

2025 ESG REPORT

TPK Holding Co., Ltd.

SUSTAINABILITY REPORT

Stock Code: 3673



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★ Material Topic

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01

CHAPTER

Foreword



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The foundation stands unshaken; every step grows more resolute.
As new shoots break through the soil, the future unfolds.
Through strategic alliances, boundaries are pushed ever further.
Amidst gathering winds and surging tides, the sails are raised to catch the momentum.

1.1 About the Report

1.1.1 About the Report

This Sustainability Report is published by TPK Holding Co., Ltd. (hereinafter referred to as "TPK"). The electronic version of the report is also available for download on the TPK corporate website. The report covers disclosures on sustainability topics across corporate governance, economic performance, environmental management, and social aspects, including human rights.

1.1.2 Scope and Limitations

The financial performance disclosed in this report refers to the consolidated financial results of TPK for the fiscal year 2025, with all monetary figures presented in New Taiwan Dollars (NTD). Environmental and social performance indicators cover TPK's operational sites in Taiwan (Taipei, Taoyuan, Taichung, Hsinchu); Mainland China (Xiamen, Suzhou); Thailand; and Vietnam. In response to industry requirements and global trends in material economic, environmental, and social issues, TPK conducted a stakeholder survey to assess the impact of relevant topics. The results were integrated with the Company's business strategy and reviewed by the Sustainability Committee to identify material topics. These topics were approved by the Committee Chairperson, and corresponding management approaches and performance outcomes are disclosed in this report.

The Sustainability Report is prepared and published annually. This report covers the period from January 1 to December 31, 2025, and includes disclosures related to TPK's operations and activities, with a focus on the management and performance of material topics. In order to ensure completeness and comparability of the data, certain disclosures may include information prior to January 1, 2025, or after December 31, 2025. Any changes in data collection timelines will be specified separately. This report focuses primarily on TPK's corporate entities under direct operational control. Compared to the 2024 report, the scope has been expanded to include Hsinchu, Suzhou, Thailand, and Vietnam; any revisions to the information will be detailed in the appendix.

1.1.3 Publication Date

The sustainability report is published annually and is available for viewing and download on the TPK's official website: <https://www.tpk.com/>

- First publication Date: Published in September 2023
- Current Publication Date: Published in August 2026
- Next Scheduled Publication Date: Expected published in August 2027


Sustainability Report
Download

1.1.4 Contact Information

If you have any suggestions or questions regarding this report, we sincerely welcome you to [contact us](#).

The contact details are as follows:

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1.1.5 Reporting Frameworks

This report has been prepared in accordance with the latest version of the Global Reporting Initiative (GRI) Standards and adheres to the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies for disclosure purposes. The report also adopts the International Sustainability Standards Board (ISSB) IFRS Sustainability Disclosure Standards, the Sustainability Accounting Standards Board (SASB) industry standards, the Task Force on Nature-related Financial Disclosures (TNFD) framework, and the China Enterprise Reform and Development Society ESG China Sustainability Report Guide (CASS-ESG 6.0). Through this sustainability pathway and disclosure framework, the organization actively responds to the United Nations Sustainable Development Goals (SDGs), integrating them into core commitments and concrete actions. All relevant information in this report was collected, compiled, and prepared by TPK's Sustainability Development Committee.

Cover Story



Featuring a 2.5D isometric layout, the report cover highlights the company's comprehensive industrial ecosystem. With the core smart manufacturing facility at the center, surrounding icons represent diverse portfolios—including touch panels, 3D printing, smart automotive and radar systems, EVs, and AI cloud technologies. This composition vividly depicts TPK's cross-domain trajectory and our evolution from core touch technology to diversified industrial expansion.

Acting as a "perception screen" for sustainable values, the design captures every interaction. Driven by pragmatic management principles, TPK addresses ESG challenges across all dimensions, advancing toward a long-term net-zero vision through a cross-sector integrated industrial framework.

1.1.6 Information Verification and Validation Mechanisms

Internal Verification

The content and data presented in this report were collected by the Corporate Sustainability Development Committee, which reports directly to the Chairman. Committee members gathered information on key domestic and international sustainability topics—covering economic, environmental, and social dimensions—through diverse channels and engagement with stakeholders to understand their concerns. Key material topics involving the company are identified through stakeholder engagement, as well as impact and financial materiality analyses. Based on these topics, information regarding governance, strategy, risk management, and metrics and targets is compiled. This information is then reviewed and validated by the Sustainability Committee in accordance with the Internal Control Procedures for Sustainability Information, and ultimately released upon approval by the Board of Directors. The financial data presented in this report is sourced from the annual report.

External Assurance

To enhance the quality and credibility of disclosures, this Sustainability Report has undergone limited assurance by Crowe (TW) CPAs in accordance with International Standard on Assurance Engagements 3000 (ISAE 3000). The independent assurance statement is provided in the appendix of this report.

Since the establishment of our manufacturing facilities, TPK has obtained various ISO system certifications, as listed in the table below.



Assurance/ Certification Item	Standards Followed	Scope / Locations Covered	Assurance / Certification Body	Disclosure Location
Sustainability Report	ISAE3000	All Sites	Crowe (TW) CPAs	Appendix VII: Independent Assurance Statement
Product Quality	ISO 9001:2015 Quality Management System Certification	Xiamen Site	SGS	Section 1.1.6 Information Verification and Validation Mechanisms
	IATF 16949:2016 Automotive Quality Management System	Xiamen Site (TPKGA/TPKJ)	SGS	
	ISO 13485:2016 Medical devices-Quality management systems-Requirements for regulatory purposes	Xiamen Site (TPKG)	SGS	
Environmental Management	ISO 14001:2015 Environmental Management System	Xiamen Site	BV、SGS、CQC	
	ISO 14064-1: 2018 GHG Emissions Verification	Xiamen Site (TPKC/TPKGJM)	SGS	
	ISO 50001: 2018 Energy Management System	Xiamen Site (TPKC/TPKD/TPKG/TPKGJM)	SGS	
Information Management	ISO/IEC 27001 Information Security Management System	Xiamen Site (TPKC/TPKGJM)	BV、SGS	
Workplace Safety	ISO 45001:2018 – Occupational Health and Safety Management System	Xiamen Site	BV	
Intellectual Property Rights	GB/T 29490-2013 Enterprise Intellectual Property Management System	Xiamen Site (TPKC)	Zhonggui (Beijing) Certification Co., Ltd. (ZG)	

1.2 Statement from Chairman

We live in an era where challenges and opportunities are deeply intertwined. Over the past three years, global average temperatures have risen by more than 1.5°C above pre-industrial levels for the first time, sounding urgent alarms regarding extreme weather and ecological imbalance. Simultaneously, geopolitical fluctuations are profoundly reshaping the global energy landscape and industrial development trajectories.

In this evolving context, corporate sustainability has evolved beyond mere social responsibility to become a strategic imperative concerning the resilience of human civilization and our shared future. The growing vulnerability of traditional energy systems underscores that the green transition is no longer merely a "carbon reduction tool" for addressing climate change, but rather a "strategic asset" essential for ensuring future economic security and building sustainable competitiveness.

Looking back at 2025, TPK has consistently navigated the course of sustainable development. Rather than being confined by traditional ESG frameworks, the Group has embedded sustainability into the core corporate identity. Amid the global wave of climate action, we continue to move forward with unwavering determination, guided by a broader, more elevated vision.



Deepening Green Commitment: Transforming Operational Foundations into Core Competencies

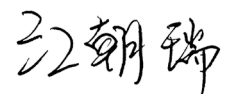
True green leadership transcends energy conservation and emission reduction at individual facilities; it lies in a profound commitment to global climate initiatives. Over the past year, we achieved key validation for our Science-Based Targets (SBTi), translating the global vision of limiting temperature rise into a clear, actionable decarbonization pathway. This serves not only as a response to global climate initiatives but also as tangible evidence that our pledge to protect the planet is embedded in every operational aspect. We firmly believe that when green manufacturing expands from isolated points to a comprehensive network, it enables a transition from individual sustainability to shared ecological well-being.

Multi-dimensional Breakthroughs: Expanding from Touch Technology Leadership to Value Extension

Drawing on over two decades of expertise in advanced manufacturing, we are driving the transition from "pure manufacturing" to an integrated "manufacturing plus supply chain services" model. We are strategically channeling innovation into high-value sectors such as smart sensing solutions, additive manufacturing, and intelligent logistics, leveraging our professional capabilities to empower the smart transformation of diverse industries. More importantly, we are translating our standardized frameworks and proven expertise in green, low-carbon, and smart factory initiatives into empowering forces. Through sharing and collaboration, we enable our ecosystem partners to transform together, fostering a new paradigm of high-quality development driven by green synergy across the entire industrial chain.

The journey stretches far ahead, and we march onward in pursuit of our vision. In the face of an uncertain future, we remain steadfast in our long-termism, answering the defining call of our era. TPK will continue to drive green transformation through technological innovation, connect with the global ecosystem through openness and inclusivity, and deeply integrate ESG principles into our strategic blueprint and core operations. We are dedicated to safeguarding the natural beauty of our world as a corporate responsibility, and propelling our era forward with the strength of industry.

We look forward to partnering with global allies to turn every green innovation into surging waves, uniting them into a vast ocean where humanity and nature thrive in harmony, and together forging a more resilient and prosperous sustainable future.

Chairman 

1.3 Statement from CEO

Time flows like gold, and our endeavors sing like an anthem. Looking back at 2025, the global landscape has profoundly shifted. With climate change becoming a shared consensus, sustainable development has evolved from an option into a fundamental imperative for corporate survival. Grounded in this context, we anchored our goals for the "Year of Practical Results," deeply integrating ESG principles into the Group's strategic framework and operations. While pursuing high-quality development, we remain committed to fulfilling environmental responsibilities and creating social value. Through united efforts, our teams have driven the Group's sustainable progress, embedding a green ethos at our core and making responsibility fulfillment a hallmark of TPK.



🌿 Solidifying the Foundation, Advancing Green Manufacturing

The core touch technology business serves as the cornerstone for the Group's sustainable development and represents our primary focus in advancing green manufacturing. Over the past year, multiple new tablet projects were successfully launched into mass production. While continuously expanding production capacity, we consistently promoted energy efficiency and clean production practices to optimize workflows and lower our carbon footprint. We also actively expanded green product R&D; the successful deployment of a new e-book production line not only strengthened our production infrastructure but also achieved significant breakthroughs in green processes and eco-friendly materials. Furthermore, the e-paper notebook developed in collaboration with European clients saw shipment volumes grow by 56% year-over-year. Thanks to its low power consumption and eye-friendly display, this product is driving e-book consumption toward a low-carbon trajectory. We firmly believe that only by integrating green principles into our core business can we lay a solid foundation for the company's sustainable development.

🌿 Nurturing New Growth, Embracing a Green Future

Innovation is the core driver of our green transformation and the key to achieving leapfrog development for the Group. In 2025, our new business initiatives accelerated comprehensively, capitalizing on emerging opportunities and establishing green technologies as a new engine for high-quality growth. The 3D printing and additive manufacturing segment experienced explosive growth: the new Xiang'an plant was completed, and our expansion into Vietnam was launched. Meanwhile, the laser radar business achieved a pivotal breakthrough. With continuous advancements in core technologies, our intelligent sensing solutions are empowering smart transportation and low-carbon city development, injecting fresh momentum into societal decarbonization. Furthermore, our smart logistics business successfully launched; our independently developed solutions are helping clients worldwide optimize transport routes and reduce energy costs, marking our official entry into the promising realm of green logistics. Each strategic move reflects our unwavering commitment to a green future, and every breakthrough represents a concrete step toward fulfilling our sustainability mission.

🌿 Cultivating a Green Forest: Abundant Fruits in Carbon Emission Reduction

The path to carbon reduction is paved with persistent effort; the commitment to green development yields tangible results. In 2025, we steadily advanced our climate strategies through systematic management and diversified actions, moving toward scientifically grounded carbon reduction targets. After two years of meticulous preparation and dedicated implementation, the Group officially obtained validation for the Science-Based Targets (SBTi). This demonstrates that our carbon reduction goals are fully aligned with the 1.5°C target of the Paris Agreement, marking our entry into a new phase of scientific, standardized, and international low-carbon development. That same year, we achieved an A- rating on the CDP—a recognition not only reflecting the international community's high regard for our Environment's management standards but also serving as strong evidence of our sustained commitment to green development.

Forging Strategic Alliances to Build a Green Industrial Ecosystem

Sustainable development is not a solitary journey, but a collective endeavor that takes us further together. In 2025, we remained committed to open cooperation and mutual benefit. We proactively built bridges for industrial exchange and deepened cross-sector collaboration to comprehensively strengthen our supply chain's ESG framework. By engaging upstream and downstream partners, we jointly established a responsible, traceable, and sustainable green industrial ecosystem. Leveraging robust operational capabilities and outstanding environmental achievements, multiple subsidiaries within the Group were once again ranked among Fujian's Top 100 Manufacturing Enterprises and Xiamen's Top Ten Green Enterprises. Our brand influence continues to grow, and our green contributions have gained widespread industry recognition, driving collective progress across the sector through concrete actions.

Riding the Momentum to Set Sail on a New Sustainable Journey

Looking ahead to 2026, amid a complex and evolving international environment and increasingly pressing climate challenges, we remain committed to our original vision and will advance the Group's comprehensive green transformation with greater intensity and concrete measures. Our core businesses will continue to deepen green manufacturing practices and strengthen their focus on the circular economy, safeguarding the foundation for high-quality development. Meanwhile, our new ventures will accelerate the large-scale application and commercialization of green technologies, increasing investment in global operations and low-carbon innovation to ensure that every strategic move is well-grounded and every effort yields tangible results.

Every achievement over the past year has bolstered our confidence and strength as we embark on this new journey. Let us continue to work hand in hand, guided by ESG principles and driven by green innovation, moving forward with unified purpose on the path of sustainable development. By proactively assuming environmental responsibilities and actively meeting societal expectations, we will take concrete actions to safeguard a green home for future generations and collectively create a brighter tomorrow!

CEO



1.4 Sustainability Column



Enhance Governance, Foster Integrity for Mutual Success

Board Performance Evaluation Score	Independent Directors	Average Board Attendance Rate	Internal Control Checkpoints Audited
98.48	33.3%	95.6%	301
Audit Compliance Rate	Major Information Security or Virus Incidents	Customer Privacy Breaches or Complaints	
94%	0	0	

Innovating for the Future, Building Sustainability Together

New Patents Granted	Cumulative Global Patents	Certified Intellectual Property Management System
58	3,361	Pass
CSR Audit Pass Rate	The Group's two plants underwent their first RBA VAP review	
100%	Silver Grade (163.1)	
Obtain the copyright licenses for the TPK MES and TPK E-Learning software	Laboratory Certifications CNAS, ISO 17025, ISO 10012, and ISTA	



Green Smart Manufacturing, Thriving Together with the Environment

CDP Questionnaire Water Safety A-, Climate Change B	GHG Emission Intensity ↓ 58.37%	GHG Emissions ↓ 73.08%
GHG Reduction by 2030 (Science-Based Targets) Committed to 44.6%	Environmental Management Investment 1,808.97 million NTD	Hazardous Waste Generation 29.79%
The annual photovoltaic power generation 33.43 million kWh	Renewable-energy usage compared with 2024 ↑ 26%	Hazardous Waste Resource Utilization Rate 99.99%
		Total Water Consumption ↓ 62.93%

Foster a Healthy and Safe Workplace

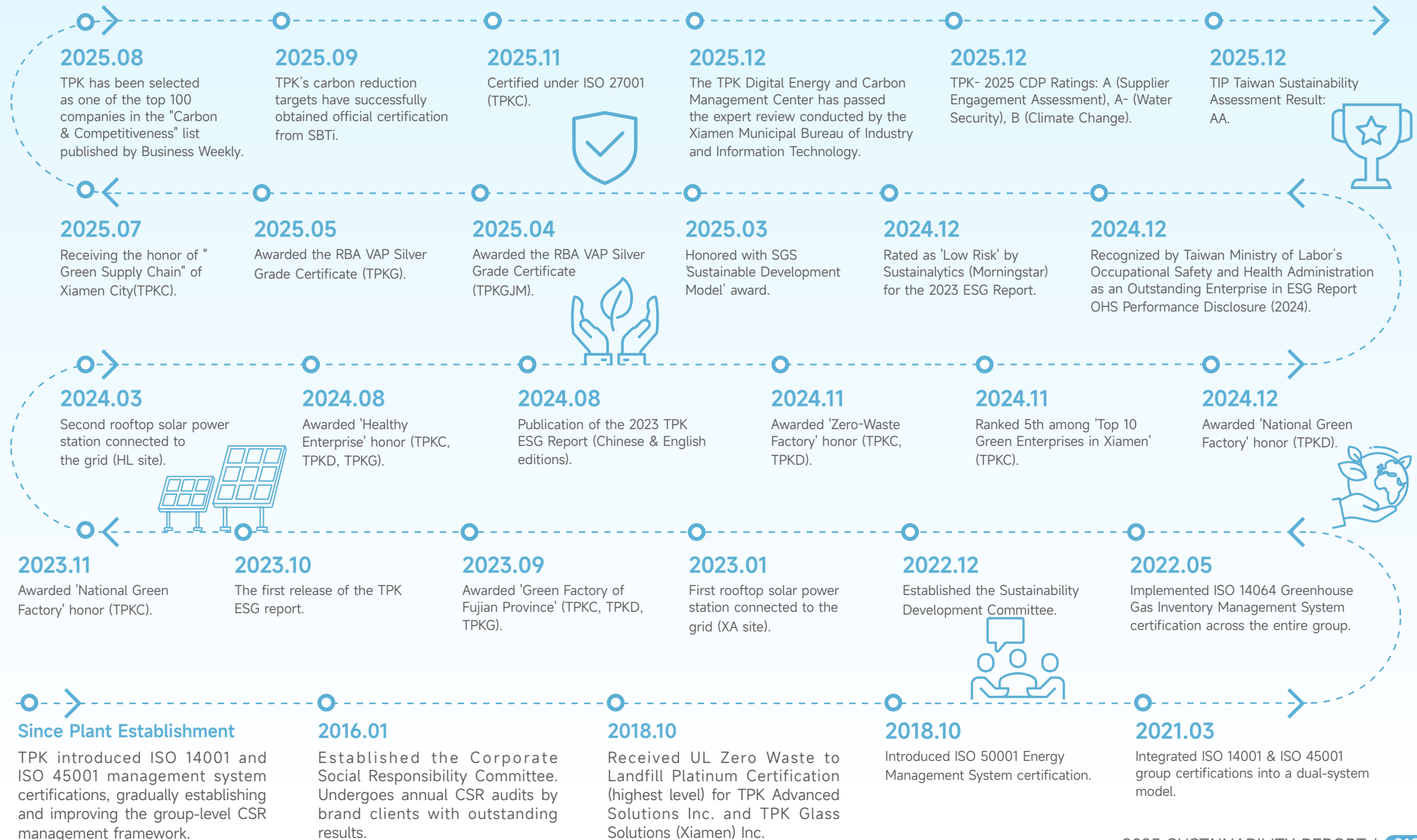
Contractor Management System	Work Injuries During Failures	Fire Safety Equipment Inspection Rate Inspection Rate	Abnormalities Resolved Timely	Internal and External Training Internal: Health & Safety Sessions 174 , Completed 100%
0	0	100%	100%	
Occupational Injury Rate	Occupational Diseases	Natural Disaster System Failures	Emergency Response Typhoon-related Responses	External: Special Equipment Licenses 248 , Special Operation Certificates 283 , Valid Certification Rate 100%
0.07%	0	0	6	

People-oriented, Social Prosperity

Respect for Human rights Respect for Human rights 100% Sites Rated Low-Risk	Talent Attraction & Retention Female Managers at Management Level 31%	Education & Training Total Participants Throughout the Year 336,708	Public Welfare Consecutive 8 Years of Blood Donation Events; Total Blood Donated 560,000ml	Talent Development Compared to 2024 Local Senior Management Ratio in Xiamen Plant ↑ 8%
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Since the establishment in 2003, we consistently integrated the ESG (Environmental, Social, and Governance) principles into our core corporate development strategy. Guided by innovation, sustainability, and inclusivity, the company has progressively built a comprehensive sustainable development framework spanning the entire industrial chain.



