal findings from the health checks, ensuring accurate communication and thorough education.

## Health Promotion and Care

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

Service System	On-Site Doctor: Provides monthly regular health services at the factory. Full-time Nursing Staff: Offers occasional health consultations and care, as well as basic first aid services.
Self-Assessment	To ensure workplace health and safety, we have established night-shift workplaces for female employees that comply with health and safety regulations. We have also developed a self-inspection checklist for the health and safety of female night shift workers at TPT. This checklist is regularly used to monitor and ensure the overall health and safety conditions of female workers in their workplace. We commission a professional occupational environment testing company twice a year to ensure the safety of the work environment for our employees.
Equipment Assessment	<ul style="list-style-type: none"> <li>■ AED (Automated External Defibrillator) testing and maintenance</li> <li>■ Respiratory protective equipment fit testing</li> <li>■ Fire safety equipment and system inspections</li> </ul>

### Protective equipment

To prevent workers from being harmed by materials, noise, dust, high temperatures, and toxic substances during work, all employees at the factory are required to wear protective equipment properly and to replace it regularly based on usage.

In 2023, the Suining factory purchased the following items:

- 32,400 sets of noise-cancelling earplugs
- 106,000 active carbon masks
- 24 pairs of safety goggles
- 304 items of acid and alkali-resistant gloves, arm sleeves, rain boots, raincoats, and aprons
- 17 face shields
- 39 gas masks and filters
- 30 pairs of high-temperature-resistant gloves

### Health News Information Sharing

Regularly, the company disseminates the latest health information through bulletin boards and internal emails. In 2023, other promotional activities included:

- Drug awareness campaigns
- Dengue fever mosquito prevention campaigns
- AED (Automated External Defibrillator) usage training
- Promotion of wearing noise-cancelling earplugs

### Promotion of wearing noise-cancelling earplugs





# 6

## **Social Concern and Contribution**

**Public welfare support**

Public welfare support

Beyond focusing on its core business, TPT is also committed to supporting various social groups and actively engages in public welfare activities. The company's donations primarily target local underprivileged groups, educational development, and sports promotion. In 2023, TPT expanded its international reach by donating to the Taiwan Health Cooperation Development Organization. This contribution helped extend its support to regions in Nepal, Indonesia, and Sri Lanka, where there is a significant need for medical resources, thereby assisting local health support programs.

■ Social Welfare Expenditures in the Past Three Years at TPT Unit: NTD 000's



Item	2021	2022	2023
Support for Vulnerable Groups	6,200	4,200	2,920
Educational Assistance	2,020	1,895	1,457
Art and Cultural Activities Sponsorship	0	1,000	-
Sports Promotion	1,300	1,900	1,698
Total	9,520	8,995	6,075

■ Specific Actions of TPT's Charitable Donations in 2023 Unit: NTD 000's

Item	Donation Details		Amount
Support for Vulnerable Groups	Tin-Fun Education and Nursing Institution Foundation in Taoyuan County		1,750
	Health CO-OP Organization		1,000
	Kuei-Huei Elementary School Fuxing District, Taoyuan City	Provide 25 underprivileged students with holiday living supplies for 3 seasons, and offer after-school learning subsidies to 31 students; sponsor the school's development of diverse educational learning and fund the promotion and inheritance of Atayal traditional skills.	170
Subtotal			2,920



Item	Donation Details		Amount
Educational Assistance	Pei Hu Elementary School Xinwu District, Taoyuan City	Sponsor the purchase of screens to facilitate discussion, sharing, and interaction among students and teachers; provide funding for subscriptions to high-quality children's magazines to enrich the student library and cultivate reading habits.	200
	Nan Shi Elementary School Pingzhen District, Taoyuan City	Implement assistance programs for underprivileged students to provide for their daily needs. Additionally, promote sports by subsidizing basketball and track and field clubs to enhance sports skills, conduct training, and provide competition guidance.	200
	Datan Elementary School Guanyin District, Taoyuan City	Provide funding for after-school care for students, including guidance on daily homework, educational games, physical activities, daily life skills, and service learning.	200
	Shanfong Elementary School Pingzhen District, Taoyuan City	Develop the school's specialized STEAM curriculum to cultivate students' knowledge, application skills, and problem-solving abilities; establish maker design and arts and culture education clubs to provide diverse learning opportunities, and foster exploration, creativity, recreation, teamwork, and life skills.	210
	Xinwu Elementary School, Xinwu District, Taoyuan City	Enhance the library's facilities by renovating the reading room space, adding bookshelf displays and display racks, and acquiring a total of 324 books.	200
	Yuren Elementary School Guanyin District, Taoyuan City	Support diverse learning in rural small schools and subsidize a creative puppet theater troupe by covering expenses for hiring external instructors, as well as accommodation and miscellaneous expenses for a 2-day, 1-night national competition.	147
	Nei Wan Elementary School Hengshan Township, Hsinchu County	Subsidize the fees for violin club instructors and lecture sessions to provide students with professional guidance for practice and performances.	100
	Bao-Sheng Elementary School Guanyin District, Taoyuan City	Support student club learning programs by subsidizing the budgets for the diabolo and English clubs, aiming to build students' confidence and unleash their potential. Improve the learning environment by purchasing desktop computers, laptops, and air conditioners to create a high-quality teaching space and enhance teaching effectiveness.	200
Subtotal			1,457

Item	Donation Details		Amount
Sports Promotion	Taoyuan Municipal Pingjen Senior High School	Provide funding for registration fees and meal subsidies for outstanding players from underprivileged backgrounds in the baseball team.	700
	The Affiliated Taoyuan Agricultural & Industrial Senior High School of National Taipei University of Technology	Subsidies for coaching and miscellaneous expenses of the baseball team	600
	Ke Jian Elementary School Xinwu District, Taoyuan City	Promote sports by using the funds to cover the hourly fees for instructors of roller skating, unicycling, table tennis, and dance clubs.	198
	Chung Ping Elementary School Chungli District, Taoyuan City	The funding was allocated to the baseball team's skill development program and participation in baseball tournaments, resulting in the team winning the runner-up position in the 26 <sup>th</sup> Chuanfu Cup National Little League Baseball Championship (hardball division) in Taitung County and the runner-up position in the 8 <sup>th</sup> Taoyuan Cup National Level 4 Baseball Championship.	200
Subtotal			1,698
TOTAL			6,075



## Educational Assistance

### "Supporting education is investing in the future."

TPT actively supports education in the Taoyuan area, believing that education extends beyond the mere transmission of knowledge to the cultivation of students' comprehensive abilities. By sponsoring schools and developing diverse educational learning and club activities in the region, we provide students with a range of learning opportunities. From languages and music to maker design, each student can find their interests and unleash their potential. Improving the teaching environment is also urgent; by continuously enhancing the quality of the school's educational environment, we strive to ensure that students learn and grow in a better setting.

#### ■ Kuei-Huei Elementary School Atayal Archery Practice



#### ■ Kuei-Huei Elementary School Atayal Traditional Dance Performance



#### ■ Xinwu Elementary School Additional Book Subsidy



#### ■ New Bookshelves Added to the Reading Room at Xinwu Elementary School



#### ■ Pei Hu Elementary School Adds a 98-Inch Screen to Enhance Classroom Interaction



#### ■ Bao-Sheng Elementary School English Club Classroom Practice





## Sports promotion

### Pingjen Senior High School Baseball Team

TPT has long-term sponsorship for the Pingjen High School baseball team, nurturing baseball talent in Taoyuan. Since its establishment 20 years ago, the Pingjen High School baseball team has achieved remarkable success. Out of 11 editions of the prestigious high school baseball tournament "Black Panther Flag," the team has won 7 championships, making it one of the strongest teams in the nation. The team has produced many renowned professional baseball players, and alumni have shone brightly in the baseball world, highlighting the team's extraordinary achievements and contributions in the sport.

In 2023, the school organized the "Pingjen 20th Anniversary Retrospective Exhibition" and the "Legacy Baseball Game." During the opening ceremony, TPT and other long-term sponsor enterprises were honored with certificates of appreciation from the school. The event attracted 200 alumni, including active professional baseball stars, who returned to the school to participate. The exhibition reviewed significant events and history of the team over the past 20 years, showcasing cherished memories of past players' training experiences. The baseball game featured alumni and current students forming joint teams to compete and refine their skills. Seeing the team's accumulated achievements, TPT is proud and will continue to support these young baseball players, accompanying them in their pursuit of dreams.