Sustainability Column 1

Successfully Validated for Science-Based Targets, Entering a New Era of Low-Carbon Development



Global warming and the intensifying greenhouse effect are severely impacting human development. To address climate change, TPK launched the Group's Greenhouse Gas Inventory and Carbon Emission Management program in 2022, integrating green decarbonization into our corporate philosophy and pursuing continuous, diversified initiatives to reduce the GHG emission while steadfastly advancing toward net-zero goals. In response to the SBTi (Science-Based Targets Initiative) in 2023, TPK established group-wide science-based carbon targets and implemented a climate adaptation plan; after two years of preparation, it successfully obtained official SBTi certification in September 2025—a significant milestone for our sustainable development that demonstrates close alignment between our decarbonization objectives and the temperature control targets of the Paris Agreement, marking a new phase of scientific and standardized low-carbon development.



*Note: TPK's committed percentage reduction in absolute GHG emissions by 2030 vs. base-year (2022)



TPKs Core Carbon Reduction Strategy

To steadily achieve the scientific carbon goals, TPK will focus on three core areas—energy greening, low-carbon process optimization, and value chain synergy—to establish a systematic carbon reduction framework and drive low-carbon upgrades across the entire supply chain.

Greening Energy: Building a LowCarbon Energy Supply Ecosystem

Focusing on energy structure reform, we will advance the deployment of rooftop photovoltaic projects to significantly increase the share of green electricity in production facilities; simultaneously, we will implement smart energy management systems that enable real-time monitoring and dynamic regulation for precise energy consumption optimization, thereby reducing carbon emissions at the source.

Low-carbon Process Development: Upgrading Carbon Reduction Technologies at the Production Stage

Technological innovations will be implemented for high-emission production processes, with a focus on advancing energy-saving retrofit projects. By introducing low-energy-consuming equipment, optimizing production process parameters, and promoting circular utilization technologies, energy efficiency will be comprehensively enhanced, enabling a low-carbon production model that achieves increased output without additional carbon emissions.

Value Chain Synergy: Collaborating with the supply chain to build a carbon reduction network

By collaborating with key upstream and downstream suppliers, we are building a comprehensive carbon reduction partnership across the entire value chain. Through energy-saving technologies and jointly established emission reduction standards, we are driving coordinated decarbonization throughout the supply chain. Building on the SBTi validation, we will continuously disclose our carbon reduction progress, fulfill our sustainability commitments through science-based actions, and work alongside all sectors of society toward a green future.



The Science Based Targets initiative (SBTi) is a global collaboration launched by CDP, UNGC, WRI, and WWF. It provides a clear framework for businesses to set climate science-based emission reduction targets, ensuring corporate greenhouse gas reductions align with the Paris Agreement's goal of limiting global warming to well below 2° C, and pursuing the more ambitious 1.5° C target.

Sustainability Column 2

Grounded in Green, Striving for Excellence: Three CDP Assessments Highlight Our Robust Sustainability Strength



As the authoritative global benchmark for environmental disclosure, CDP's rating system has become the "gold standard" for international markets in assessing corporate environmental transparency and climate action. Our annual scores are widely used to guide global investment and procurement decisions. In 2025, over 22,100 companies worldwide submitted environmental disclosures to CDP, yet only about 2% of participating firms achieved leadership ratings—a testament to the stringent evaluation criteria. This year, the Group made a groundbreaking leap in this rigorous global "green assessment," securing three outstanding honors: an A rating for Supplier Engagement, an A- Leadership rating for Water Security, and a B Management rating for Climate Change. These achievements represent not merely quantitative improvements, but a robust validation of the Group's deep integration of sustainability into the business strategy and the comprehensive implementation of low-carbon initiatives across all operations, fully embodying our long-term vision of "Grounded in Green, Striving for Excellence."



A Supplier Engagement
Assessment



A- Water
Safety



B Climate
Change

Supply Chain Management: For the first time, awarded the highest Grade A rating as a CDP Supply Chain Cooperation Leader, driving low-carbon transformation across the industrial chain

In 2025, TPK was awarded the highest level of the CDP Supplier Engagement Module certification-Level A for "Supplier Engagement Leader"-marking that the group's sustainable supply chain governance capabilities have reached a globally leading standard.

This year, the Group adopted a dual-track approach combining online surveys with on-site visits to provide upstream and downstream suppliers with comprehensive carbon auditing services and professional guidance on energy conservation and carbon reduction. To date, it has facilitated carbon verification processes for 64 suppliers, leveraging core enterprises to drive synchronized carbon emission reductions across the entire supply chain and strengthen environmental compliance management systems.



Water Resource Management: CDP Water Security Level A- Leadership Grade; System Development of a Comprehensive Water Resource Security Framework

In response to industrial water risks and the global challenge of water scarcity, the Group has integrated water security risk management into our core corporate sustainability strategy. We conduct comprehensive assessments of water consumption, wastewater discharge, and regional water stress across all operational stages, establishing a robust framework that encompasses water monitoring, water-saving retrofits, water recycling, and emergency response mechanisms. This practical water governance architecture not only effectively manages our operational water footprint but also equips us with the proactive capability to identify and address physical and transition risks related to global water security. Through continuous technological upgrades and process optimization, we steadily reduce our reliance on water resources, fulfilling

Water Consumption Across All
Operational Phases

Water-saving Retrofits

Regional Water Stress

Wastewater Discharge

Establishing a Robust Framework
that Encompasses Water Monitoring

Emergency Response Mechanisms

Water Recycling

Total Water Consumption
↓ **62.93%**

Climate Action: CDP Climate Change Level B Management, steadily advancing carbon reduction and climate resilience development

In line with the CDP Climate Assessment Framework, TPK has implemented systematic management across multiple dimensions-including corporate governance structures, long-term carbon reduction targets, greenhouse gas inventories, identification of climate-related entities and transition risks, and low-carbon process upgrades. Through a range of measures such as optimizing plant energy mix, phasing out high-energy-consuming equipment, and adopting energy-saving process technologies, the group has steadily reduced operational carbon emissions while establishing a regular climate risk assessment mechanism to enhance operational resilience under extreme weather conditions. The group will continue refining the carbon reduction objectives, expanding the scope of our mitigation efforts, and advancing toward higher levels of climate leadership.

Multi-dimensional and
Systematic Management

Corporate Governance Structures

Long-term Carbon Reduction Targets

Greenhouse Gas Inventories

Identification of Climate-related
Entities and Transition Risks

Low-carbon Process Upgrades



Two subsidiaries within the group have passed the RBA VAP review and obtained silver-grade certificates

In response to requests from multiple brand clients for TCO certification, TPK Glass Solutions (Xiamen) Inc. and TPK Glass Solutions (Xiamen) Inc. Jimei Branch must pass the RBA VAP audit and obtain a certification certificate. Drawing on TPK's extensive experience in corporate social responsibility management and outstanding performance in client audits, both facilities scored 163.1 points in their first RBA VAP audit and received a Silver Level Certificate.



RBA VAP Silver Grade Certificate



Evaluation of the Level of Social Responsibility Management in Industrial Enterprises

According to the RBA's review report:

Both TPK Glass Solutions (Xiamen) Inc. and TPK Glass Solutions (Xiamen) Inc. Jimei Branch achieved a RBA VAP audit score of 163.1, both exceeding the average level of all globally certified RBA-audited factories over the past two years.

163.1

RBA VAP audit score of

Sustainability Column 4

"Building a Safe Foundation to Support Smart Manufacturing" - ISO 27001 Management System Certification Achieved



Since launching the Systematic Information Security Management Enhancement Program in 2022, TPK has consistently advanced improvements to information security-related policies, optimized workflows, enhanced technical capabilities, and strengthened awareness—all driven by strong leadership commitment, substantial resource allocation, and thorough implementation across all business units. The company successfully obtained SGS certification in December 2025.

The scope of this system certification includes TPK Touch Solutions (Xiamen) Inc. (based in mainland China) and its subsidiaries providing development, operation and maintenance services for production and business operation systems, as well as IT infrastructure maintenance services.



Implement Core Strategies to Establish a Comprehensive Defense System

To ensure the effective operation of our information security management system and to deeply integrate security requirements into every aspect of business operations, TPK has established the following guiding principles of information security as a shared set of action guidelines and decision-making benchmarks for all employees.



Key Results: Data Demonstrates Improved Security Capabilities

1.15%

The phishing email infection rate has fallen by over 1.35 percentage points compared to 2024, making staff a robust defense line against social engineering attacks.

Through ongoing training and live drills, employees' security awareness has significantly improved; the infection rate in simulated phishing tests has fallen by over 1.35 percentage points compared to 2024, making staff a robust defense line against social engineering attacks.

99.9%

Core systems achieve up to availability

Through architectural optimization and proactive monitoring, the company's core business systems for manufacturing and operations (e.g., SAP, MES) maintain exceptional stability, with an annual average availability of 99.9%, providing robust assurance for business continuity and production delivery.

0.35%

The defect rate in production code has been controlled at

Security requirements have been integrated into the development process, ensuring that security vulnerabilities are addressed at the source. The products code defect rate (including security vulnerabilities) has been optimized and stabilized at an industry-leading level (CMMI Level 4), significantly enhancing the quality and reliability of our proprietary software.

35 audits

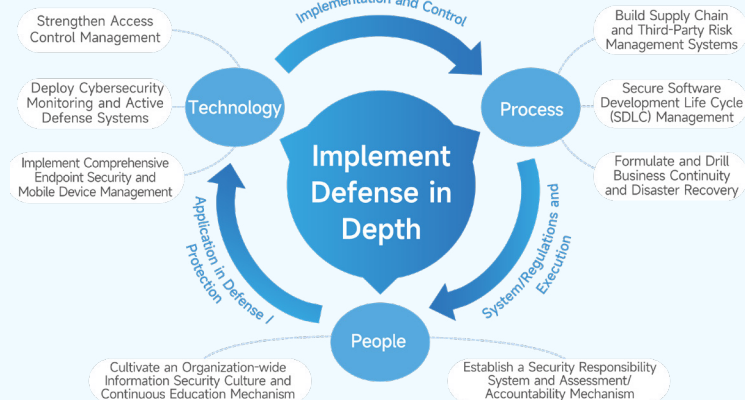
The management system has passed all external audits, totaling throughout the year

It has undergone the most rigorous assessments by clients and partner organizations. This year, we assisted each business unit in completing a cumulative total of 35 information security-related audits, achieving a perfect record of first-time compliance in every case, thereby earning high trust from clients and partners.

97.17%

The annual safety training completion and pass rates for employees reached

In 2024, the pass rate was 95.9% (meeting the management target of 95%). By 2025, all employees had completed the mandatory information security awareness training as required, with a final pass rate of 97.17%, demonstrating comprehensive coverage and mastery of security knowledge across the workforce.



02

CHAPTER

Focusing on Sustainability, Creating Shared Value



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Leading Touch Technology Provider

Partner in Advanced Manufacturing



2.1 Company Overview

TPK was established on November 21, 2005, in the Cayman Islands. The Group consists of 29 subsidiaries engaged in the research, development, manufacturing, and sales of touch application products and other related products.

Origin

Initially, TPK focused on touch technology research through its subsidiary, TPK Touch Solutions Inc. After achieving significant advancements in ITO glass and touch technology, TPK became a key partner for major international smartphone manufacturers in developing touch sensors. This solidified TPK's technological development direction and operational strategy, focusing on projected capacitive technology and related processes. To meet customer demand and address the high labor requirements of manufacturing, TPK established a factory in Xiamen in 2005, considering the region's similar social environment.

Leading Provider in Touch Technology Applications

Touch technology offers the most intuitive and user-friendly form of interaction. Among all touch technologies, projected capacitive technology stands out for its sensitivity, durability, and multi-touch functionality, providing the optimal user experience. TPK specializes in components and modules based on projected capacitive technology, and provides precision opto-mechatronic lamination services for customers. The Company maintains a leading global position in terms of technology, efficiency, and yield rates. Its clientele includes world-renowned electronics brands. As a professional leader in touch application technology, TPK leverages its vertically integrated manufacturing capabilities to deliver end-to-end solutions—from R&D and product design to mass production. This allows customers to significantly shorten product development cycles and optimize manufacturing processes, positioning TPK as a key enabler in the fast-evolving consumer electronics industry.

Diversified Development

In recent years, as the touch technology industry has entered a mature phase, TPK has actively sought transformation opportunities by expanding into non-touch product markets and other emerging sectors. Leveraging its extensive experience in mass production, it has diversified its market portfolio to include commercial-scale 3D printing technologies, energy storage manufacturing, and LiDAR module assembly for automotive applications. Additionally, through its acquisition of ITH Corporation, the company has extended its presence into the semiconductor industry, aiming to generate new growth momentum and explore untapped blue ocean markets in the near future.

Company	TPK Holding Co., Ltd.
Headquarters	No.13-18, Section 6, Minquan East Road, Neihu District, Taipei City
Capital Amount (Unit: NT\$000')	4,066,637
Operating Sites in Each District	Taiwan (Taipei, Taoyuan, Taichung, Hsinchu); Mainland China (Xiamen, Suzhou); Thailand; Vietnam

*Note: Data are compiled as of the end of 2025.

Main Operational Sites

TPK Holding possesses world-leading touch technology and vertically integrated manufacturing capabilities, enabling the company to offer comprehensive touch application solutions—from product design to mass production. These solutions help customers significantly shorten development cycles in response to the fast-paced evolution of the electronics industry. In line with its efforts to adopt emerging technologies and explore new markets, TPK is driving industrial transformation and striving to become a globally leading provider of advanced manufacturing solutions. To support this vision, TPK has established multiple operational sites worldwide, with its primary manufacturing base located in [Xiamen, China](#). At the same time, the company continues to [expand its global footprint](#) to better serve customer needs across diverse regions.

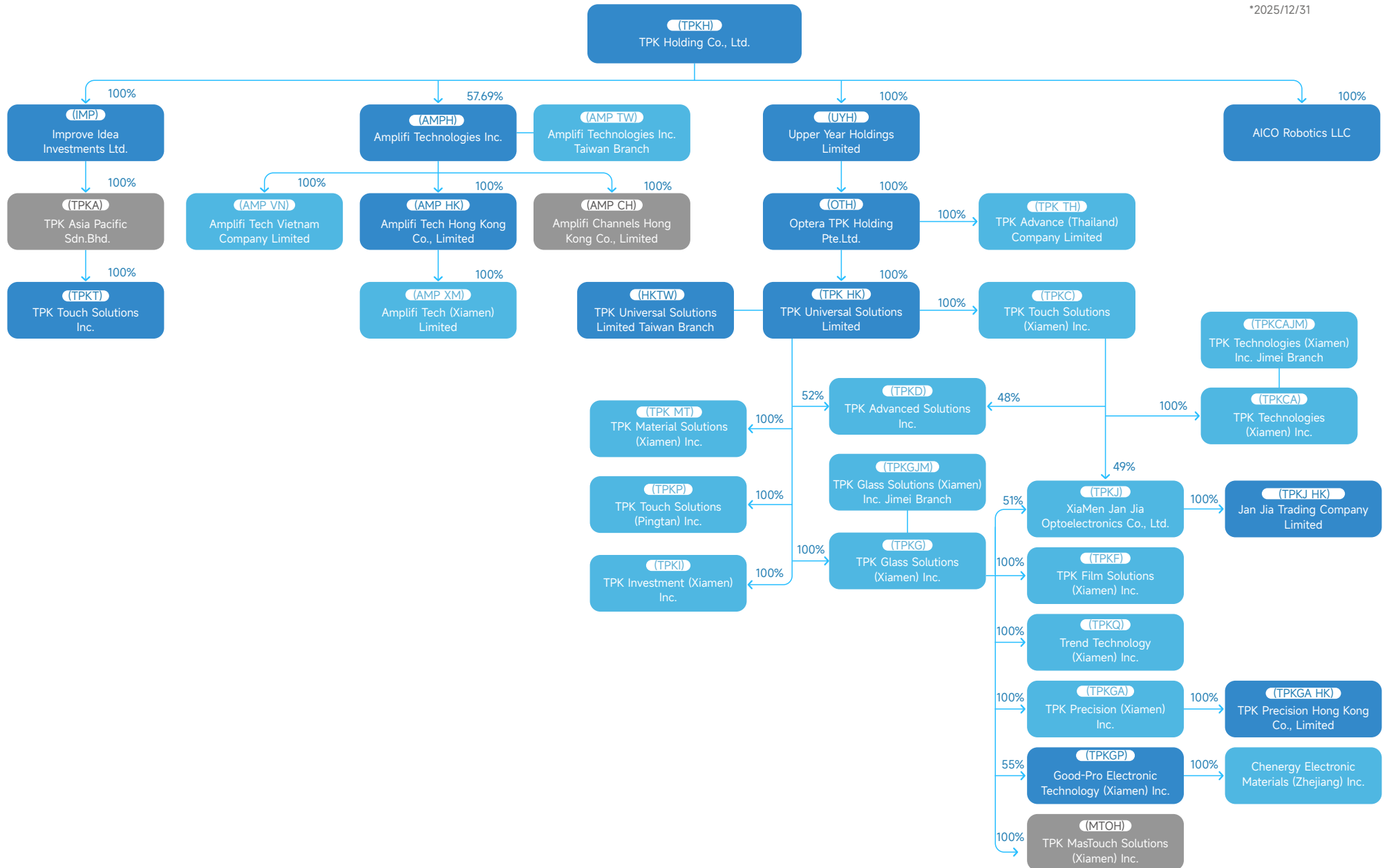
Company		Current factory premises
TPKI	TPK Investment (Xiamen) Inc. ^{*Note 2}	HL1
TPKC	TPK Touch Solutions (Xiamen) Inc.	HL1&HL2
TPKD	TPK Advanced Solutions Inc.	HL2&XA2&Suzhou
TPKG	TPK Glass Solutions (Xiamen) Inc.	XA1&XA2
TPKGJM	TPK Glass Solutions (Xiamen) Inc. Jimei Branch	JM
TPKCA	TPK Technologies (Xiamen) Inc.	XA2
TPKCAJM	TPK Technologies (Xiamen) Inc. Jimei Branch	JM
TPKQ	Trend Technology (Xiamen) Inc.	XA1
TPKMT	TPK Material Solutions (Xiamen) Inc.	TA
AMPXM	Amplifi Tech (Xiamen) Limited.	HL2&XA2
TPKGA	TPK Precision (Xiamen) Inc.	HL2&XA1
TPKJ	Xiamen Jan Jia Optoelectronics Co., Ltd	XA1&XA3
TPKT	TPK Touch Solutions Inc.	TPKT
TPKHKTW	TPK Universal Solutions Limited Taiwan Branch	TPKHKTW
AMPTW	Amplifi Technologies Inc. Taiwan Branch	AMPTW
TPKTH	TPK Advance (Thailand) Company Limited	TPKTH
AMPVN	Amplifi Tech Vietnam Company Limited	AMPVN

*Note 1: When referring to the plant locations in the text without specific details, it indicates that the location encompasses all company operations.

*Note 2: TPK Investment (Xiamen) Inc. changed its name to TPK Technology Holdings (Xiamen) Inc. in March 2026.

*Note 3: The manufacturing facilities in Thailand and Vietnam have not yet commenced formal operations as of 2025; therefore, EHS data have not been included.





2.1.1 Corporate Culture

We uphold a people-centered corporate culture and adhere to the principles of “Innovation, Agility, Practicality, Simplicity, and Discipline” in our approach to work. Every member of the TPK team is expected to embody four key qualities: Love, Integrity, Responsibility, and Respect. Guided by the belief that “Success means the right people doing the right things,” we are committed to creating a better future for both TPK and all our employees.

以人為本



新速實簡

Principles

Innovation Agility Practicality Simplicity Discipline



Key Qualities

Love Integrity Responsibility Respect

2.1.2 Products

TPK, a leader in touch product solutions, offers a wide range of products across various consumer and industrial applications. Our touch solutions are used in devices of all sizes, including mobile phones, tablet PCs, notebooks, ultrabooks, all-in-one computers, automotive monitors, and large-sized touch solutions.

In addition, TPK's comprehensive touch solutions are extensively utilized in various sectors, including retail (cash registers, self-checkout systems), services (hotels, VIP lounges), banking (ATMs, customer service systems), airport services (check-in systems, navigation systems), automotive, gaming, gaming systems, and industrial control systems.

Main Business Activities

TPK and its subsidiaries primarily engage in the research, development, production, and sales of touch modules, touch display modules, and conductive glass.

Key Products and Business Proportions

Unit: NT\$ thousand

Products	2023		2024		2025	
	Amount (NT\$000')	Ratio (%)	Amount (NT\$000')	Ratio (%)	Amount (NT\$000')	Ratio (%)
Touch Modules	62,984,217	90.16	57,484,407	83.46	53,646,761	85.38
Others	6,877,014	9.84	11,389,211	16.54	9,188,945	14.62
Total	69,861,231	100.00	68,873,618	100.00	62,835,706	100.00

Current Product Portfolio

Touch Products

The company's primary products include a range of touch module solutions and precision optical-mechanical-electrical module lamination services. Key applications of these products are as follows:

Below 7 inches

Wearable devices, smart IoT devices, e-readers, smartphones, etc.

Tablet PCs, e-notebooks, etc.

7 inches (inclusive) to below 11 inches

11 inches (inclusive) to 16 inches

Large tablets, 2-in-1 computers, notebooks, etc.

All-in-One PCs, interactive whiteboards, etc.

16 inches (inclusive) and above

Smartphones



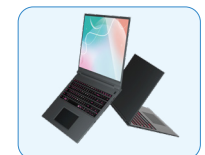
Tablet PCs



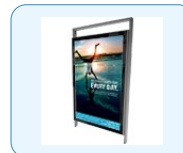
All-in-One PCs



Notebooks



Large-Size Integration Solutions



Smart Speakers



Foldable Touch Displays



Smartwatches



In-Vehicle Smart Displays



Handheld Con



In addition to the aforementioned touch-related products, the company has actively transformed its offerings in recent years by expanding into other product categories beyond touch technologies, as follows:

- 1 3D-printed components for consumer products
- 2 LiDAR Module Assembly for Automotive Applications

New Business Products

Sports Helmets



Electric Off-road Vehicles



Ultralight Running Shoes



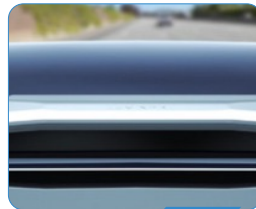
Motion Capture Gloves



Smart Mattresses



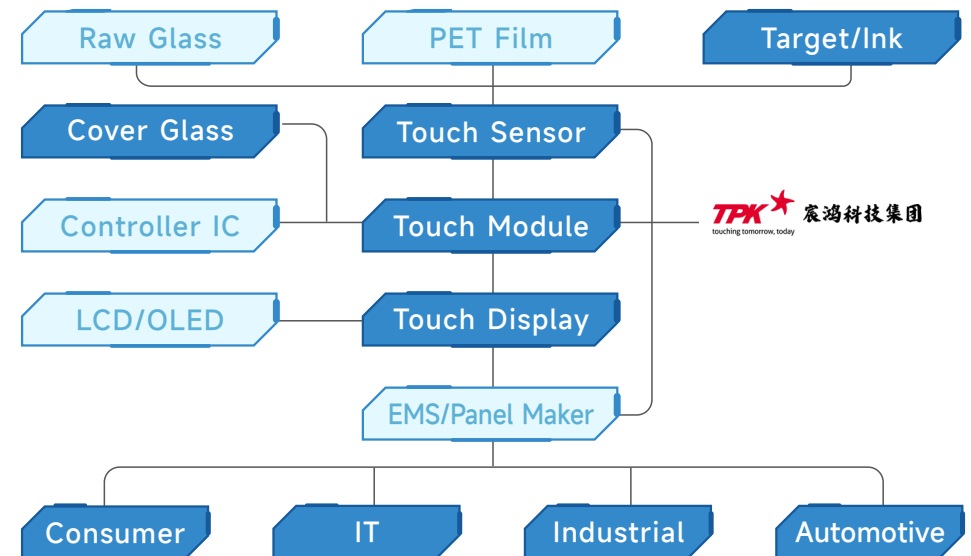
Automotive LiDAR



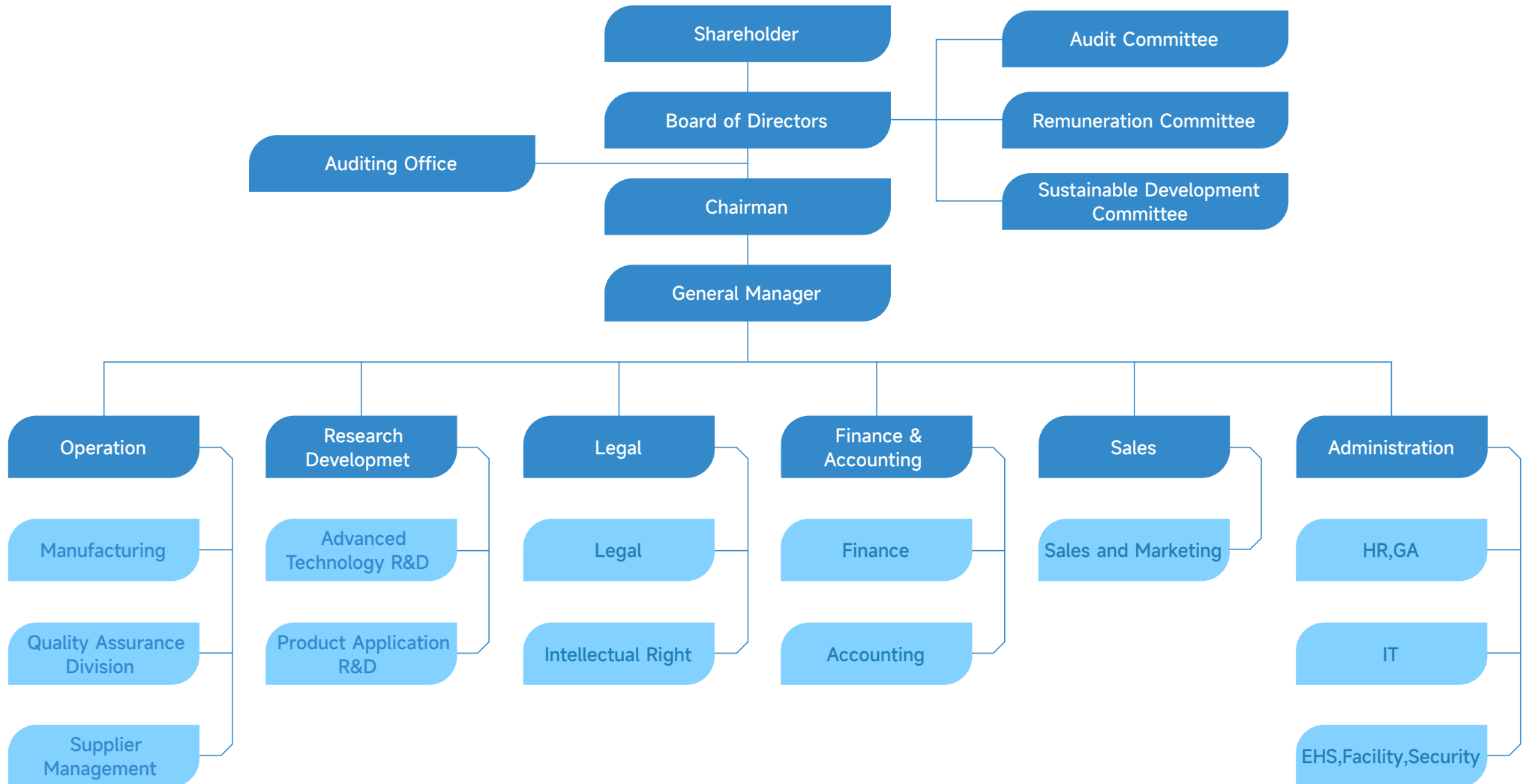
2.1.3 TPK Holding's Role Across the Industry Value Chain

TPK provides comprehensive projected capacitive touch solutions and is positioned in the mid-to-downstream segments of the overall industry value chain. Upstream suppliers include raw material providers such as glass substrates, chemical materials, nano-silver ink, and PET film. The midstream segment includes suppliers of touch sensors (e.g., ITO film, SNW film, and ITO glass), flexible printed circuits (FPCs), adhesives, and controller ICs. Also classified in the mid-to-downstream segments are suppliers of LCD panels, OLED panels, and protective covers. Downstream are the system integrators.

TPK possesses a wide range of technological capabilities, including ITO coating, nano-silver coating, photolithographic etching, laser engraving, glass cutting, as well as lamination of flexible circuits, protective covers, and LCD panels. The Group also offers services for strengthening, surface treatment, and cutting of protective glass. Through vertical integration across the value chain, the Group delivers comprehensive technical services to its customers, thereby enhancing production efficiency, shortening the lead time from product design to mass production, and enabling rapid response to the fast-paced changes and shortened product life cycles in the 3C (computer, communication, consumer electronics) industry. An illustration of the touch panel industry value chain is provided below:



2.1.4 Organizational Structure



2.2 Business Performance

TPK Holding Co., Ltd. is headquartered in Taiwan and has established marketing bases across the globe. In the field of touch solutions, the Company leverages its advanced technological capabilities to offer customers cutting-edge and diversified touch solutions, thereby strengthening partnerships and engaging in the early stages of new product design to accurately capture market trends. In other product areas, the Company draws on its extensive experience in mass production to support customers in commercializing and scaling up advanced technologies in a timely manner, allowing them to stay ahead of future developments. TPK has long adhered to its three-pronged strategy of customer diversification, technology diversification, and product diversification to enhance its organizational resilience.

Unit: NT\$ million

Item	2022	2023	2024	2025
Revenue ^{Note1}	97,181	69,861	68,874	62,836
Operating Costs ^{Note2}	93,066	66,631	65,972	58,885
Employee Salaries and Benefits ^{Note3}	2,106	1,917	1,891	1,754
Payments to Providers of Capital ^{Note4}	1,470	1,687	1,223	1,165
Payments to Government ^{Note5}	678	367	551	799
Economic Value Retained	-139	-741	-763	233

* Note 1: Revenue is defined as net sales plus income from financial investments and sales of assets.

* Note 2: Operating costs include cash payments made outside the organization for the procurement of raw materials, product components, facilities, and services.

* Note 3: Employee wages and benefits refer to the total compensation (including wages and amounts paid on behalf of employees to the government), plus total benefits, excluding training, protective equipment costs, or other expenditures directly related to employees' job functions.

* Note 4: Payments to providers of capital include dividends paid to all shareholders and interest payments made to lenders.

* Note 5: Payments to government include all taxes and penalties paid by the organization in accordance with international, national, and local regulations. This includes, but is not limited to, value-added taxes, income taxes, and property taxes.

* Note 6: Community investments are not disclosed for 2025 due to the absence of a data collection mechanism.



2.3 Sustainability Philosophy

2.3.1 Sustainability Vision and Strategy

To realize the sustainable development vision and mission of TPK Group, we have adopted Environment, Social, and Governance (ESG) as our core pillars. We are progressively establishing a comprehensive sustainability framework encompassing the following key themes: " Enhance Governance, Foster Integrity for Mutual Success," " Innovating for the Future,Building Sustainability Together," " Green Smart Manufacturing, Thriving Together with the Environment," " Foster a Healthy and Safe Workplace," and " People-Oriented, Social Prosperity." Through these initiatives, we aim to guide the company toward long-term sustainable growth.



Vision

As a long-standing leader in touch technology, TPK Group has consistently invested significant R&D resources in innovative materials and advanced manufacturing processes for touch solutions. Through a robust patent strategy, the Company secures its competitive edge in the touch industry. In addition to launching mass-produced products with superior performance and cost advantages over traditional materials, our mid- to long-term development goals focus on identifying industry trends, exploring potential collaboration opportunities, and driving business diversification—thereby strengthening our market position in the technology sector.



Mission

We continue to strengthen our core competencies in production management, process development and design, and equipment innovation to enhance yield rates, efficiency, and productivity. These efforts aim to reduce production costs and sustain the Company's competitive advantage. At the same time, we actively seek strategic alliances with key raw material suppliers to secure cost advantages in materials sourcing.



Value

In the area of touch products, TPK Group leverages its technological leadership to offer customers cutting-edge and diversified touch solutions, thereby strengthening long-term partnerships. By engaging early in the product design phase, we are able to accurately capture market trends and support customers with forward-looking solutions. Beyond touch products, the Group continues to capitalize on its extensive experience in mass production to assist clients in rapidly commercializing their advanced technologies, enabling early market deployment. TPK Group remains committed to its long-standing strategy of customer, technology, and product diversification to reinforce organizational resilience and ensure sustainable growth.

Sustainable Development Policy



Compliance and
Self-Discipline,
People-Centered
Approach



Lean Innovation
and Steady
Operations



Green Smart
Manufacturing
and Environmental
Synergy



Harmonious
Growth and
Sustainable
Development

Sustainable Strategy: TPK Group's Blueprint for Sustainable Development

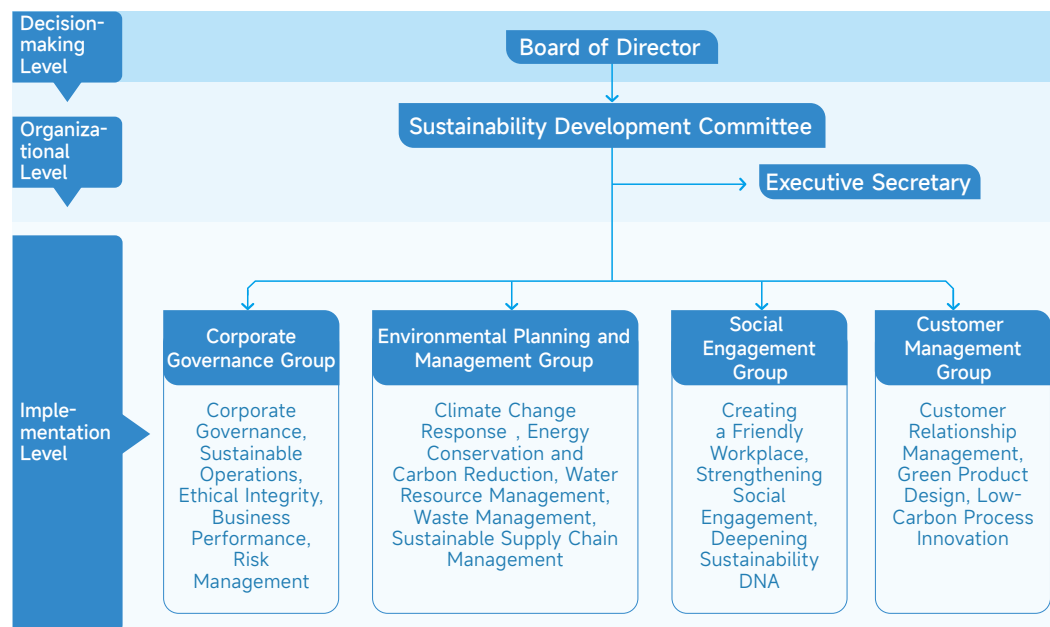
With a strong global perspective and a deep sense of social responsibility, TPK Group has embedded sustainability into the core of its corporate strategy. Embracing sustainability as a central pillar of growth, the Group actively responds to the United Nations Sustainable Development Goals (SDGs), with a particular focus on 14 priority goals. Through this commitment, we are advancing comprehensive sustainable development and building an integrated sustainability framework that spans production, management, and the ecological environment.



2.3.2 Sustainability Development Committee

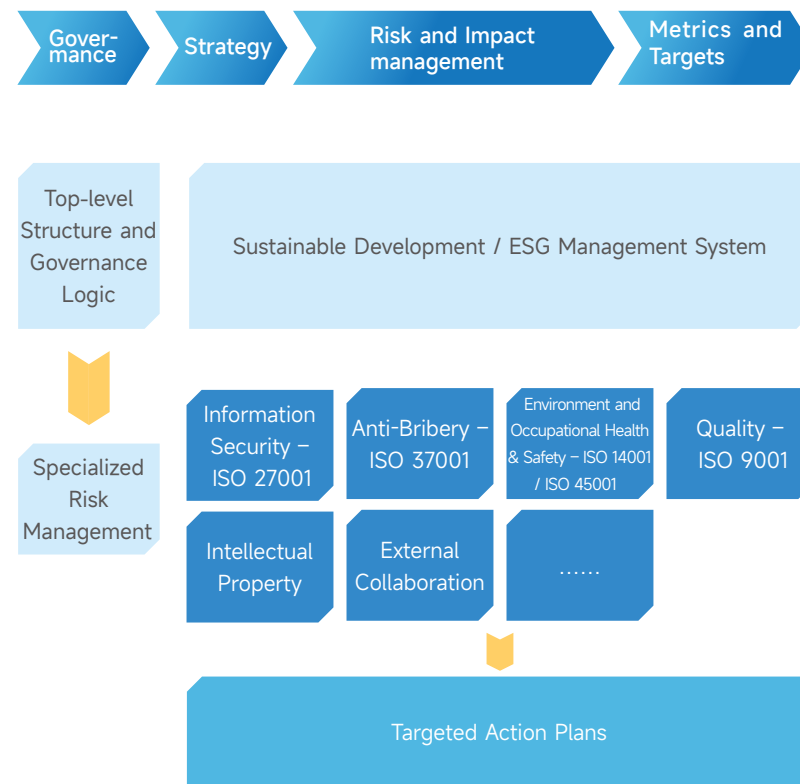
To fulfill the vision and mission of its ESG policies, TPK established the "Sustainability Development Committee" in the first quarter of 2023 as the Company's highest-level decision-making body for sustainability. The committee is chaired by the Chairman of the Board, with the CEO serving as Vice Chair and the Executive Vice President appointed as Executive Secretary. Under its framework, four subgroups have been established- Corporate Governance, Environmental Planning and Management, Social Engagement, and Customer Engagement, which work in collaboration with senior executives from each business unit to assess core operational capabilities and develop mid- to long-term sustainability plans. The Sustainable Development Committee includes members from various departments across TPK Group's offices and production sites in Taiwan and Mainland China. Each subgroup convenes annually to discuss, plan, and review its goals and implementation progress. In accordance with the TPK Holding Co., Ltd. Sustainability Best Practice Principles, the Committee reports to the Board of Directors at least once per year. To further strengthen the Board's oversight of sustainability matters, TPK Group has formulated a Group Sustainability Management Policy tailored to its operations. The policy outlines the following guiding principles: Compliance and Self-Discipline, People-Centered Approach; Lean Innovation and Steady Operations; Green Smart Manufacturing and Environmental Synergy; Harmonious Growth and Sustainable Development.

Sustainability Development Committee Organizational Structure



2.3.3 Sustainable Development System

In compliance with the "Practical Guidelines for Sustainable Development of Listed and Over-the-Counter Companies," GRI Sustainability Reporting Standards, IFRS S1, IFRS S2 (International Financial Reporting Standards-Sustainability Disclosure Standards), and other relevant standards, and in alignment with global sustainability trends, TPK Group initiated the development of its sustainability framework in 2024. Using the four pillars of ISDS-Governance, Strategy, Impact, Risk and Management, and Indicators and Objectives-as its core structure, the group has implemented the PDCA cycle management model to systematically drive the implementation of sustainability initiatives and continuously optimize its ESG and sustainable operations practices.