### Diverse Sports Development

Cultivating sports from a young age not only supports the physical and mental development of children but also helps them accumulate valuable life experiences. For many years, TPT has sponsored various elementary schools in the Taoyuan area, nurturing talented athletes across diverse sports fields. We hope that through sports training, children will gain rich and colorful memories, achievements, and honors.

- The Chung ping Elementary School baseball team participated in the 2023 U12 Championship.



- Ke Jian Elementary School In-line Skating Practice



- Nan Shi Elementary School Athletics Club Participated in the 2023 Taoyuan City Sports Meet



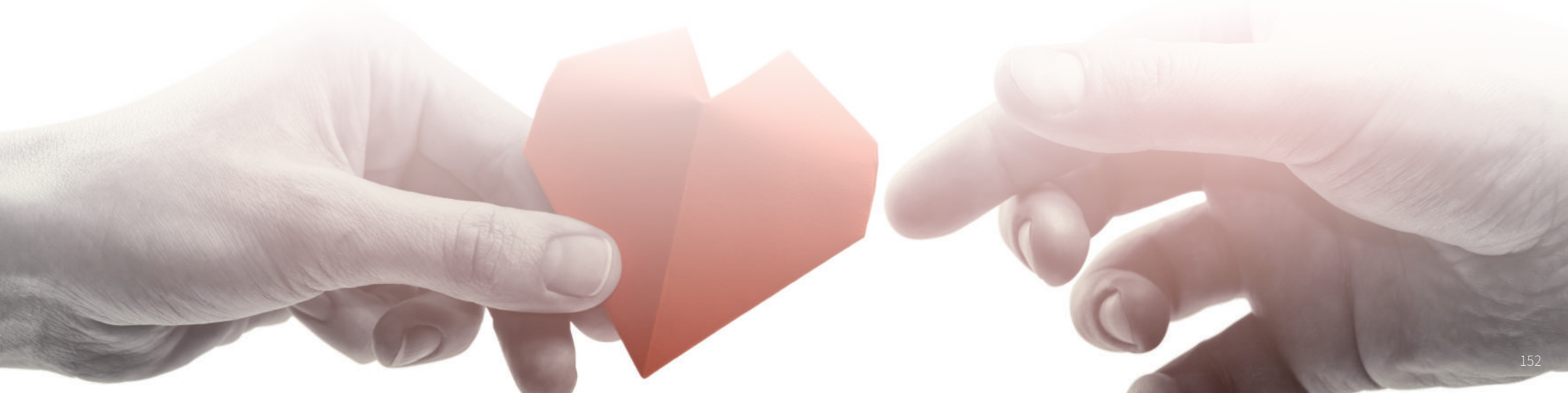
- Nan Shi Elementary School Basketball Team Participated in the 2023 Longgang Cup Invitational Tournament



## Poverty alleviation in Vietnam

On January 10, 2023, Chi Chau Printed Circuit Board (Vietnam) Co., Ltd. participated in a Lunar New Year gift-giving program organized by the People's Committees of Henan Province and Qinglian County, as well as the Industrial Park Management Committee. The company donated gifts to local residents in need.

- In response to the poverty alleviation efforts for the Lunar New Year in Henan Province, Vietnam, we assisted 100 disadvantaged individuals by donating 600,000 Vietnamese Dong to each person, totaling approximately NT\$78,000.







# Appendix

About this Report

GRI Standards Content  
Index List

SASB Standards Index

Sustainable Disclosure  
Index - Electronic  
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Manufacturing

# • About this Report

## Report Overview and Issue Frequency

Welcome to the second public release of TPT's Sustainability Report. We will continue to issue this report on an annual basis, regularly disclosing operational achievements beyond financial performance and actively embodying our vision of sustainable business. This report was published in June 2024, with the next report expected to be released in August 2025.

## 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, Suining factories, and T-Flex Techvest PCB CO., LTD. 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 2023. 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, Suining factories, and T-Flex Techvest PCB CO., LTD. For more detailed information on related companies, please refer to TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD.'s Annual Report 2023. There have been no significant changes in organizational size, structure, ownership, and supply chain during the reporting period.