2.4 Honors and Recognitions

2.4.1 Honors and Recognitions

Sustainable Honor



Supplier Collaboration Assessment

Level **A**

Water Safety Level **A-**

Climate Change Level **B**



Responsible Business Alliance

Advancing Sustainability Globally

**Awarded the
RBA Silver-Level
Certificate**

(TPKG and TPKGJM)



TIP Taiwan Sustainability Assessment

has received an **AA** rating



SGS

**Sustainable
Development Model**



The Group's Carbon-Reduction Targets

SBTi Validation



Laggard Below avg. Average Above avg. Leaders

Clarity AI ESG Rating

Highest Leaders Tier, Top

10% of Industry Peers



Selected for Business Weekly's Carbon Competitiveness

**Top 100
Enterprises**



1 Foreword

2 Focusing on Sustainability,
Creating Shared Value

3 Enhance Governance,
Foster Integrity for Mutual
Success

4 Innovating for the Future,
Building Sustainability
Together

5 Green Smart Manufacturing,
Thriving Together with the
Environment

6 Foster a Healthy and Safe
Workplace

7 People-Oriented, Social
Prosperity

Appendix

2.1 Company Overview | 2.2 Business Performance | 2.3 Sustainability Philosophy | **2.4 Honors and Recognitions** | 2.5 Material Topics and Stakeholder

Government Approval

TPK actively cultivates local talent and enhances overall industrial development. This year, it has received the following government honors:

Green Development

2025/7

**Xiamen Green Supply Chain
Management Company**
TPK Touch Solutions (Xiamen) Inc.



2025/12

Top 10 Green Enterprises in Xiamen (Ranked 6th)
TPK Touch Solutions (Xiamen) Inc.



2025/12

**Top 10 Green Enterprises in Xiamen
(Ranked 7th)**
TPK Advanced Solutions Inc.



2025/12

Xiamen Zero-Waste Factory
TPK Glass Solutions (Xiamen) Inc.



2025/12

**Xiamen Municipal Pilot for Digital
Energy-Carbon Management Center**
TPK Glass Solutions (Xiamen) Inc.



2025/12

**Xiamen Benchmark for Collaborative Innovation of
Pollution-Reduction & Carbon-Mitigation**
TPK Advanced Solutions Inc.



Quality Management

2025/12

Best Partner Award in 2025
TPK Advanced Solutions Inc



Social Recognition

2025/6

Key Industrial Enterprises in Xiamen

TPK Touch Solutions (Xiamen) Inc.
TPK Advanced Solutions Inc.
TPK Glass Solutions (Xiamen) Inc.
XiaMen Jan Jia Optoelectronics Co., Ltd.
TPK Film Solutions (Xiamen) Inc.

2025/11

**Top 100 Manufacturing Enterprises in
Fujian (Ranked 70th)**

TPK Touch Solutions (Xiamen) Inc.



2025/11

**Top 100 Manufacturing Enterprises in
Fujian (Ranked 80th)**

TPK Advanced Solutions Inc.



2025/11

**Top 100 Strategic Emerging Industry
Enterprises in Fujian(Ranked 13th)**

TPK Touch Solutions (Xiamen) Inc.



2025/11

**Top 100 Strategic Emerging Industry Enterprises
in Fujian (Ranked 24th)**

TPK Advanced Solutions Inc.



2025/11

**Top 100 Strategic Emerging Industry Enterprises
in Fujian (Ranked 49th)**

TPK Glass Solutions (Xiamen) Inc.



2025/12

**Top 100 Enterprises in Xiamen
(Ranked 37th)**

TPK Touch Solutions (Xiamen) Inc.



2025/12

**Top 100 Enterprises in
Xiamen(Ranked 53th)**

TPK Advanced Solutions Inc.



2025/12

**Top 100 Enterprises in
Xiamen(Ranked 91th)**

TPK Glass Solutions (Xiamen) Inc.



2025/12

**Top 10 Taiwanese-invested Enterprises
in Xiamen (Ranked 3th)**

TPK Touch Solutions (Xiamen) Inc.



2025/12

**Top 10 Taiwanese-invested Enterprises
in Xiamen (Ranked 5th)**

TPK Advanced Solutions Inc.



2025/12

**Super-Scale Tax-paying
Enterprise**

TPK Touch Solutions (Xiamen) Inc.



2025/12

**Key Enterprise in Xiamen's
Future Industries**

TPK Advanced Solutions Inc.



2.4.2 Participation in External Organizations

In addition to enhancing its own product competitiveness, TPK actively communicates with various stakeholders. By participating in industry-related associations, TPK engages in constructive interactions with association members, staying informed about the latest industry trends.

Association	Role
TAIWANESE CHAMBER OF COMMERCE XIAMEN	Vice President
Xiamen Torch High-tech Zone Industry Association	Vice President
Xiamen Emergency Management Association	Director
Xiamen Inspection, Testing and Certification Association	Director (TPKQ)
Xiamen Science and Technology Service Industry Association	Member
Xiamen New Materials Industry Association	Member
Xiamen Optoelectronic and Semiconductor Industry Association	Member
Fujian Society for Measurement	Director
Fujian Society for Measurement	Director
Sensors and IoT Industry Association	Member
Fujian Province New Energy Technology Industry Promotion Association	Member
Xiamen Straits Federation for Sustainable Business	Member
Xiamen Association For Medical Devices	Member

2.4.3 Key Events and Exhibitions

In the grand journey of industrial symbiosis, site visits and exchanges spark the collision of ideas, while external collaborations serve as the bridge for resource integration. Like scattered starlight in the night sky—seemingly modest yet powerful in unity—they converge into a blazing torch that lights the path ahead. Embracing the philosophy of “openness and collaboration, moving forward together,” the TPK Group continues to build a “value co-creation ecosystem” through multidimensional interactions and partnerships, advancing toward technological innovation and industrial transformation.

Green Low-Carbon & Optoelectronics Industry Sustainable Development Salon Successfully Held

On May 28, 2025, to promote green and low-carbon development in the photovoltaic industry, the Fujian Provincial and Xiamen Optoelectronic and Semiconductor Industry Association jointly organized a salon titled "Green Low-Carbon Development and



Sustainable Growth for the Photovoltaic Industry" with TPK Touch Solutions (Xiamen) Co., Ltd. The event focused on pathways and methodologies for corporate green transformation, addressing key challenges such as inadequate policy understanding, unfamiliarity with operational processes, and difficulties in achieving technological breakthroughs, while offering practical solutions to help enterprises move toward a sustainable future.

Green Low-Carbon and Sustainable Development" Visit Activity by Xiamen Small and Medium-sized Enterprises Service Industry Association

On July 29, 2025, the Xiamen Small and Medium-sized Enterprises Service Industry Association organized a visit by representatives from its member units to TPK Touch Solutions (Xiamen) Co., Ltd. aimed at strengthening collaboration and exchange among members and supporting small and medium enterprises in pursuing sustainable development focused on safety, environmental protection, and energy



efficiency. The event sought to demonstrate how service providers can expand opportunities for SMEs and provide insights into sustainability policies. During the session, TPK representatives shared their experience as a green and low-carbon demonstration enterprise and their expertise in zero-cost energy conservation solutions, helping participants gain a deeper understanding of TPK's national-level green factory model and its service offerings, thereby fostering in-depth exchanges of sustainable practices among businesses.

"Enhance Synergy through Communication, Achieve Win-Win via Integrity" – Supplier Exchange Meeting

From August to October 2025, to advance sustainable supply chain development and foster a collaborative ecosystem built on trust, TPK Group organized four supplier networking events, where the management team engaged in in-depth discussions with representatives from 44 invited key suppliers. These sessions, grounded in principles of trustworthy cooperation, established two-way communication channels, enhanced industrial chain synergy, strengthened stable partnerships between the Group and its suppliers, jointly safeguarded a clean business environment, laid the foundation for fair competition, and promoted mutual prosperity and long-term growth for both TPK Group and its partners.



2.4.4 Government Support

On April 15, 2025, a delegation led by the Deputy Secretary of the Xiamen Municipal Party Committee visited TPK to gain an in-depth understanding of the company's operations and encouraged its continued growth.



On August 21, 2025, a delegation led by officials from the National Development and Reform Commission visited TPK to assess the company's production and operational conditions.



On November 14, 2025, the Mayor of Xiamen and a delegation of officials visited TPK to conduct research, listen to the company's needs, and support its high-quality development.



TPK Joins Hands with Torch to Build a Green Ecosystem and Launch One-Stop "Energy-Saving & Carbon Reduction" Services

On September 19, 2025, Xiamen Torch Logistics Co., Ltd. (hereinafter "Xiamen Torch Logistics ") held a signing ceremony and product briefing for its one-stop service partnership on energy conservation and carbon reduction with TPK Group at the Xiamen Torch High-Tech Zone.



Nearly 100 attendees—including the Deputy Secretary-General of the Xiamen Straits Federation for Sustainable Business, representatives from both companies, ecological partners, and entrepreneurs committed to sustainable development—attended the event, jointly witnessing this pivotal moment in advancing the green transformation of regional industries.

2.5 Material Topics and Stakeholder

2.5.1 Value Chain and Stakeholders

To identify key stakeholders, TPK continuously applies the five assessment principles of the ISAE 3000 stakeholder engagement standard: accountability, influence, interest, diversity of perspectives, and dependency. This process has led to the identification of six key stakeholder categories.

Value Chain Overview

Value Chain	Upstream Supply	Enterprise Operations	Downstream Products
Activity	Raw material supply Energy supply 	Manufacturing Sales Employee Environmental resource utilization	Waste and Resource Recycling Customer
Affected Parties	Suppliers or other business partners	Employees, shareholders, and investors	Customers, government agencies, communities
Potential Positive Impact	Promote green procurement and sustainable supply chain management; Increase employment opportunities	Product revenue; Using renewable energy to reduce greenhouse gas emissions; Promote the research and development of green products; Caring for employees	Reduce downstream greenhouse gas emissions; Community care and promotion of social welfare
Potential Negative Impacts	Supplier social responsibility governance, upstream nature Resource consumption, greenhouse gas emissions	Enterprise manufacturing affects natural resource consumption, greenhouse gas emissions, and employee rights	Generate waste; Government compliance supervision; Customer rights maintenance
Response Chapter	4.5 Sustainable Supply Chain 5 Green Smart Manufacturing, Thriving Together with the Environment 	4 Innovating for the Future, Building Sustainability Together 6 Foster a Healthy and Safe Workplace 7 People-Oriented, Social Prosperity 	3 Enhance Governance, Foster Integrity for Mutual Success 4 Innovating for the Future, Building Sustainability Together 5 Green Smart Manufacturing, Thriving Together with the Environment

Stakeholder Consultation Meeting

TPK has established comprehensive and effective communication channels to accurately understand stakeholders' concerns and specific feedback. The company actively responds to, reviews, and improves based on these insights.

Stakeholder	Significance for the Group	Focus Issues	Communication Channels	Communication Unit	Frequency
 Government	Government agencies oversee and audit the company's compliance with various regulations.	» Climate Change Response » Energy Management » Emission Management » Water Resource Management » Biodiversity » Green Products and Circular Economy » Sustainable Supply Chain » Innovative Research and Development, and Smart Manufacturing » Chemical Substance Management » Talent Cultivation and Development » Talent Attraction and Retention » Occupational Safety and Health » Social Prosperity » Human Rights Protection	Material Issues Survey	Sustainability Committee	Annually
			Official Letters	All company Unites	Irregular
			Participation in Policy and Regulatory Promotion Meetings, Coordination Meetings, Surveys, Training Courses	All company Unites	Irregular
			Phone, Email, Electronic Communication Platforms	All company Unites	Real-time
			Public Information Observatories	Financial Accounting Department	Real-time
 Shareholders/ Investors	Investors are the company's supporters, and the company must protect their rights and treat all investors fairly, ensuring they have full awareness, participation, and decision-making rights regarding major corporate matters.	» Investor Relations and Shareholder Equity » Innovative Research and Development, and Smart Manufacturing » Water Resource Management » Talent Attraction and Retention » Human Rights Protection » Energy Management » Water Resource Management » Biodiversity » Green Products and Circular Economy » Climate Change Response » Emission Management » Product Responsibility and Safety » Business Ethics and Compliance » Sustainable Supply Chain » Information Security » Human Rights Protection » Multiculturalism	Material Issues Survey	Sustainability Development	Annually
			Shareholders' Meeting	Financial and Accounting Department	Annually
			Annual Report	Financial and Accounting Department	Annually
			Institutional Investor Conference	Financial and Accounting Department	Biannually
			Corporate Website	Financial and Accounting Department	Real-time
			Public Information Observatories	Financial and Accounting Department	Real-time
			Company Spokesperson System	Financial and Accounting Department	Real-time
			Shareholder Services Center	Financial and Accounting Department	Real-time
			Complaint and Suggestion Mailbox, Hotline	Financial and Accounting Department	Real-time
 Customers	Customers are the company's main source of revenue. The company regards product quality and safety, as well as after-sales service, as its highest commitments to customers. Maintaining high customer satisfaction helps increase customer loyalty.	» Climate Change Response » Energy Management » Customer Relationship Management » Product Responsibility and Safety » Business Ethics and Compliance » Green Products and Circular Economy » Emission Management » Biodiversity » Talent Attraction and Retention » Human Rights Protection » Occupational Safety and Health » Multiculturalism	Material Issues Survey	Sustainability Committee	Annually
			Customer Satisfaction Surveys	Business Units of Each Factory	Annually
			Customer Visits	Business Units of Each Factory	Irregular
			Phone, Email, Written Communication	Business Units of Each Factory	Real-time

Stakeholder	Significance for the Group	Focus Issues		Communication Channels	Communication Unit	Frequency
 Supplier or Other Business Partners	Maintaining long-term positive interactions with suppliers ensures the stable supply of raw materials, components, and services. Additionally, taking joint actions with suppliers can effectively prevent environmental pollution and labor rights violations.	» Sustainable Supply Chain » Product Responsibility and Safety » Emission Management » Energy Management » Water Resource Management » Information Security	» Chemical Substance Management » Customer Relationship » Occupational Safety and Health » Business Ethics and Compliance » Talent Cultivation and Development » Social Prosperity for All » Human Rights Protection	Material Issues Survey	Sustainability Committee	Annually
				Visits, On-site Audits, and Evaluations	Procurement Units of Each Factory	Irregular
				Phone, Email, Written Communication	Procurement Units of Each Factory	Real-time
				Supplier Exchange Meetings	Procurement Units of Each Factory	Annually
 Employees	Employees are the indispensable foundation of the company's operations. The company is committed to providing a workplace environment that supports employees' physical and mental well-being and offers diverse development opportunities, allowing them to work without worries.	» Innovative Research and Development, and Smart Manufacturing » Information Security » Emission Management » Water Resource Management » Chemical Substance Management	» Product Responsibility and Safety » Energy Management » Attracting and retaining talent » Talent Cultivation and Development » Human Rights Protection » Occupational Safety and Health	Material Issues Survey	Sustainability Committee	Annually
				Safety and Health Committee Meetings	Safety and Health Committee	Quarterly
				Labor-Management Meetings	Human Resources Units of Each Factory	Quarterly
				Internal Company Website, Newsletters	Human Resources Units of Each Factory	Irregular
				Complaint and Suggestion Mailbox, Hotline	Human Resources Units of Each Factory	Real-time
 Communities	The goal of sustainable work is to achieve mutual prosperity with society, enhancing the positive impact on society through social feedback.	» Water Resource Management » Climate Change Response » Emission Management » Biodiversity » Business Ethics and Compliance	» Information Security » Chemical Substance Management » Social Mutual Prosperity » Human Rights Protection » Product Responsibility and Safety	Material Issues Survey	Sustainability Committee	Annually



2.5.2 Material Topics Analysis

In response to evolving sustainability practices and indicator trends, the Sustainability Committee of TPK Group developed a list of sustainability themes based on GRI standards, focusing on key domestic and international sustainability issues and industry priorities. Drawing on the GRI 2 and GRI 3 guidelines for identifying substantive themes as well as the dual-importance principle of IFRS S1, the committee designed and released a 2025 ESG Material Topics Survey Questionnaire to assess and identify key ESG topics for 2025. The overall analysis process is as follows:

Material Topics Identification Process

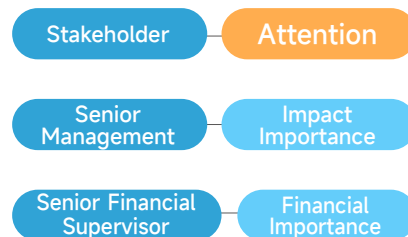
Theme Identification 01

- Reference report standards
ESG standards: GRI, IFRS S1, S2, etc
International initiatives: SDGs, RBA, SBTi, etc
Capital market rating requirements: CDP, EcoVadis, Morningstar, etc
- Global economic and policy trends
- Market Trends
- Stakeholder communication
- Sustainable Development Strategy and Needs of the Group



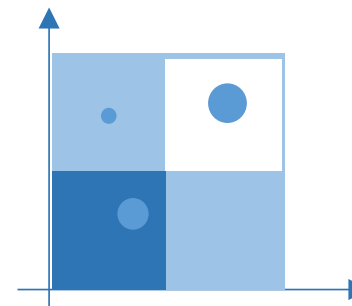
Importance Evaluation 02

- Targeting different categories and hierarchical relationships of personnel ESG themed questionnaire



Topic Analysis 03

- Based on research findings, complete the double materiality analysis and identify material topics in combination with stakeholder concern levels.



Confirmation of Material Topics 04

- Confirm the materiality of topics based on the matrix chart analysis results, and generate the list of material topics.
- The list of material topics is discussed and approved by the Sustainable Development Committee.



Step 1: Topic Identification

Referring to international standards such as GRI, IFRS S1, S2, and the Sustainable Development Goals, as well as Section 2.5.1 on Value Chain and Stakeholder Identification (including stakeholder concerns), and considering the operational context of the photovoltaic industry, the TPK Sustainability Committee has identified 20 sustainability themes for 2025 to establish the thematic framework for this annual report and disclose relevant sustainability performance.

The 2025 TPK List of Sustainability Topics is set out below:

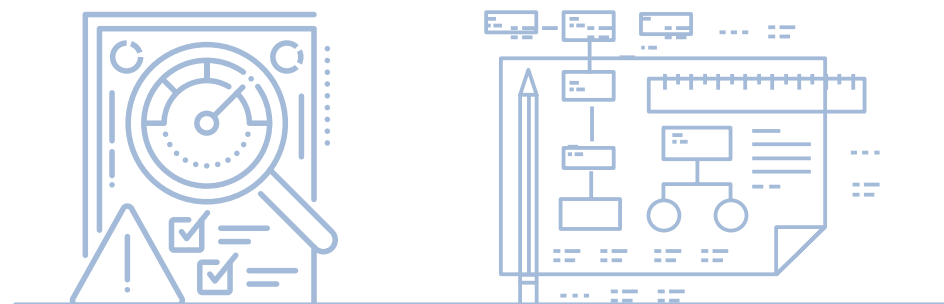
Impact Dimension	Topic Name
Environment	Emission Management* (Air Pollution, Waste Discharge)
	Climate Change Response
	Energy Management
	Chemical Substance Management
	Water Resource Management
	Biodiversity
	Green Products and Circular Economy
	Sustainable Supply Chain
Governance	Business Ethics and Compliance*
	Innovative Research and Development, and Smart Manufacturing
Social	Investor Relations and Shareholders Equity*
	Information Security
	Product Responsibility and Safety
	Occupational Safety and Health
	Talent Attraction and Retention
	Human Rights Protection
	Customer Relationship Management
	Talent Cultivation and Development
	Social Prosperity
	Multiculturalism

* Note: The asterisk (*) indicates a new topic added this year.

Step 2: Materiality Assessment

Design and distribute an online questionnaire for relevant stakeholders to complete. The distribution method is as follows:

Material Topics Questionnaire	Recipients	Group
Financial Materiality Questionnaire	Senior Management	Head of the Finance Department
Impact Materiality Questionnaire		Other Senior Management Officers
		Employee
	Stakeholder	Customer
		Supplier
Topic-Concern Questionnaire		Shareholder/Investor
		Government (including associations)
		Community and the Public



Step 3: Topic Analysis

Through double materiality matrix analysis and with reference to the Group's sustainability operation strategy, the Sustainable Development Committee has approved the ten material topics for the current year. The management approaches and related disclosure items for each material topic will be elaborated in this report.

* Note: The evaluation weight divides the matrix into four quadrants. Significance of Impact ($Y > 3.75$), Financial Significance ($X > 3.45$).

Matrix Partitioning	Double Materiality Determination	Materiality Determination
3	Double Materiality	Larger bubbles represent material topics Topics with medium-sized or smaller bubbles may be selected as material topics
2	Impact Materiality	Large-sized bubbles: may be selected as material topics
2	Financial Materiality	Large-sized bubbles: may be selected as material topics
1	Excluded Under both Dimensions of Materiality	None selected



Environment topics

- 4 Emission Management (exhaust gas, waste discharge)*
- 7 Sustainable Supply Chain
- 12 Green Products and Circular Economy
- 15 Climate Change Response*
- 17 Energy Management*
- 18 Water Resources Management
- 20 Biodiversity

Social topics

- 5 Talent Attraction and Retention*
- 6 Occupational Safety and Health*
- 10 Talent Cultivation and Development
- 11 Human Rights Protection *
- 13 Social Co Prosperity
- 19 Multiculturalism

Governance topics

- 1 Product Responsibility and Safety*
- 2 Business Ethics and Compliance*
- 3 Information Security*
- 8 Innovative R&D and Intelligence*
- 9 Customer Relationship Management
- 14 Investor Relations and Shareholders
- 16 Chemical Substance Management

Step 4: Confirmation of Material Topics

2025 List of Material Topics

Impact Dimension	Topic Name	Double Materiality		High Stakeholder Concern
		Impact Materiality	Financial Materiality	
Environment	Climate Change Response	●	●	●
	Energy Management	●		●
	Emission Management (Air Pollution, Waste Discharge)	●		●
Governance	Information Security*	●	●	●
	Business Ethics and Compliance*	●	●	●
	Product Responsibility and Safety	●	●	●
	Innovative Research and Development, and Smart Manufacturing	●	●	
Social	Occupational Safety and Health	●	●	●
	Talent Attraction and Retention		●	●
	Human Rights Protection*		●	●

* Note 1: In 2025, the list of topics was assessed and revised; a total of 20 topics were used to conduct the Sustainable Development Theme Survey and the Human Rights Survey, ultimately resulting in the identification and confirmation of 10 material topics.

* Note 2: Items marked with "*" are material topics added in 2025. Based on the results of the material topics survey and the dual-importance matrix analysis, "Information Security," "Business Ethics and Compliance," and "Human Rights Protection" were identified as topics of high concern for all stakeholders this year and thus included in the list of material topics, with corresponding management policies disclosed; whereas "Customer Relationship Management" and "Chemical Substance Management" were excluded from the list of material topics according to this year's assessment results.

2.5.3 Material Topics Management

+ Positive Impact
 - Negative impacts
 ● Opportunity
 ▲ Risk

Topic Page	Material Topics	SDGs Goals	GRI Standards Correspondence	Meaning/ Material	Impact Materiality	Financial Materiality	Management Policies/ Meanings/Actions
 Governance	Business Ethics and Integrity	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	GRI205 GRI206	TPK practices the corporate value of "integrity," consistently adhering to ethical standards and upholding business ethics. This approach helps regulate operational conduct, safeguard market trust, establish a robust moral foundation for high-quality corporate development, and effectively protect the interests of all stakeholders.	+ Adhere to business ethics, operate in compliance, protect the rights of all stakeholders, and maintain a healthy business environment. - Unfair practices such as dishonesty and unfair competition will harm the fundamental rights of all stakeholders.	● Maintaining a high level of business ethics and compliance can enhance trust from customers or other stakeholders, improve reputation, and reduce legal and financial risks. ▲ Violating business ethics and compliance requirements may lead to legal issues, sanctions, financial losses, damage to reputation, and the loss of customers or other stakeholders.	See Chapter 3.1.2 Business Integrity
	Innovative Research and Development, and Smart Manufacturing	 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	GRI3-3	As the touch technology industry enters a stable, mature phase of development, innovation-driven research and development has become increasingly vital. The importance of innovative R&D management manifests in two key aspects: how to strengthen R&D efforts and optimize design processes to actively foster independent new product development and structural simplification; and how to reduce costs while promoting the use of green materials, developing sustainable supply chains, and establishing environmentally friendly manufacturing facilities to realize the production of green products.	+ Promoting smart manufacturing and developing green products provide core support for the company's long-term development. - Relying on traditional manufacturing methods and failing to incorporate green elements into products can easily hinder business development.	● Continuously enhance the company's competitiveness and leadership within the industry, steadily strengthen R&D capabilities, and develop advanced processes and competitive products to more proactively meet the rapidly evolving market demands and expectations, thereby improving overall market performance. ▲ The process of technological innovation may fall behind industry-leading standards, leading to resource waste and potentially undermining a company's competitive advantage. Furthermore, negative incidents related to intellectual property rights could trigger legal disputes.	See Chapter 4: Innovating for the Future, Building Sustainability Together
	Information Security	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	GRI418	In the era of the digital economy, information security and customer privacy are no longer merely technical issues; they have become the very lifeline and brand asset of any enterprise.	+ Implementing cybersecurity and privacy measures can deepen customer trust, avoid severe legal penalties, enhance brand competitiveness, and turn compliance into tangible benefits in the digital age. - Neglecting cybersecurity and privacy will lead to data breaches, resulting in severe legal penalties, operational disruptions, and a collapse of reputation, ultimately eroding customer trust and market competitiveness.	● Enhancing cybersecurity and privacy measures can reduce compliance fines and litigation costs, boost brand value and customer retention, accelerate international market entry, and transform compliance expenses into long-term benefits and competitive advantages. ▲ Information security management requires investment of human resources, technology, and capital, which can create significant cost pressures. Negative incidents related to information security and privacy breaches may result in substantial losses—including exorbitant fines, compensation lawsuits, and operational disruptions—as well as the loss of customers and investors due to a reputational collapse.	See Chapter 3.3 Information Security and Customer Privacy.
 Social	Product Responsibility and Safety	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	GRI416	As the global manufacturing sector undergoes a transformative era, markets, customers, and investors are placing increasing emphasis on product safety and quality control. Strict adherence to product liability obligations and safety standards not only fundamentally safeguards consumers' health and legal rights but also serves as the cornerstone for mitigating legal risks, protecting corporate brand reputation, and maintaining market competitiveness—while constituting an essential requirement for enterprises to fulfill their social responsibilities and achieve sustainable long-term growth.	+ Strengthening product liability and safety management can effectively establish a compliant and reliable brand image for the company, solidifying market trust and industry standing. - Once a product safety incident or liability dispute occurs, it will directly damage the company's reputation, trigger public skepticism and regulatory penalties, and severely undermine market trust and the foundation for sustainable operations.	● Reducing product defect rates further minimizes resource waste, while high-quality products deliver enhanced experiences for customers and consumers. Therefore, strict adherence to product liability and safety standards lowers compliance costs, boosts product value and market share, and creates stable operations and long-term profitability for businesses. ▲ Neglecting product liability and safety controls may not only lead to customer loss but also expose the company to substantial compensation claims, fines, recall-related losses, and production halts, resulting in significant financial damage and potentially triggering cash flow strains and operational crises.	See Chapter 4.3 Product Responsibility and Safety

Topic Page	Material Topics	SDGs Goals	GRI Standards Correspondence	Meaning/ Material	Impact Materiality	Financial Materiality	Management Policies/ Meanings/Actions
Occupational Safety and Health			GRI403	"People-oriented" is one of the core corporate cultures of TPK Group. The company places great emphasis on managing and enhancing occupational safety and health, prioritizes employees physical and mental well-being, ensures comprehensive safety measures, continuously improves its occupational risk management capabilities, reduces accident risks, and demonstrates both its commitment to compliant operations and its human-centered approach.	✚ Establishing a comprehensive occupational safety and health management system helps improve employees working environment, safeguard their safety and physical and mental well-being, foster a healthy corporate culture, and promote the companys sustainable operations. ✚ Poor working conditions or hazardous work environments can have negative impacts on employees health and safety.	● A healthy and safe workplace can reduce the frequency of safety incidents among employees and potentially lower companies emergency response costs as well as daily operational expenses. ▲ Violations of relevant laws and regulations may result in financial penalties or other losses, damaging the companys reputation and image; occupational hazards and safety incidents can both pose risks to personal safety and corporate property, disrupting normal business operations.	See Chapter 6.1 Occupational Safety and Health.
Talent Attraction and Retention Social			GRI202 GRI401	Attracting and retaining talent is crucial for enhancing a companys competitiveness and ensuring stable business operations. Top-tier professionals serve as vital drivers of technological innovation, management excellence, and value creation; a stable talent pool effectively reduces operational costs, accumulates organizational expertise, preserves corporate culture, and fosters sustainable growth momentum. Effective talent acquisition and retention not only strengthen team cohesion but also build the companys core competitive advantage, laying a solid talent foundation for long-term development.	✚ Effective talent attraction and retention can significantly enhance organizational efficiency, strengthen core competitiveness, ensure the continuous and stable operation of business activities, foster team consensus, build a strong employer brand, and provide solid support for the companys innovative development and strategic implementation. ✚ If talent acquisition proves ineffective and talent retention fails, it can easily lead to gaps in key positions, declining operational efficiency, loss of organizational expertise, weakened team stability and market competitiveness, and even disrupt the companys normal operations.	● Effective talent attraction and retention can reduce recruitment costs, enhance per capita productivity and operational efficiency, help companies optimize resource allocation, seize market opportunities, and achieve value addition, thereby creating favorable conditions for sustained improvement in financial performance. ▲ If talent loss is severe and talent pipeline development is inadequate, it will significantly increase recruitment, training, and trial-and-error costs, reduce asset operational efficiency, delay project advancement and market deployment, directly impact profitability, and lead to potential operational losses.	See Chapter 7.2: Talent Attraction and Retention
Human Rights Protection			GRI406 GRI407 GRI408 GRI409	Human rights are fundamental rights essential for human survival and development, and represent the core foundation for enterprises to fulfill their social responsibilities and achieve sustainable growth. Protecting human rights is not only a fundamental requirement for compliant business operations but also a key pillar for mitigating risks, enhancing value, and ensuring long-term stable development.	✚ Compliance with international human rights standards and the laws and regulations of the companys jurisdiction, while safeguarding employees dignity, safety, health, and legal rights, not only enhances employee stability and productivity but also establishes the companys image as a responsible employer, strengthens trust among customers, the public, and society, and ensures the companys sustainable development. ✚ Violating human rights principles or breaching local human rights laws and regulations not only harms employees fundamental rights, increases staff turnover rates, and reduces productivity, but also exposes the company to administrative penalties, order losses, and damage to its employer reputation, ultimately adversely affecting business operations.	● Complying with international human rights standards and the laws and regulations of the companys jurisdiction ensures employees dignity, safety, health, and legal rights, enhances workforce stability, reduces hidden labor costs for the company, boosts production efficiency, increases customer orders, and improves investor appeal. ▲ By violating human rights principles or breaching local human rights laws and regulations where the company operates, the company may face administrative penalties, labor lawsuits, or other direct fines or compensation liabilities; its employer image will be damaged, customer and market trust will decline, leading to order cancellations and directly impacting revenue.	See Chapter 7.4 Respect for Human Rights

Topic Page	Material Topics	SDGs Goals	GRI Standards Correspondence	Meaning/ Material	Impact Materiality	Financial Materiality	Management Policies/ Meanings/Actions
Climate Change Response			GRI02 GRI201-2	In response to global climate change trends, the regulation of greenhouse gases and climate adaptation policies are crucial components of corporate sustainability. Embracing the core principles of low-carbon development and implementing proactive carbon reduction measures not only aligns with current trends but also demonstrates corporate responsibility.	➕ Implement energy conservation and carbon reduction measures, use green electricity, reduce carbon emissions, and mitigate global warming. ➖ If not effectively controlled, the use of fossil fuels (gasoline, diesel, etc.) will lead to a rise in global temperatures, causing negative impacts on the environment and humanity.	● The climate and energy transition further enhances climate resilience, reduces operating costs, and attracts greater interest from sustainable consumer markets. ▲ The increasing frequency of extreme weather events such as typhoons, stricter policy regulations, and unstable fossil fuel supplies in the future may pose risks including rising costs and operational challenges.	See Chapter 5.2 Climate Change Response
 Energy Management		 	GRI103	Effective energy management and the adoption of renewable energy are fundamental elements in combating climate change and reducing a company's environmental footprint. Through sound energy management, we can minimize energy waste and loss, lower energy costs, and enhance corporate economic efficiency.	➕ Actively utilize renewable energy sources (such as installing solar power systems and using green electricity) to enhance environmental benefits and reduce carbon emissions. ➖ The lack of effective energy management has led to waste, not only increasing the company's operating costs but also exacerbating environmental burdens.	● The use of renewable energy can reduce carbon emissions, enhance product market competitiveness, and potentially drive new sales growth. ▲ Renewable energy sources are scarce and costly to utilize, which could lead to operational instability for TPK and potentially result in higher operating costs or financial losses.	See Chapter 5.3 Energy and GHG Management
Emission Management			GRI306	Compliant management and proper disposal of emissions are essential components of corporate environmental management. By reducing emissions at the source, identifying opportunities for resource recycling during production processes, and promoting recovery for resource utilization, companies can ensure the efficient use of environmental resources, enhance their environmental performance, and minimize negative impacts.	➕ Implement strict management of air pollution and waste disposal to reduce emissions and significantly enhance environmental benefits. ➖ If air pollution and waste generated from company operations are not properly managed, they may cause environmental contamination or damage.	● Effective emissions management can enhance a company's resource utilization efficiency and further reduce operating costs while ensuring compliance. ▲ Non-compliance with emission control laws and regulations may expose the facility to compliance risks, attract complaints from surrounding communities, result in financial losses such as fines, and even lead to administrative penalties including closure of the plant due to illegal emissions.	See Chapter 5.4 Green Circular Economy

03

CHAPTER

Enhance Governance, Foster Integrity for Mutual Success



Performance Results

- 3.1 Business Ethics and Integrity ★ 044
- 3.2 Risk Management 053
- 3.3 Information Security and Customer Privacy ★ 056



98.48

Board Performance Evaluation Score



33.3%

Independent Directors



95.6%

Average Board Attendance Rate



301

Internal Control Checkpoints Audited



94%

Audit Compliance Rate



0

Major Information Security or Virus Incidents



0

Customer Privacy Breaches or Complaints

Business Ethics and Integrity ★: Material Topics

GRI Standards

205: Anti-corruption

206: Anti-competitive Behavior

Policy and Commitment

Governance: TPK consistently upholds its corporate culture of "New Speed, Practical Efficiency, and Integrity; People-Oriented Approach," practices its corporate value of "Integrity," utilizes the Chairman's Office as the driving force for integrity-based business operations, and continuously refines its integrity management system—which integrates institutional frameworks, employee education, and supervision—to ensure that the integrity-based business philosophy is fully implemented throughout the Group.

Policy: Develop the Group's credit-related policies and regulations to standardize credit-based business operating procedures, action guidelines, and educational training content; publish these credit-related policies and regulations on the official website or within the Group's internal systems, thereby facilitating the effective communication of the Group's corporate values of "Integrity" to all relevant parties.

Stakeholder Engagement

Stakeholders: Board of Directors Members, Customers, Suppliers, Employees

Contact channels: Official website, WeChat Official Account, complaints hotline, TPK Integrity mailbox, and postal mail.

Sustainability Indicators	Management Goals	2025 Targets and Progress		2026 Short-Term Goal	2030 Medium-Term Goal	2035 Long-term Goal
		Targets	Progress			
 Corruption, Money Laundering, Unfair Competition, and Conflicts of Interest	Zero Incidents	Zero incidents		Zero incidents		
 Anti-corruption Anti-Unfair Competition Regulation	Working Together with All Parties to Foster a Fair, Just, Clean, and Trustworthy Business Environment	The Group has launched multi-channel initiatives to promote its integrity culture, including conducting integrity culture certification examinations, organizing special lectures, and holding themed activities such as lantern riddle guessing contests.	 1 .33 annual publications on integrity promotion materials were released. 2 .Pushing 8 credit-themed screen savers 3 .Completed 4 thematic activities 4 .Revised two sets of integrity-related regulations and assisted in organizing four supplier exchange events.	Focus on promoting integrity and ethical conduct by enriching daily awareness-raising content; expand dedicated integrity-themed campaigns—building upon existing traditional initiatives and incorporating innovative activities during holidays such as the Dragon Boat Festival; and strengthen external exchanges and interactions while enhancing internal audit capabilities. Continue to carry out the signing of integrity and self-discipline pledges for personnel in key positions.	Strengthen the supervision mechanisms for combating corruption and misconduct, and build a robust ideological and behavioral defense line for all personnel to uphold integrity in their professional conduct.	To achieve root-level governance of corruption and misconduct by deeply integrating integrity and compliance into all aspects of corporate operations and development, thereby fostering a corporate culture that values integrity and upholds ethical conduct.
		Establish an efficient whistleblowing response and preliminary investigation mechanism.	 The preliminary verification of reported clues has been completed at 100%, and the investigation rate for major matters has reached 100%.	Promote a mechanism for integrity investigations and dynamic assessments of suppliers and partners.	Develop a digital anti-fraud early warning and investigation model.	
		Conduct special investigations, screenings, or supervisory inspections in high-risk areas (such as procurement and sales).	 The Million Projects bidding process enables real-time supervision.	Continuously conduct special investigations to mitigate operational risks.		

GRI Standards

418: Customer Privacy

Policy and Commitment

TPK places a high priority on information security and customer privacy management, having established an information security governance framework directly supervised by senior management. The company adheres to the ISO 27001 international standard and implements a layered defense architecture to ensure confidentiality, integrity, and availability. Through dedicated information security leadership, the company conducts annual risk assessments, system penetration testing, and employee social engineering drills. Simultaneously, the company strengthens its supply chain security and disaster recovery plans to ensure uninterrupted business operations in the event of ransomware or emerging threats, thereby building digital resilience and fulfilling its security commitments to customers and stakeholders.

TPK adopts "National Standard Governance, Enhanced Protection, Awareness Enhancement, and Legal Compliance" as its core cybersecurity strategy; it implements a "Zero Trust" architecture to enforce identity authentication and minimize privileges, while establishing a rigorous management system in accordance with the ISO 27001 standard. TPK invests in advanced detection technologies and has implemented a 24/7 monitoring mechanism to ensure rapid response when threats occur. Additionally, the company integrates cybersecurity awareness into its corporate culture by regularly conducting employee drills and vulnerability scans. Through comprehensive backup and recovery plans, the company is committed to minimizing operational disruption risks, safeguarding core data, and protecting the long-term trust of its customers and partners.

Stakeholder Engagement

Stakeholders: Shareholders, Investors, Employees, Customers

Contact channels: Feedback email, complaints hotline, and other online or offline contact methods, such as is@tpk.com or hotline 382286.

Sustainability Indicators	Management Goals	2025 Targets and Progress		2026 Short-Term Goal	2030 Medium-Term Goal	2035 Long-term Goal
		Targets	Progress			
Cybersecurity or virus-related incidents; customer privacy breaches; or suspected related complaints	Zero Incidents	Zero Incidents		 Zero incidents		
Account Management Information Security Customer Privacy	1.Strengthen Account Management 2.Enhancing Protection of Personal Privacy Information	1.Expand the scope of MFA adoption and introduce an account management mechanism. 2.Formulate measures for personal privacy protection	1.Implementing the IAM mechanism and going live with its operation 2.The Personal Data Protection Act will be officially enacted in July 2025	1.Privileged Account Cleanup and Inventory 2.Conducting a personal asset inventory 3.Continuously updating the privacy policy 4.Imposing mandatory encryption requirements on personal data	1.Comprehensive implementation of multi-factor authentication 2.Implementation of Behavioral Identification and Risk Detection 3.Perform systematic de-identification and masking 4.Supplier Risk Management 5.Internal Personal Privacy Education and Training.	1. Implement password-free access 2. Zero Trust Architecture 3. Identity Governance Automation 4.Establish a privacy protection culture 5.Establish an automated mechanism for the destruction of personal data 6.Explore differential or homomorphic encryption-based data processing mechanisms

3.1 Business Ethics and Integrity



Governance

In accordance with Taiwan's Securities and Exchange Act and other related regulations, TPK Group has established a comprehensive corporate governance framework in which the Shareholders' Meeting serves as the supreme decision-making body and the Board of Directors serves as the highest governing body. The Board of Directors comprises functional committees, including the Audit Committee, the Remuneration Committee, and the Sustainability Development Committee. Furthermore, the Group has established an independent internal audit department that reports directly to both the Audit Committee and the Board of Directors, thereby ensuring robust supervisory functions. Concurrently, the Group designates the Chairman's Office as the dedicated unit for integrity operations, formulates the Management Measures for the Ethical Conduct of Employees and Suppliers, and has implemented multiple whistleblowing channels and due diligence mechanisms for stakeholders, covering areas such as financial affairs, legal compliance, environmental protection, and human rights.