## Guide Compilation

The TPT 2023 Sustainability Report is prepared based on the 2021 edition of the Global Reporting Initiative (GRI) Standards. The alignment of thematic standards is as follows: GRI 303 and GRI 403 are aligned with the 2018 edition, while GRI 306 is aligned with the 2020 edition. The GRI content index is compiled in the appendix for readers' reference.

## Main Responsible Units for the Report and Quality Management Methods

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

We welcome you to contact us through the following methods to provide your suggestions and feedback on the "TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD. 's Sustainability Report 2023" To enhance stakeholders' understanding of TPT and fulfill our commitment to corporate information disclosure, we will also publish this report on our official website for easy access.

### TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD.

Address: No. 12, Gongye 2nd Road, Pingzhen District, Taoyuan City  
Official Website: <http://www.tpt-pcb.com.tw/index.htm>  
Contact Person: Sustainability Development Committee  
Email: [esg@tpt-pcb.com.tw](mailto:esg@tpt-pcb.com.tw)

# • GRI Standards Content Index

## General Disclosure

GRI Disclosure No.	Disclosure Title	Corresponding Chapter	Page No.
GRI 2: General Disclosures 2021			
GRI 2-1	Organizational details	About TPT	P.25
GRI 2-2	Entities included in the organization's sustainability reporting	Report Boundary and Scope	P.154
GRI 2-3	Reporting period, frequency and contact point	Report Overview and Issue Frequency Report Boundary and Scope Contact Information	P.154 P.155
GRI 2-4	Restatements of information	Restatements of information	P.164
GRI 2-5	External assurance	Main Responsible Units for the Report and Quality Management Methods	P.155
GRI 2-6	Activities, value chain and other business relationships	Sustainable Value Chain	P.68
GRI 2-7	Employees	Human Resource Structure	P.111
GRI 2-8	Workers who are not employees	Human Resource Structure	P.111
GRI 2-9	Governance structure and composition	Professional and Diverse Board of Directors	P.39
GRI 2-10	Nomination and selection of the highest governance body	Nomination and Selection of Board Members	P.43
GRI 2-11	Chair of the highest governance body	Conflict of Interest Avoidance	P.43
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Functional Committees	P.48

GRI Disclosure No.	Disclosure Title	Corresponding Chapter	Page No.
GRI 2-13	Delegation of responsibility for managing impacts	Risk Management	P.55
GRI 2-14	Role of the highest governance body in sustainability reporting	Main Responsible Units for the Report and Quality Management Methods	P.155
GRI 2-15	Conflicts of interest	Conflict of Interest Avoidance	P.43
GRI 2-16	Communication of critical concern	Professional and Diverse Board of Directors	P.39
GRI 2-17	Collective knowledge of the highest governance body	Board of Directors Continuing Education	P.44
GRI 2-18	Evaluation of the performance of the highest governance body	Board of Directors Performance Review	P.45
GRI 2-19	Remuneration policies	Compensation and Remuneration Policy for Directors and Managerial Officers Clawback Policy for Unjust Enrichment's Bonuses	P.46 P.47
GRI 2-20	Process to determine remuneration	Compensation and Remuneration Policy for Directors and Managerial Officers	P.46
GRI 2-21	Annual total compensation ratio	Due to confidentiality agreements, details are omitted.	
GRI 2-22	Statement on sustainable development strategy	Chairman's Message Sustainability Strategy and Goals	P.6 P.20
GRI 2-23	Policy commitments	Governance Policies and Commitments	P.36
GRI 2-24	Embedding policy commitments	Governance Policies and Commitments	P.36
GRI 2-25	Processes to remediate negative impacts	Complaints and Suggestions Channel	P.53
GRI 2-26	Mechanisms for seeking advice and raising concerns	Complaints and Suggestions Channel	P.53
GRI 2-27	Compliance with laws and regulations	Compliance with Laws and Regulations	P.53
GRI 2-28	Membership associations	Eligibility in Trade Unions/Associations	P.34
GRI 2-29	Approach to Stakeholder Engagement	Stakeholder Engagement	P.10
GRI 2-30	Collective bargaining agreements	Protection of Human Rights and Labor Rights	P.115