Strategy

TPK Group has established its corporate governance framework in accordance with the Securities and Exchange Act and relevant regulations. To strengthen the protection of shareholder rights, enhance the functions of the Board of Directors, respect the rights of stakeholders, and improve information transparency, the Board of Directors has adopted the "Corporate Governance Best Practice Principles", adhering to fair, impartial, and transparent board appointment procedures. Additionally, it has implemented measures such as appointing independent directors to reinforce the management and supervisory functions of the Board. Furthermore, the Board of Directors has adopted the "Procedures for Handling Material Internal Information", which prohibit directors, executives, employees, and other insiders from utilizing non-public information to generate profits. Additionally, TPK adheres to the principles of accurate, timely, and fair disclosure by establishing a comprehensive information disclosure system, providing all relevant information concerning operations, financial affairs, the Board of Directors, and the General Meeting of Shareholders on the company's website and the Market Observation Post System (MOPS), thereby ensuring that shareholders can access the latest information pertaining to the company.

Rooted in our corporate culture of "Innovation, Agility, Practicality, Simplicity, and Compliance, with a People-Centric Approach," and upholds "Integrity" as a core corporate value. While striving to strengthen the operations of our Board of Directors and enhance information transparency, we are progressively integrating sustainable governance into our corporate governance framework. Externally, we actively participate in the Sunshine Integrity Alliance and the China Anti-Fraud Alliance, collaborating with stakeholders across the industry chain to promote fair competition and combat unfair practices. Internally, we strictly adhere to anti-monopoly laws and regulations, incorporate suppliers into our Corporate Social Responsibility (CSR) requirements, and have them sign an Integrity and Anti-Corruption Commitment Letter. Regarding human rights protection, we follow international conventions such as the Universal Declaration of Human Rights, identify potential human rights risks annually, and develop corresponding mitigation plans. These efforts ensure the Group's sustainable growth, safeguard the rights and interests of stakeholders, and continuously enhance our brand value from a strategic perspective.

Corporate Governance Best
Practice Principles



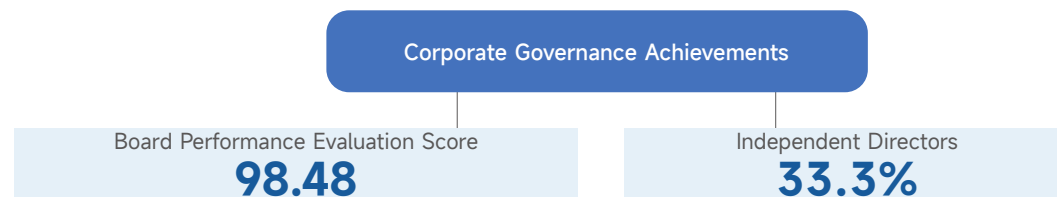
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Actions and
Measures

In 2025, the Group convened a total of 5 Board Meetings (average attendance rate: 95.6%) and 5 Audit Committee Meetings (attendance rate: 95.6%), as well as 3 Remuneration Committee Meetings (attendance rate: 100%). The Group also hosted 2 online institutional investor conferences and 1 General Meeting of Shareholders, ensuring timely disclosure of information and full participation by investors. All directors completed a total of 76 hours of continuing education during the year, with each director completing more than 3 hours of sustainability-related courses; the company's Corporate Governance Officer completed 12 hours of continuing education. In 2025, the Group completed 100% anti-corruption risk assessments across 15 operational sites, with no corruption cases occurring and no potentially material adverse events taking place throughout the year, fully demonstrating the effective implementation of integrity-based governance and risk prevention measures. Regarding integrity education, throughout the year, 2,674 individuals attended integrity-themed lectures, 2,605 individuals took certified examinations, 749 individuals participated in integrity-themed lantern riddle contests, and 6,957 individuals were reached by integrity-themed screen saver campaigns. Furthermore, 100% of employees and board members signed anti-corruption pledges. Additionally, the Group entered into Social Responsibility and Ethical Code Commitments with its suppliers, explicitly stating that any unethical conduct may lead to the termination of contracts. Human rights protection training is conducted annually for all employees in Mainland China, and has been mandatory for new hires in Taiwan since 2023, ensuring the comprehensive implementation of all governance policies.

3.1.1 Corporate Governance



Shareholders Meeting

The shareholders' meeting, composed of all shareholders, is the Company's highest decision-making body. It is responsible for passing resolutions on major corporate matters and regularly receives reports from the Board of Directors. The Board, as the highest governance body of the Company, is comprised of directors who faithfully perform their duties with the diligence of a good administrator. It oversees the Company's financial performance, sustainability strategies, and other key operational issues, while ensuring compliance with applicable laws and regulations.

To strengthen governance and enhance overall competitiveness, the Board of Directors has established an Audit Committee and a Remuneration Committee to ensure the sound functioning of the Board. Additionally, the Company has set up an independent Internal Audit Office under the Board, which reports directly to both the Audit Committee and the Board. The Chairman of the Board does not hold any concurrent position as an employee or manager, in accordance with relevant laws and corporate governance practices.

Internal Control Governance

TPK places high importance on corporate governance, strives for sustainable growth and ethical business practices, and continuously strengthens its corporate governance framework. By adhering to principles of information transparency and implementing effective internal control systems, the Group safeguards the rights and interests of all stakeholders. In accordance with the guidelines for establishing internal control systems for publicly listed companies, TPK evaluates the company's overall operational activities to design and effectively implement its internal control system; it regularly reviews this system to adapt to changes in both internal and external environments, thereby ensuring that the design and execution of its internal control system remain consistently effective. Through robust management mechanisms, the Group enhances its operational performance to achieve its goal of sustainable development.

To better support directors in the performance of their duties and enhance board effectiveness, the Board appointed Mr. Shih-Liang Liu, Senior Vice President and Chief Strategy Officer, as the Corporate Governance Officer in May 2021. He is responsible for assisting directors in performing their duties, providing necessary information, arranging continuing education, coordinating matters related to board and shareholders' meetings in accordance with the law, and ensuring compliance with relevant board and shareholder resolutions, as well as maintaining investor relations. In the same year, the Corporate Governance Officer completed 12 hours of professional training in corporate governance. Regarding the 2025 corporate governance assessment results, TPK holds a shareholding ratio between 51% and 65% within the listed company group; all aspects of the company's corporate governance operate effectively and soundly. Moving forward, the Company will continue to strive to enhance the overall effectiveness of its corporate governance and strengthen the trust of stakeholders in TPK.

External Supervision

The company's financial statements have been audited and certified by KPMG Certified Public Accountants; all information required by applicable laws and regulations for public disclosure has been accurately and timely provided, with designated personnel responsible for the external disclosure of the company's information. The company has also established a comprehensive spokesperson system to ensure that all material information is disclosed in a timely and accurate manner, enabling shareholders and stakeholders to obtain up-to-date and accurate financial and operational information from the company.

Looking ahead, strengthening the board of director's operations, enhancing information transparency, and progressively integrating sustainable governance strategies into the company's governance framework are the key objectives for TPK's ongoing efforts.

► Board of Directors

The Board of Directors fulfills its duty of care with the diligence of a good administrator and exercises its authority with prudence. Except for matters required by law or the Articles of Incorporation to be resolved at the shareholders' meeting, the execution of corporate affairs and the establishment and operation of governance mechanisms are resolved by the Board. According to the Articles of Incorporation of TPK Group, directors are elected through a candidate nomination system and are selected via regular re-elections. In line with the "Corporate Governance Best Practice Principles," the Company promotes sound board composition and structure while advocating board diversity. It is believed that a diverse board contributes positively to the Company's overall performance. Director selection is based solely on merit, with members possessing complementary and cross-industry expertise, along with relevant industry experience and professional qualifications. To enhance the Board's functionality and achieve the goals of effective corporate governance, Article 20 of TPK

Group's "Corporate Governance Best Practice Principles" outlines the key competencies expected of the Board as a whole. These include operational judgment, accounting and financial analysis, business management, crisis response, industry knowledge, global market perspective, leadership, and decision-making capabilities. TPK Group's directors possess both deep industry expertise and extensive practical experience, with a strong grasp of industry trends and developments. The Board currently comprises nine members, including three independent directors. The term of office is three years, from June 11, 2025, to June 10, 2028. In 2025, one female director was elected upon the expiration of the current board term. In compliance with the statutory requirement to hold at least one board meeting per quarter, the company held a total of five board meetings during the fiscal year, with an average director attendance rate of 95.6%.

Rules of Procedure for Board of Directors Meetings


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Rules for the Performance Evaluation of the Board of Directors


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Principal Educational and Professional Backgrounds and Concurrent Positions of Board Members


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List of Major Shareholders

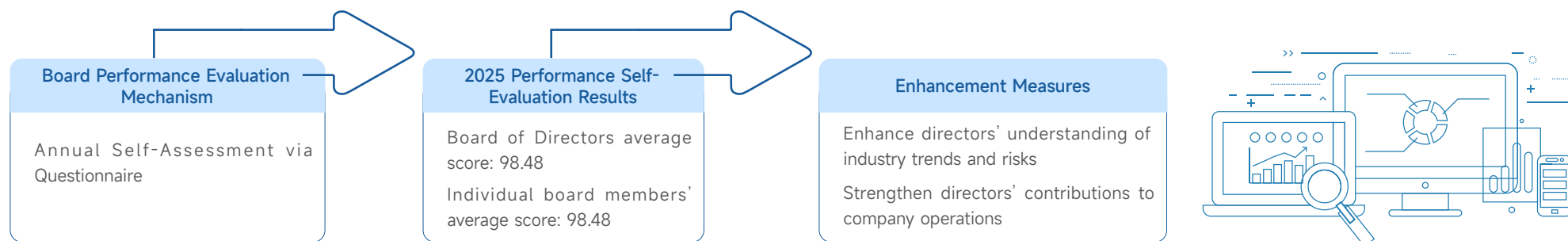

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- * Note 1: For comprehensive information on board meetings held during the year, individual directors' attendance, and overall board operations, please refer to the Company's Annual Report (Section II. Corporate Governance Report – 3. Corporate Governance Operations: (1) Board Operations) and the Market Observation Post System (MOPS).
- * Note 2: For information on the educational and professional backgrounds of TPK Group's board members and their concurrent positions, please refer to the Company's annual reports (Section II. Corporate Governance Report – 1. Information on Directors, Supervisors, President, Vice Presidents, Assistant Vice Presidents, and Heads of Departments and Branches: (1) Names of Directors, Shareholdings, and Principal Educational and Professional Backgrounds).
- * Note 3: For the list of major shareholders, please refer to the Company's annual reports (Section IV. Capital Raising Activities – 1. Capital and Shares: (3) List of Major Shareholders).

Director Name	Diversity Core Program	Nationality	Gender	Age				Operational Judgment Ability	Accountant and Financial Analysis Ability	Operation Management Ability	Crisis Management Ability	Professional Expertise	View of World	Leadership	Decision-making Ability
				41~50	51~60	61~70	71~80								
Michael Chao-Juei Chiang		Canada	M				●	●		●	●	●	●	●	●
Foster Chiang		Canada	M	●				●	●	●	●	●	●	●	●
Li-Chien Hsieh		R.O.C	M			●		●	●	●	●	●	●	●	●
Hsi-Liang Liu		R.O.C	M			●		●	●	●	●	●	●	●	●
Heng-Yao Chang		R.O.C	M		●			●		●	●	●	●	●	●
Tsung-Liang Tsai		R.O.C	M		●			●		●	●	●	●	●	●
Yen-Wei Cheng		R.O.C	M				●	●	●	●	●	●	●	●	●
Tzu-Jung Kuo		R.O.C	F			●		●	●	●	●		●	●	●
John Hong-Chiun Wang		R.O.C	M		●			●	●	●	●		●	●	●

Board Operations

To establish a sound board governance framework and strengthen its supervisory functions, while ensuring that independent directors maintain their independence in the performance of duties, TPK Group's Board of Directors has adopted the Rules of Procedure for Board of Directors Meetings, which clearly define the roles and responsibilities of independent directors for compliance purposes. Board members uphold a high standard of self-discipline and strictly implement conflict-of-interest avoidance measures. When a board meeting involves any matter in which a director or the legal entity they represent has a stake, the director is required to disclose the material nature of the interest during the meeting. If the matter may be detrimental to the interests of the Company, the director must recuse themselves from both discussion and voting, and may not act as a proxy for other directors in exercising their voting rights. To further enhance the quality of decision-making, the Board has also approved the Regulations for the Performance Evaluation of the Board of Directors and Functional Committees. Internal evaluations of the Board as a whole, individual director, and functional committees are conducted annually. The evaluations are carried out via self-assessment questionnaires distributed by the secretariat. Evaluation results may be used as a reference for the future nomination or selection of directors, and individual directors' evaluation outcomes may also serve as a basis for determining their compensation.



TPK Group regularly and irregularly engages with stakeholders through routine communication channels established by each department. In cases where potential material adverse impacts may arise between the Company and its stakeholders, the responsible departments conduct due diligence on the stakeholders across various dimensions, including financial standing, business operations, legal and regulatory compliance, environmental pollution, labor rights violations, and health-related risks. The results of such due diligence are reported to the CEO and the Chairman. Based on the findings and their potential impact on the Company's overall operations, the Chairman evaluates whether the matter warrants escalation to the Board of Directors. If deemed necessary, the due diligence findings are presented to the Board for resolution and follow-up assignment to the relevant departments for execution. In 2025, no material adverse incidents were identified between TPK Group and its stakeholders, and therefore no related reports were submitted to the Board. This process has further strengthened the Group's stakeholder due diligence practices and clarified the Board's role in responding to potential material negative impacts.

To strengthen risk management and encourage qualified professionals to serve as directors, TPK Group has taken out directors' liability insurance. This provides directors with peace of mind when performing their duties and helps reduce and mitigate the risk of significant losses to the Company and its shareholders that may result from errors or omissions in the discharge of their responsibilities.

TPK actively encourages and arranges for its directors to complete continuing education courses to address the regulatory compliance and governance-related issues encountered in operational decision-making; during the current fiscal year, all directors completed a total of 76 hours of professional development. To enhance the board's professional expertise on sustainability issues, each director in the 2025 fiscal year participated in at least 3 hours of sustainability-related courses. Moving forward, the company's Corporate Governance Officer will continue to plan further initiatives to expand the range of courses available for directors related to corporate sustainability. TPK is confident that under the leadership of a board composed of individuals with strong integrity and extensive industry experience, the company's operations will become more robust, enabling the company to make steady progress on its path toward sustainable development.

TPK Group has established “the Handbook on Social Responsibility Standards for Suppliers”, which sets qualification criteria for supplier partnerships in areas such as environmental protection, occupational health and safety, and labor rights. The manual also outlines the Group’s expectations regarding suppliers’ practices in business ethics, employment, environmental management, and employee safety.

Prior to engaging in business, TPK Group requires suppliers to sign relevant agreements such as the “Supplier CSR and Ethics Commitment Letter”. These agreements are intended to ensure that suppliers align with the Company’s goals of sustainable development, environmental protection and energy conservation, business integrity, and fulfillment of social responsibilities. Suppliers are subject to regular audits and assessments in accordance with the Company’s corporate social responsibility (CSR) requirements. TPK Group actively encourages suppliers to work collaboratively in advancing CSR performance.

TPK Group supports, respects, and adheres to internationally recognized human rights standards and principles, including the Universal Declaration of Human Rights, the United Nations Global Compact, the UN Guiding Principles on Business and Human Rights, and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work. The Group has formulated its human rights policy in the TPK Group Corporate Social Responsibility Management Manual to ensure effective implementation and protection of human rights. This policy is publicly disclosed on the Company’s website.

Each year, TPK Group conducts internal reviews through attention to major social issues, stakeholder surveys, and data analysis to identify and assess potential human rights risks and the affected groups. Based on the identified risks, the Company develops risk control plans and continuously monitors and tracks the effectiveness of improvement measures.

In addition, annual training on human rights protection is conducted for employees in Mainland China to raise awareness and reduce the likelihood of related risks. In Taiwan, human rights training has been provided to all new employees starting in 2023. For more information on human rights efforts, please refer to Section 7.4 “Respect for Human Rights.” section.

Investor Relations & Shareholder Rights

TPK continues to place high priority on maintaining investor relations and safeguarding shareholder rights; adhering to the principles of openness and mutual trust, the Group establishes long-term and positive relationships with investors and shareholders through timely, accurate, and comprehensive information disclosure, thereby strengthening mutual trust and fostering the sustainable development of the Group.

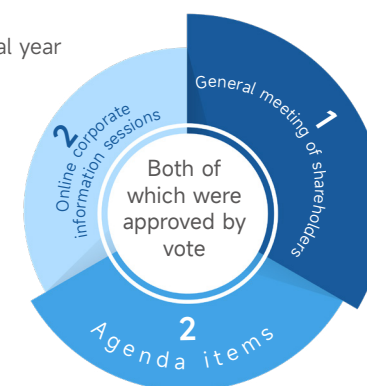
Reasonably Safeguarding the Right to be Informed

TPK is committed to safeguarding investors right to information by establishing a diversified investor communication mechanism. Through various channels-including shareholders meetings, corporate briefing sessions, an investor relations mailbox, and telephone consultations-the Group maintains real-time and effective communication with shareholders and investors, while continuously enhancing the transparency and timeliness of its information disclosure.

Guaranteeing the Right to Full Participation

TPK places high importance on and safeguards the participation rights of all investors and shareholders; in addition to providing diverse channels for communication, the Group also conducts shareholder meetings in accordance with relevant laws and regulations, ensuring that shareholders can exercise their various rights-including the right to speak and the right to vote-in compliance with the law, thereby effectively safeguarding shareholder rights and interests.

During this fiscal year



► Functional Committees

To enhance its supervisory and management functions, the Board of Directors has established the Audit Committee, the Remuneration Committee, and the Sustainability Development Committee. Except where regulations require functional committees to independently exercise their powers, these committees are accountable to the Board and shall submit their proposals to the Board for resolution.

**Sustainable Development Committee – refer to
Section 2.3.2**

Audit Committee

The Audit Committee assists the Board of Directors in overseeing the quality of the Company's accounting, internal auditing, financial reporting processes and financial controls. The results of its evaluations are submitted to the Board for discussion. The Board of Directors of TPK Group has adopted the Audit Committee Charter, under which the Audit Committee is established and composed of three independent directors. One member serves as the convener, and at least one member possesses expertise in accounting or finance. Meetings are held at least once per quarter, in 2025, a total of five Audit Committee meetings were convened, with a 100% overall attendance rate.

The Chief Internal Auditor meets with all independent directors in closed-door sessions at least once per quarter to report on the status of internal audit implementation. In 2025, five such meetings were held. In addition, the independent directors met with the external auditors three times during the year. The auditors not only presented their review results of the financial reports, but also provided regulatory updates and exchanged views during the meetings. Overall, communication between the independent directors, internal audit supervisor, and external auditors was effective and smooth.

Audit Committee for the Year: 2025

* For detailed information on committee meetings, individual members' attendance, and operational performance, please refer to the Company's annual reports (Section III. Corporate Governance Operations – (2) Audit Committee Operations) and the Market Observation Post System (MOPS).

Remuneration Committee

To establish a sound remuneration system for directors and managers, and to ensure that their compensation is fair and reasonable in relation to performance, TPK Group has established the Remuneration Committee under the Board of Directors through the adoption of the Remuneration Committee Charter. The Committee must include at least one independent director; currently, all three members are independent directors. In 2025, the Remuneration Committee held three meetings, with an attendance rate of 100%.

The primary responsibilities of the Remuneration Committee include establishing and regularly reviewing the policies and standards for evaluating the performance and compensation of directors and managerial officers, as well as periodically assessing their remuneration packages. In conducting evaluations, the Committee shall take into account the following principles: compensation must comply with applicable laws and regulations and be sufficient to attract top talent; performance evaluation and remuneration for directors and managerial officers should be determined with reference to industry standards, while also considering factors such as the individual's time commitment, responsibilities, achievement of personal goals, performance in other roles, historical compensation for similar positions within the Company, and the alignment of individual performance with the Company's short- and long-term business objectives, financial condition, and risk profile. To further promote the integration and implementation of the Company's vision and sustainable development strategy, the Committee has also incorporated sustainability-related indicators into the performance evaluation framework, with a view to enhancing overall performance in environmental protection, social responsibility, and corporate governance (ESG). The Committee shall ensure that compensation arrangements do not incentivize directors or managerial officers to engage in activities that exceed the Company's risk appetite in pursuit of personal remuneration. Additionally, the proportion of short-term incentive payments and the timing of certain variable compensation for directors and senior executives shall be determined with due consideration of industry characteristics and the nature of the Company's operations.

In practice, the Remuneration Committee faithfully fulfills its duties in accordance with the fiduciary duty of care expected of a good administrator. The Committee diligently performs its responsibilities, including the formulation and regular review of the policies, systems, standards, and structure for the performance evaluation and remuneration of directors and managerial officers, as well as the periodic assessment and determination of their compensation packages. Recommendations made by the Committee are submitted to the Board of Directors for deliberation.

The Company allocates no less than 0.1% of its pre-tax profit (before deducting employee and director remuneration) as employee remuneration and no more than 2% as director remuneration. However, if the Company has accumulated losses, an amount sufficient to cover such losses shall first be reserved. The distribution of employee and director remuneration must be approved by a resolution of the Board of Directors and subsequently submitted to the shareholders' meeting for reporting.

Remuneration Committee for the Year: 2025

* For detailed information on the meetings of the Remuneration Committee, including individual member attendance and the Committee's operational status, please refer to the Company's Annual Reports (Section III – Corporate Governance, Subsection 4: Remuneration Committee Operations) and the Market Observation Post System (MOPS).

Annual Reports



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In addition to regularly scheduled meetings, key material matters are communicated through periodic updates. The Company's management routinely provides important reports and information to the Board of Directors, including the following:

Accounting Department: Submits quarterly financial reports for Board resolution.

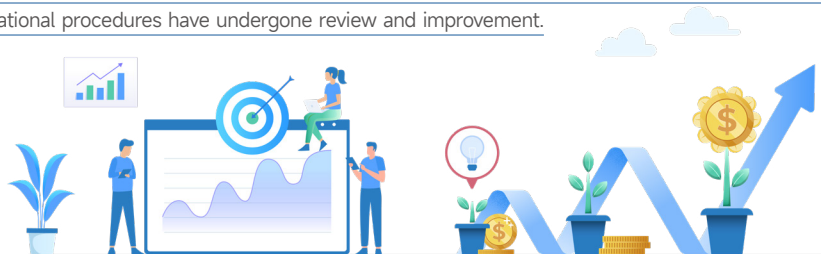
Internal Audit Department: Submits monthly internal audit reports for review by independent directors and presents audit updates to all directors during Board meetings.

3.1.2 Business Integrity

TPK Group is committed to its corporate culture of “Innovation, Agility, Practicality, Simplicity, and Compliance, with a People-Centric Approach,” and upholds “integrity” as a core corporate value. The Group continuously enhances its integrity management system through a balanced focus on policies, education, and supervision. To ensure the effective implementation of ethical business practices throughout the organization, the Company places great importance on cultivating employee integrity. At the onboarding stage, the Human Resources Center introduces new employees to the Company’s internal code of conduct on integrity, requires them to sign an Integrity Commitment Letter, and complete the “Integrity at TPK” orientation training to foster awareness of ethical conduct. Management is also expected to lead by example and strictly adhere to principles of integrity, thereby shaping a culture of honesty and transparency across the organization through subtle influence and consistent practice. In addition, TPK Group actively engages in industry collaborations to promote ethical business conduct. The Group has joined the Sunshine Integrity Alliance and the China Corporate Anti-Fraud Alliance, working alongside supply chain partners to combat fraud and build a fair, just, clean, and honest business environment.

Complaints Channel

TPK has established multiple whistleblowing channels. Stakeholders can submit reports through which interested parties may submit reports via the Group’s official website, the Group’s WeChat Official Account, telephone, TPK’s dedicated email address, or by submitting written correspondence. The Audit Office assigns designated personnel to conduct investigations. In principle, whistleblowers are required to disclose their identity and provide specific details of the incident, including but not limited to the name of the person reported, date and location of the incident, and relevant facts and evidence. However, anonymous reports with sufficient supporting evidence may also be investigated. If an assigned investigator has a conflict of interest with either the whistleblower or the accused, or if any relationship might affect the impartial handling of the case, the investigator must proactively recuse themselves and the case will be reassigned. Investigations are conducted impartially and in strict confidentiality to protect the identity of the whistleblower. TPK is committed to ensuring that whistleblowers do not suffer any retaliation or improper treatment as a result of their reports. In 2025, TPK received 3 complaint cases through these diversified whistleblowing channels; all investigations have been completed, the violators have been duly disciplined in accordance with the Group’s internal regulations, and the relevant operational procedures have undergone review and improvement.



Business Ethics

In Business Interactions, TPK Holding Group requires its employees to clearly communicate the company’s integrity management policies and related regulations to business counterparts during the course of conducting business. Employees must explicitly reject the offering, promising, soliciting, or accepting of any improper benefits—whether directly or indirectly, in any form or under any pretense. Employees are also expected to avoid engaging in business transactions with agents, suppliers, customers, or other business partners involved in dishonest or unethical practices. If a business partner is found to have engaged in such misconduct, TPK will assess whether to classify the party as a blacklisted entity to uphold its integrity management principles. Furthermore, when entering into contracts with counterparties, TPK must ensure a full understanding of the counterparty’s integrity practices. The obligation to comply with TPK’s integrity policies must be incorporated into the contractual terms. These terms should include, but are not limited to, provisions requiring either party to immediately and truthfully notify the other upon discovering any personnel involved in the offering, promising, solicitation, or acceptance of commissions, kickbacks, or other improper benefits. The notification must include details such as the identity of the individuals involved, the method and amount of benefit offered or received, and be supported by relevant evidence, with full cooperation in any resulting investigation. If a party suffers damages due to such misconduct, it may seek compensation from the other party. In the event that either party engages in dishonest behavior during business activities, the other party reserves the right to unconditionally terminate or rescind the contract at any time.

Anti-Unfair Competition

TPK Holding Group consistently adheres to the principles of fair competition and treats small and medium-sized enterprises equally. The concept of anti-unfair competition is deeply embedded in the company’s operational and management practices. By establishing a comprehensive framework—such as “the Handbook on Social Responsibility Management for Suppliers” and “the Handbook on Social Responsibility Standards for Suppliers”—the company explicitly prohibits all forms of bribery, corruption, extortion, embezzlement, false advertising, and infringement of trade secrets. TPK complies with applicable antitrust and fair competition laws in the jurisdictions where it operates. The company upholds standards of fair trade, truthful advertising, and ethical competition, ensuring that its promotional content is not misleading and meets legal requirements for fair business and advertising practices. In business partnerships, TPK promotes a supplier integrity commitment mechanism, requiring suppliers to sign a Supplier Integrity and Anti-Corruption Commitment Letter. The company has also established dedicated reporting channels for integrity-related issues, with assigned personnel ensuring timely responses and closed-loop handling of reported cases. Through these measures, TPK continues to foster a healthy and orderly market environment, protecting the rights and interests of both parties and contributing to a positive industry ecosystem. In 2025, the company did not experience any legal cases related to anti-competitive behavior.

Integrity First

Internally, TPK designates the Chairman's Office as the dedicated unit responsible for implementing its integrity management policies, and has formulated internal regulations such as the "TPK Employee Code of Integrity Conduct" and the "TPK Supplier Code of Integrity Conduct". These integrity regulations are published on the TPK's official website for stakeholders to access, and a dedicated contact channel is established to allow stakeholders to submit feedback. Furthermore, if staff members have any questions regarding the TPK's integrity regulations, they may not only refer to the website but also consult the Chairman's Office via multiple channels, including email and telephone.

Anti-corruption

Communication and Training on Anti-Corruption Policies and Procedures

Category	Total Number Trained on Anti-Corruption
 Integrity Special Lecture Series	2,674
 Integrity Culture Certification Examination	2,605
 Integrity Lantern Riddle Competition	749
 Integrity-themed Screen saver Awareness Campaign	6,957

Number of
Corruption Cases

0

Total number of operational sites that have
undergone corruption risk assessment

15

Percentage of operational sites that have
undergone corruption risk assessment (%)

100%

* Note: In 2025, no major corruption risks requiring regulatory attention were identified following the anti-corruption risk assessment, and no corruption cases occurred; the assessed operational locations include Xiamen (12 sites) and Taiwan (3 sites), totaling 15 sites.



* Note: All Group employees and Board members have signed a 100% anti-corruption pledge.

Integrity Culture

To further embed the concept of ethical integrity among all employees during their business operations, the Chairman's Office regularly distributes integrity-themed promotional posters, to all staff members and periodically displays integrity-themed computer wallpapers; annually, the Office plans to conduct online integrity training sessions and certification examinations for active employees; furthermore, the Office collaborates with the Group's Legal Department and Audit Office to organize dedicated integrity seminars, for all Group employees, as well as other offline integrity-related activities, to emphasize the importance of the corporate integrity culture.

Integrity at TPK: Activities

[Integrity at TPK]Organizes Anti-Corruption Warning Education and Integrity Pledge Ceremony

During the first-quarter performance review meeting of TPK, the Chairman's Office and the Audit Department jointly held an anti-corruption education campaign and a clean governance oath-taking ceremony. Through activities such as sharing integrity case studies, conducting clean governance oaths, and signing a commitment letter to integrity and self-discipline, the company further strengthened the ideological and ethical defenses among its employees.



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to read more details



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[Integrity at TPK]Stay Away from Occupational Crimes and Work Together to Build a Trustworthy TPK Integrity.

On July 1, 2025, the Chairman's Office, the Audit Department, and the Legal Affairs Department jointly held a special lecture titled "Staying True to Our Integrity Commitment and Upholding Ethical Conduct in the Workplace."



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[Integrity at TPK]Organizational Supplier Exchange Conference

To foster integrity-based cooperation with suppliers, four supplier exchange meetings will be held from August to October 2025, aiming to strengthen the consensus on "Integrity-based Cooperation."



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Integrity Culture Promotion



3.2 Risk Management

TPK's risk management framework is centered around each responsible department, which conducts relevant risk assessments. These assessments evaluate the likelihood of risks occurring and their potential impact on TPK. For identified high-risk items, targeted risk responses are implemented to ensure the company's goal of sustainable operations is achieved.

TPK Risk Management Framework

Risk Category	Responsible Department	Risk-related Activities
Strategic Risk	Chairman Office	Formulation of the company's future operational policies.
Operational and Market Risks	President Office Sales Relevant Departments	Implementation of product development, production, and sales in line with company strategy; continuous improvement of production techniques to enhance quality and reduce costs, thereby increasing profitability.
Financial and Liquidity Risks	Finance	Management of hedging activities related to interest rates and exchange rates, management of bank credit lines, and maintaining relationships with financial institutions.
Customer Credit Risk	Finance	Establishment and review of customer credit limits, management, and collection of accounts receivable.
Legal Risk	Legal	Reviewing contracts, managing group authorization processes, and mitigating the legal risks faced by the enterprise to safeguard the Group's tangible and intangible assets.
Environmental, Health, and Safety Risk	EHS	Implementation of safety and health management based on safety and health policies, focusing on mitigating hazards and specific risk factors in the workplace to improve management performance.

Risk Category	Risk Description	Risk Management Strategy
 Environment	Increasing GHG Emissions	Implement comprehensive greenhouse gas inventory; consider purchasing green certificates, promoting photovoltaic power generation, and purchasing bioenergy.
	Increased Water Usage	Introduce various water-saving technologies.
	Wastewater discharge continues to increase.	Wastewater and rainwater recycling facility for manufacturing processes.
	Increased Waste Disposal	- Reduce waste generation at the source and increase the proportion of waste reuse within the facility. - Continuously optimize the waste management control system platform to enhance control efficiency. - Continue to seek out waste management service providers for safe disposal of waste, and urge suppliers to improve the circular utilization rate of waste.
 Social	Occupational Accidents	Continuously update occupational health and safety-related regulations; implement occupational health and safety management systems and training programs; adhere to the principles of following safety standards from internal or external clients and government authorities, auditing and verifying implementation effectiveness, and driving continuous improvement; strengthen existing occupational health and safety management practices; and consistently pursue the goal of achieving zero workplace injuries and zero occupational diseases.
	Overwork	The labor hour control requirements shall be incorporated into the Group's management regulations, integrated with the labor hour control system, and supplemented by periodic employee surveys to ensure adequate rest time for employees.
	High Turnover/ Insufficient Workforce	- High turnover: Analyze and address the high turnover rate by implementing measures such as a new employee onboarding support program, employee well-being initiatives, staff forums, multi-skilled worker development programs, skills training, turnover reduction target-based incentive schemes, and recognition programs for outstanding employees; - Insufficient Workforce: Expand recruitment efforts through internal referral programs, outsourcing to third-party recruitment agencies, and other similar approaches to meet labor demand.
	Cybersecurity incident has occurred	- The Group has established a comprehensive information protection management system centered around the "Information Security Management Measures," which is both secure and compliant with relevant regulations, and provides information security-related training to all employees; - For personnel holding positions involving new product development, additional requirements mandate the signing of a confidentiality agreement to safeguard the rights and interests of both the client and the Group; this measure aims to eliminate the risk of data leakage and ensure that all relevant information of the Group remains completely confidential. - Gradually complete data classification and establish compliant data protection measures. - Annual emergency response drills for major cybersecurity incidents are conducted to ensure an orderly response should a major incident occur.
 Economy	Lack of Product Market Competitiveness	Leveraging the Group's advantage in possessing cutting-edge market technologies, we provide customers with leading-edge and diversified touch solutions, thereby strengthening our collaborative relationships with clients; furthermore, we engage in the process from the initial stages of new product design to gain precise insights into market trends. In other product areas, by utilizing the extensive mass production expertise accumulated over the Group's long-term history, we will continue to assist our clients in commercializing their leading technologies through timely mass production, enabling them to strategically position themselves for the future. Over the long term, the Group has consistently centered its strategy around three key pillars—diversification of customers, diversification of technologies, and diversification of products—to strengthen the overall corporate foundation.
	Insufficient Attraction of Top Talent	- Utilize diverse recruitment channels, combining onsite and video interviews to attract talent without time or location constraints. Enhance employer branding to attract high-quality candidates. - Develop comprehensive talent development and promotion plans, align compensation with market standards, economic trends, and individual performance to maintain competitive salaries.
	Rising production costs	Improve yield rates, efficiency, and productivity to reduce costs while seeking strategic alliances with key suppliers for material cost advantages.
	Insufficient recycling of supplier resources	Uphold the mission of a green enterprise by reducing resource consumption through reverse logistics and circular use of packaging materials.

3.2.1 Internal Audit

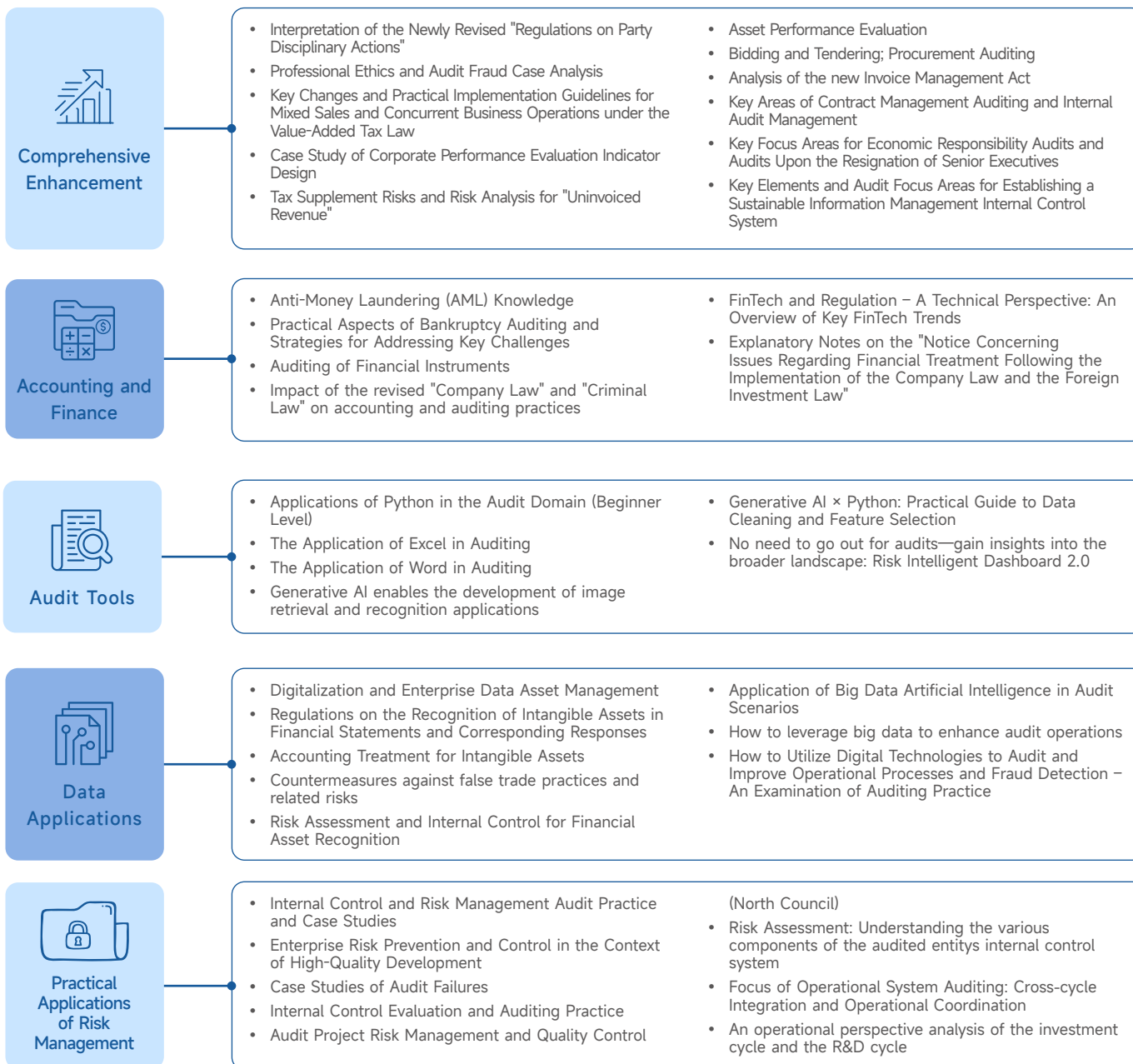
TPK, taking into consideration the overall business operations of both the company and its subsidiaries, has established an internal control system in accordance with the Regulations Governing the Establishment of Internal Control Systems by Public Companies, and continuously improves it to ensure the sustained effectiveness of its design and implementation.

To ensure the efficiency and effectiveness of the internal control system, TPK has set up an Audit Office under the Board of Directors. The Audit Office maintains an independent and impartial stance to assist the Board and management in inspecting, reviewing, and assessing the internal control system. It also leverages digital tools to provide timely recommendations for internal control optimization, ensuring effective implementation of the system.