## Momentous Themes Disclosure

GRI Disclosure No.	Disclosure Title	Corresponding Chapter	Page No.
GRI 3: Material Topics 2021			
GRI 3-1	Process to determine material topics	Stakeholder Engagement Identification and Prioritization of Momentous Themes	P.10 P.16
GRI 3-2	List of material topics	Identification and Prioritization of Momentous Themes	P.16
GRI 3-3	Management of material topics	Operational Performance Procurement Practices and Management Human Rights Talent Cultivation and Recruitment Energy and Greenhouse Gas Management Product Lifecycle Management	P.24 P.66 P.114 P.108 P.80 P.81

GRI Disclosure No.	Disclosure Title	Corresponding Chapter	Page No.
Operational Performance			
GRI 201-1	Direct economic value generated and distributed	Economic Performance	P.28
Procurement Practices and Management			
GRI 204-1	Proportion of spending on local suppliers	Sustainable Procurement	P.76

GRI Disclosure No.	Disclosure Title	Corresponding Chapter	Page No.
Human Rights			
GRI 402-1	Minimum notice periods regarding operational changes	Protection of Human Rights and Labor Rights	P.115
GRI 406-1	Incidents of discrimination and corrective actions taken	Protection of Human Rights and Labor Rights	P.115
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Protection of Human Rights and Labor Rights	P.115
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Protection of Human Rights and Labor Rights	P.115
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Protection of Human Rights and Labor Rights	P.115
Talent Cultivation and Recruitment			
GRI 401-1	New employee hires and employee turnover	New hires and departures	P.113
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits Measures	P.121
GRI 401-3	Parental leave	Support for childbearing and child-rearing	P.119
GRI 404-1	Average hours of training per year per employee	Diverse Training Channels	P.125
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Protection of Human Rights and Labor Rights	P.115
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Performance and Career Development	P.128

GRI Disclosure No.	Disclosure Title	Corresponding Chapter	Page No.
Energy and Greenhouse Gas Management			
GRI 302-1	Energy consumption within the organization	Energy Management	P.94
GRI 302-3	Energy intensity	Energy Management	P.94
GRI 302-4	Reduction of energy consumption	Energy Conservation and Carbon Reduction	P.96
GRI 305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions	P.95
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions	P.95
GRI 305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions	P.95
GRI 305-4	GHG emissions intensity	Greenhouse Gas Emissions	P.95
GRI 305-5	Reduction of GHG emissions	Energy Conservation and Carbon Reduction	P.96
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Air Pollution Control	P.97
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air Pollution Control	P.97
Product Lifecycle Management			
GRI 306-1	Waste generation and significant waste-related impacts	Waste Management	P.103
GRI 306-2	Management of significant waste-related impacts	Waste Management	P.103
GRI 306-3	Waste generated	Waste Management	P.103
GRI 306-4	Waste diverted from disposal	Waste Management	P.103
GRI 306-5	Waste directed to disposal	Waste Management	P.103

## Self-Disclosure Items

GRI Disclosure No.	Disclosure Title	Corresponding Chapter	Page No.
GRI 201:Economic Performance 2016			
GRI 201-2	Financial implications and other risks and opportunities due to climate change	Financial Impacts of Climate-Related Risks and Opportunities	P.88
GRI 201-3	Defined benefit plan obligations and other retirement plans	Benefits Measures	P.121
GRI 202: Market Presence 2016			
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Compensation and Remuneration Standards	P.120
GRI 203: Indirect Economic Impacts 2016			
GRI-203-1	Infrastructure investments and services supported	Public welfare support	P.147
GRI 205:Anti-corruption 2016			
GRI 205-1	Operations assessed for risks related to corruption	Anti-Corruption and Anti-Bribery Policy	P.50
GRI 205-2	Communication and training about anti-corruption policies and procedures	Anti-Corruption and Anti-Bribery Policy	P.50
GRI 205-3	Confirmed incidents of corruption and actions taken	Anti-Corruption and Anti-Bribery Policy	P.50

GRI Disclosure No.	Disclosure Title	Corresponding Chapter	Page No.
GRI 303:Water and Effluents 2018			
GRI 303-1	Interactions with water as a shared resource	Water Resource Management	P.98
GRI 303-2	Management of water discharge-related impacts	Water Discharge	P.100
GRI 303-3	Water withdrawal	Water Withdrawal	P.99
GRI 303-4	Water discharge	Water Discharge	P.100
GRI 403:Occupational Health and Safety 2018			
GRI 403-1	Occupational health and safety management system	Occupational Health and Safety Management System	P. 130
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Occupational Hazard Risk Control and Management	P. 135
GRI 403-3	Occupational health services	Occupational Injury and Disease Prevention Management	P. 143
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety Committee	P. 131
GRI 403-5	Worker training on occupational health and safety	Occupational Health and Safety Education and Training	P.133
GRI 403-6	Promotion of worker health	Health Promotion and Care	P. 145
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Workplace safety improvement and prevention	P. 142
GRI 403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety Management System	P. 130
GRI 403-9	Work-related injuries	Occupational Injury Accident Statistics and Analysis	P.139
GRI 403-10	Work-related ill health	Occupational Injury and Disease Prevention Management	P.143



GRI Disclosure No.	Disclosure Title	Corresponding Chapter	Page No.
GRI 405:Diversity and Equal Opportunity 2016			
GRI 405-1	Diversity of governance bodies and employees	Human Resource Structure	P.111
GRI 405-2	Ratio of basic salary and remuneration of women to men	Compensation and Remuneration Standards	P.120
GRI 416:Customer Health and Safety 2016			
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Customer Rights and Interests Protection	P.78
GRI 417: Marketing and Labeling 2016			
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	Customer Rights and Interests Protection	P.78
GRI 417-3	Incidents of non-compliance concerning marketing communications	Customer Rights and Interests Protection	P.78
GRI 418: Customer Privacy 2016			
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Rights and Interests Protection	P.78

## Restatements of information

■ TPT 's internal energy consumption (Scope 1 + Scope 2) was as follows:

Unit: Gigajoules

Year		2021		2022	
Energy Types		Before Restatements	After Restatements	Before Restatements	After Restatements
Non-renewable energy	Purchased electricity	1,864,999.490	1,867,420.094	1,401,118.614	1,422,463.385
	Diesel	18,015.406	23,264.518	20,080.116	24,765.446
	Natural gas	155,400.747	162,016.241	114,965.991	122,502.855
	Purchased steam	143,812.746	150,579.962	106,486.974	111,497.798
	Gasoline	-	3,893.538	-	2,612.446
Total energy consumption		2,182,228.390	2,207,174.353	1,642,651.695	1,683,841.930
Revenue		27,500,178 (NTD 000's)	27,500.18 (NTD 000's)	21,977,467 (NTD 000's)	21,977.47 (NTD 000's)
Energy intensity		0.079	80.26	0.075	76.62

Note: The changes in values are due to the fact that the original figures for 2021 and 2022 were self-reported. These values have been updated after being audited by a professional organization.

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

Unit : tCO<sub>2</sub>e

Year	2021		2022	
Scope Types	Before Restatements	After Restatements	Before Restatements	After Restatements
Scope 1	16,421.910	16,332.087	12,996.626	13,735.493
Scope 2	311,930.891	310,432.064	228,980.849	237,859.214
Total Greenhouse Gas Emissions (Scope 1 +Scope 2)	328,352.800	326,764.151	241,977.475	251,594.707
Revenue	27,500,178 (NTD 000's)	27,500.18 (NTD millions)	21,977,467 (NTD 000's)	21,977.47 (NTD millions)
Greenhouse Gas Emissions Intensity	0.012	11.88	0.011	11.45
Scope 3	No Disclosure	289,447.248	No Disclosure	258,447.420

Note: The changes in values are due to the fact that the original figures for 2022 were self-reported. These values have been updated after being audited by a professional organization. Scope 3 disclosure range: In 2021, disclosure covered three factories in China; in 2022, disclosure included three factories in China and the Pingtung factory.

In 2023, the TPT Group reported the following air pollutant emissions across its various facilities:

Unit: Metric tons

Year	2021		2022	
	Before Restatements	After Restatements	Before Restatements	After Restatements
Nitrogen Oxides (NOx)	616.40	700.90	599.50	910.90
Sulfur Oxides (SOx)	89.7	5.20	316.4	5.00

Note: The changes in values are due to data entry errors in 2022, which have been corrected in the 2023 report.

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

Unit: Metric tons

Year			2021				2022			
			Before Restatements		After Restatements		Before Restatements		After Restatements	
Classification	Treatment Site	Treatment Method	Output	Percentage	Output	Percentage	Output	Percentage	Output	Percentage
Hazardous Industrial Waste	On-site	Recycling	9,424.8	12.65	9,824.8	12.48	6,877.6	13.26	6,877.6	13.04
	Off-site	Recycling	50,005.8	64.39	50,050.2	63.60	31,917.1	61.54	31,925.3	60.53
		Wastewater Treatment	2,550.9	3.28	Such a classification does not exist after restatements.		1,936.8	3.73	Such a classification does not exist after restatements.	
		Incineration	551.0	0.71	3,170.7	4.03	573.9	1.11	2,084.3	3.95
		Incineration (Without energy recovery)	2,105.4	2.71	Such a classification does not exist after restatements.		1,224.7	2.36	Such a classification does not exist after restatements.	
		Landfill	Such a classification did not exist before restatements.		0.2	0.00	Such a classification did not exist before restatements.		0.3	0.00
		Other	1,861.9	2.40	3,854.0	4.90	1,219.1	2.35	2,861.6	5.43
General Industrial Waste	Off-site	Recycling	10,246.7	13.19	11,282.3	14.34	7,516.3	14.49	8,395.8	15.92
		Incineration	191.1	0.25	493.1	0.63	100.4	0.19	337.2	0.64
		Incineration (Without energy recovery)	302.0	0.39	Such a classification does not exist after restatements.		236.8	0.46	Such a classification does not exist after restatements.	
		Landfill	Such a classification did not exist before restatements.		13.9	0.02	Such a classification did not exist before restatements.		260.2	0.49
		Other	18.7	0.02	4.8	0.01	263.4	0.51	3.2	0.01
Total Waste Generated			77,658.3	100	78,693.9	100	51,866.1	100	52,745.6	100
Recycling Rate (%)			90.24		90.42		89.29		89.47	

Note: The changes in values are due to the implementation of a standardized definition for waste classification across all facilities, leading to a re-survey and consolidation of the data.

## • SASB Index

SASB Code	Indicator Description	Disclosure Chapters	Page No.
Product Safety			
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Not Applicable (N/A)	
Employee Diversity and Inclusion			
TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical, and (3) all other employees.	Human Resource Structure	P.111
Product Lifecycle Management			
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	N/A	
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	N/A	
TC-HW-410a.3	Percentage of eligible products, by revenue, certified to an energy efficiency certification	N/A	
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered; percentage recycled	N/A	
Supply Chain Management			
TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Supply Chain Assessment and Audit	P.55
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.55
Materials Sourcing			
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Supplier Risk Assessment	P.53



Activity Indicator No.	Indicator Description	Unit of Measure	Disclosure Description
TC-SC-000.A	Number of units produced by product category	Per unit	Printed circuit boards: 58,639,389 sq. ft
TC-SC-000.B	Area of manufacturing facilities	Sq. ft (ft <sup>2</sup> )	Land: 4,282,047.56 sq.ft, Building: 3,779,236.29 sq. ft Note: The 2023 report does not include data from the Vietnam factory.
TC-SC-000.C	Percentage of production from owned facilities	Percentage (%)	100

## • Sustainable Disclosure Index - Electronic Parts and Components Manufacturing

NO.	Indicator	Indicator Category	Annual Disclosure Status	Unit of Measure	Remark
1	Total energy consumption, percentage of purchased electricity, and renewable energy usage rate	Quantification	1,664,491.801 、 84.97 、 0	GJ, %	
2	Total water withdrawal and total water consumption	Quantification	4,310.75 、 687.58	m <sup>3</sup>	
3	Weight of generated hazardous waste and recycling percentage	Quantification	38,794.2 、 85.91	Metric tons, %	
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	Metric tons, %	
6	Description of the management of risks associated with the use of critical materials	Qualitative Description	Supplier Risk Assessment	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: 58,639,389 square feet	Varies by product type	



TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD.

<http://www.tpt-pcb.com.tw/>