In line with sound corporate governance practices, the Chief Audit Executive attends audit committee meetings at least quarterly to report to independent directors on the operation of the internal control system and the status of internal audits. The Chief Audit Executive also reports on audit-related matters at Board meetings as required by law.

Each year, the Audit Office reviews the self-assessment reports on internal control systems submitted by all departments and subsidiaries. The findings—including any deficiencies or irregularities and the status of corrective actions—are submitted to the Board of Directors and the CEO as the basis for evaluating the overall effectiveness of the internal control system and issuing the Internal Control System Statement.

To strengthen the independence of the Audit Office, the appointment or dismissal of the Chief Audit Executive must be approved by the Audit Committee and resolved by the Board of Directors. Additionally, the appointment, performance evaluation, and compensation of internal



auditors are submitted by the Chief Audit Executive to the Chairman for approval.

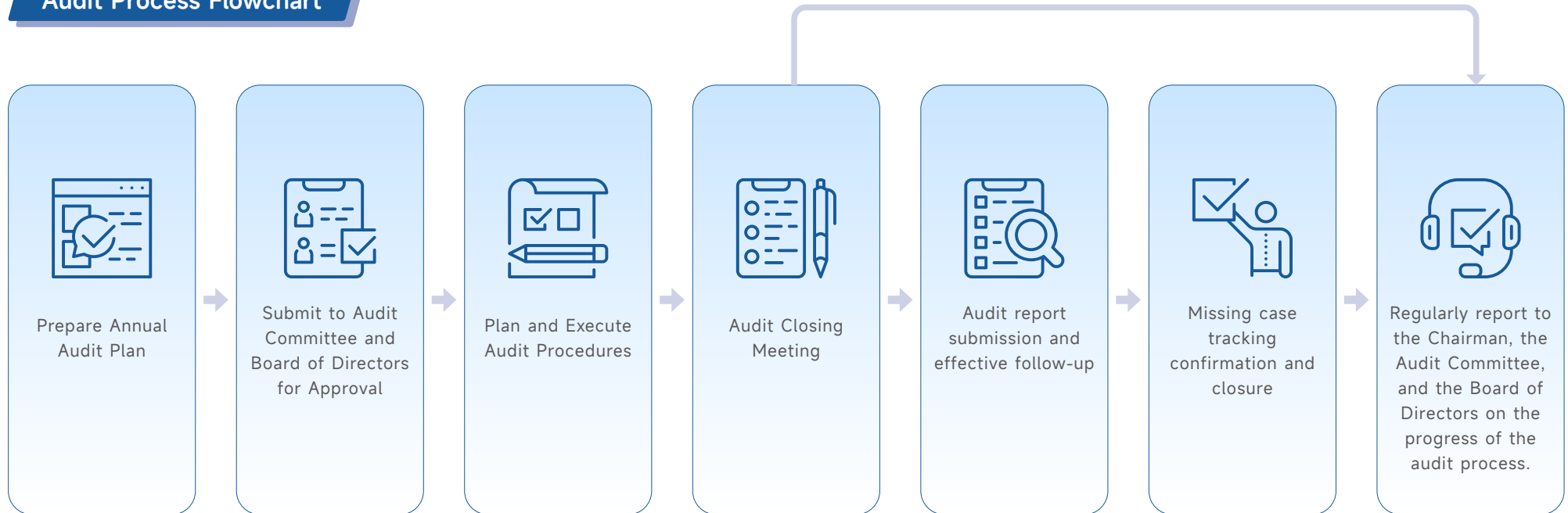
To enhance the professional capabilities of audit personnel, TPK allocates an annual training budget for ongoing professional development. In 2025, a total of 15 audit personnel completed 169 hours for Training.

There are a total of 39 courses, covering 5 major categories: Comprehensive Internal Audit Enhancement, Accounting and Finance, Audit Tools, Data Applications, Practical Risk Management Applications, and Leadership Development.

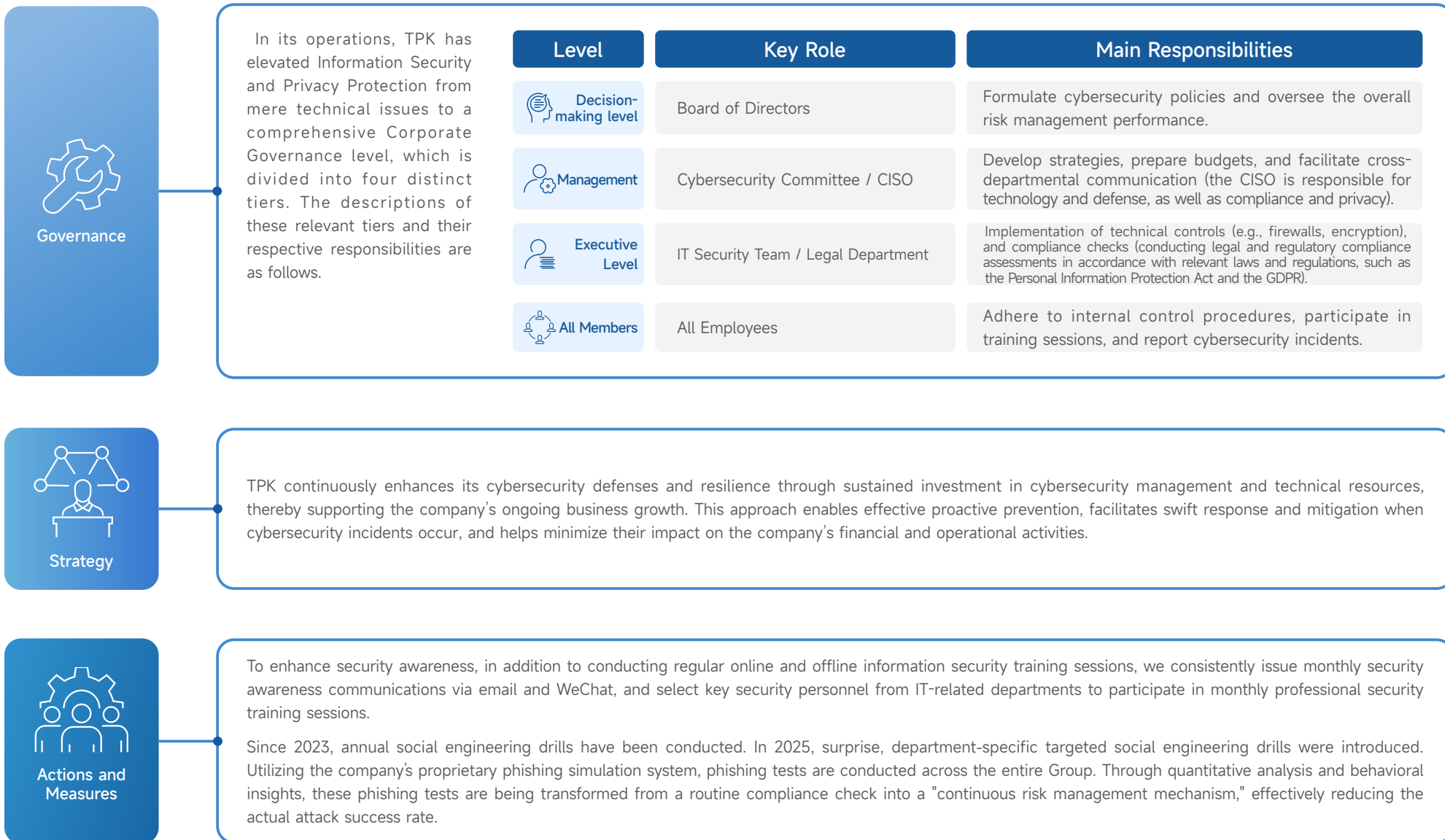
TPK Holding Group continuously monitors the implementation of operational procedures through its audit personnel, thereby fostering sound governance practices and effective risk control mechanisms, which in turn contribute to a sustainable business environment. **In 2025, the Audit Office conducted 301 control point audits, achieving an audit compliance rate of over 94% with no major non-compliance items identified; furthermore, most audited units successfully implemented corrective actions and closed their cases within the specified deadlines.**



Audit Process Flowchart



3.3 Information Security and Customer Privacy



Policies

TPK has always placed great emphasis on information security risk control and protection; it has established “the Information Security Management Policy”, and adheres to the ISO/IEC 27001 international information security management system framework, which employs the Plan-Do-Check-Act (PDCA) cycle methodology. In 2025, we obtained ISO 27001 certification, implementing a multi-layered defense-in-depth information security defense architecture. The company regularly conducts information security risk assessments, organizes regular professional training sessions for IT personnel, provides general information security awareness training for all employees, and delivers specialized personal information protection training for every employee. In 2025, the group’s IT Department also obtained ISO 27001 certification, continuously strengthening its information security management systems and technologies—including mechanisms such as pre-incident security safeguards, during-incident emergency response procedures, and post-incident recovery operations—to ensure their appropriateness and effectiveness.

Risk Management

To strengthen risk management, relevant departments conduct annual risk assessments for critical systems and hold monthly security meetings to promote cybersecurity awareness and provide training. These efforts enhance our overall security capabilities to effectively address continuous and complex cyber threats.

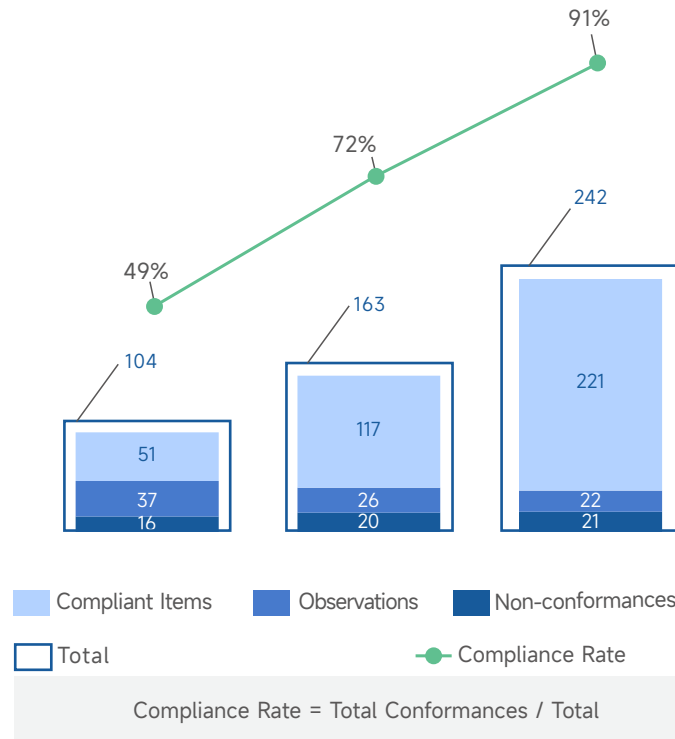
The organization has implemented comprehensive cybersecurity protections, including backup mechanisms for critical systems, disaster recovery drills, multi-factor authentication, hard disk encryption, and data tamper-prevention mechanisms. Furthermore, we have deployed Web Application Firewalls (WAF) and endpoint protection solutions, and implemented vulnerability scanning (including code auditing) services. To ensure real-time protection and remediate vulnerabilities in both equipment and software development, we have adopted zone-based security management, supported by the government-hosted TW-ISAC Enterprise Cybersecurity Information Sharing Platform. These measures aim to prevent, mitigate, and avoid cybersecurity incidents.

In 2025, additional information security capital expenditures totaling approximately USD 219,000 were allocated to enhance account management controls and expand code auditing coverage. We also strengthened our SIEM system to enable deeper collection and analysis of security incident logs, integrating automated ticketing systems to route alerts to security engineers, ensuring that cybersecurity incidents are promptly and properly resolved.

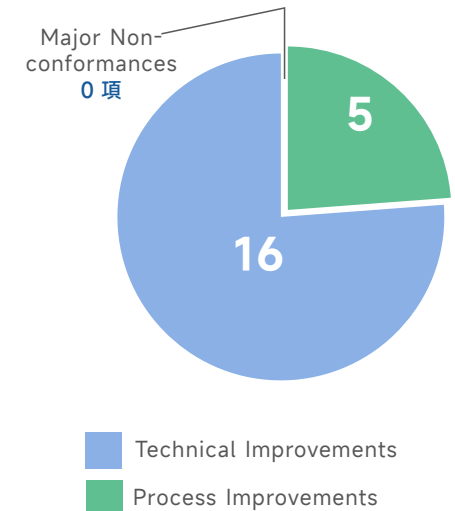
Information Security Internal Audit

Through institutionalized management and resource allocation, our cybersecurity measures have yielded remarkable results: in 2025, the audit compliance rate has surged from 49% to 83.2%, demonstrating significant growth potential. Meanwhile, we are embedding cybersecurity awareness into our daily operations by regularly conducting activities such as asset risk assessments, contingency plan drills, system disaster recovery drills, and social engineering protection training, thereby ensuring operational resilience and fostering a robust cybersecurity culture within the organization.

2023-2025 Information Security Internal Audit Results



Audit Summary



3.3.1 Information Security Management System

In response to the escalating and evolving cybersecurity threats in the digital landscape, our company continues to prioritize its cybersecurity infrastructure development on the technical front, while simultaneously assigning the Information Security Department of TPK the responsibility to integrate, plan, and implement the rigorous ISO/IEC 27001 international standard to establish a more comprehensive Information Security Management System (ISMS). The systematic requirements and controls outlined in ISO/IEC 27001 facilitate the continuous enhancement of the organizations information security management capabilities and the reduction of information security risks. Several of the company's production sites and information departments have already obtained ISO/IEC 27001 international certification, demonstrating the company's internationally recognized information security management capabilities. The company plans to expand its certified scope in the future to further systematically mitigate potential gaps in its cybersecurity operations and to ensure the confidentiality, integrity, and availability of its information services.

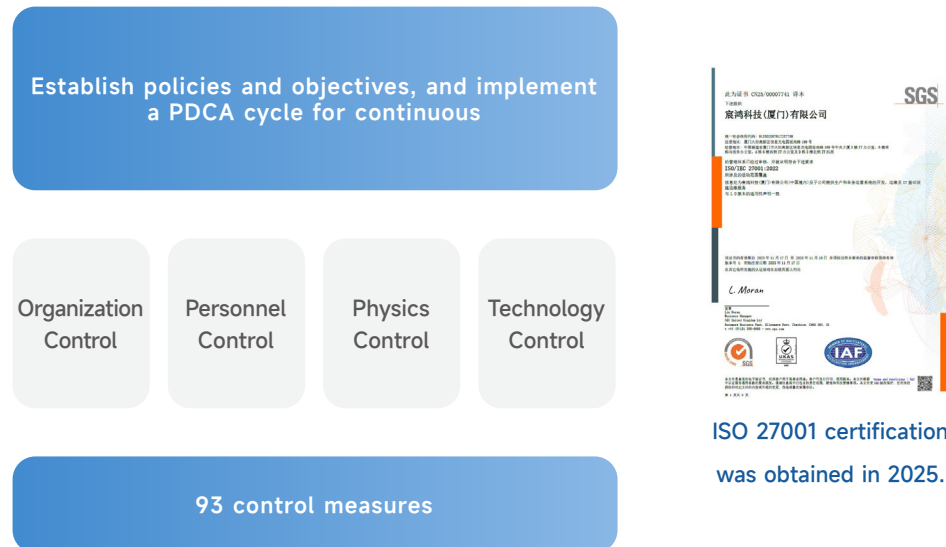
Personal Information Protection constitutes a critical control module within the Information Security Management System. To align with digital governance and regulatory requirements, implement the provisions of laws and regulations such as the Personal Information Protection Law, prevent information leakage, unauthorized sale, and misuse, effectively safeguard personal rights and interests, enhance employees' sense of security, and strengthen customer trust, the Group formulated the Group Personal Information Protection Management Measures in 2025. These measures systematically standardize the full-process control of the collection, storage, use, transmission, and destruction of personal information pertaining to employees, customers, and partners.

The Measures apply to all departments, positions, and personnel within the Group involved in the processing of personal information; they cover all types of personal information generated or obtained during the company's operations, including but not limited to personal information arising from employee recruitment, employment management, customer business dealings, and supplier collaborations.

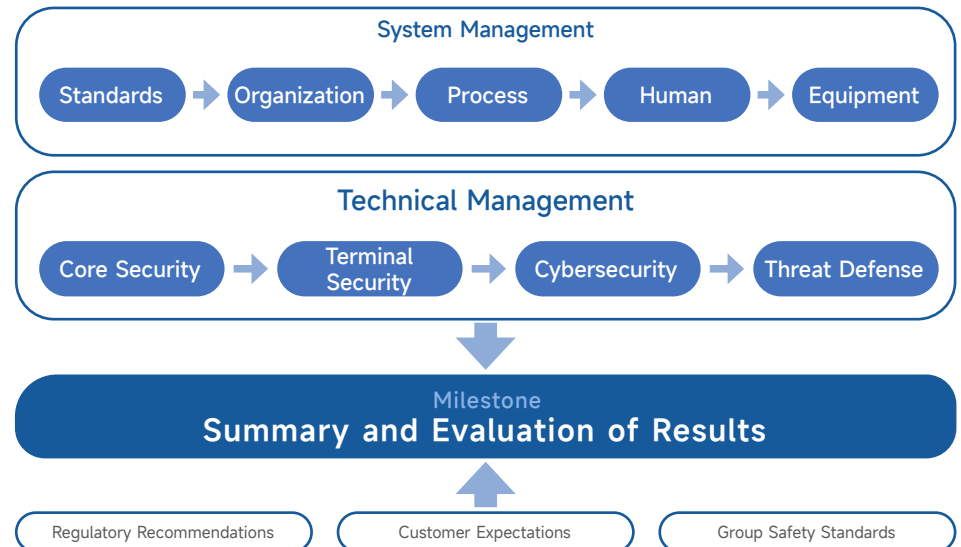
This initiative represents both a core measure for the enterprise to adhere to compliance practices, mitigate data security risks, and fortify its privacy protection framework, as well as an essential component of strengthening the corporate governance system and fulfilling social responsibilities. It will effectively protect the lawful rights and interests of all relevant parties, balance the reasonable utilization of data with privacy protection, continuously enhance the transparency of corporate governance and the enterprise's capacity for sustainable development, and solidify the foundation for the development of ESG governance dimensions.



Establish an ISO 27001-based Information Security Management



Risk Management Framework of TPK Group



Major Cybersecurity
or Virus Incidents for
this Year

0

Number of Customer Privacy
Breach or Suspected Related
Complaint Incidents this Year

0

Multi-layered Defense-in-Depth Architecture

To ensure dynamic optimization of the defense line, we are implementing the following key measures:



Risk Management and Early Warning

Conduct regular information security risk assessments to proactively identify potential threats.



Comprehensive Talent Development Program

Providing in-depth technical training for cybersecurity professionals, as well as general education for all employees; in 2025, we will expand the implementation of the "Group-wide Specialized Personal Information Protection Education and Training" program to further strengthen awareness of privacy protection.



Full-cycle Protection Mechanism

Continuously refining the three-phase approach of "preemptive defense, real-time response, and post-incident recovery," by validating the appropriateness and effectiveness of the system through live operational exercises to safeguard the digital assets of both clients and enterprises.

"Zero Data Leakage": Personal Information Protection



Specialized Education and Awareness Campaigns

In addition to the annual general education program, starting in 2025, the company will expand its provision of specialized training on personal information management across all departments. The training content will cover social engineering prevention, red lines for personal data handling, and emergency response mechanisms for privacy breaches, ensuring that every employee becomes a frontline guardian of privacy.



Integration of Information Security and Privacy Technologies

By leveraging the ISO 27001 PDCA cycle, we have optimized a multi-layered defense architecture, specifically designed to enable encrypted storage and behavioral auditing for databases containing personal information.



Full Life Cycle Suitability Validation

Continuously strengthening pre-incident prevention, during-incident response, and post-incident recovery mechanisms. We regularly conduct emergency drills for personal data breach scenarios to verify that the Group can swiftly activate its personal data protection contingency plans even under extreme circumstances, thereby ensuring legal compliance and system effectiveness.

Regulations of Various Countries/Regions

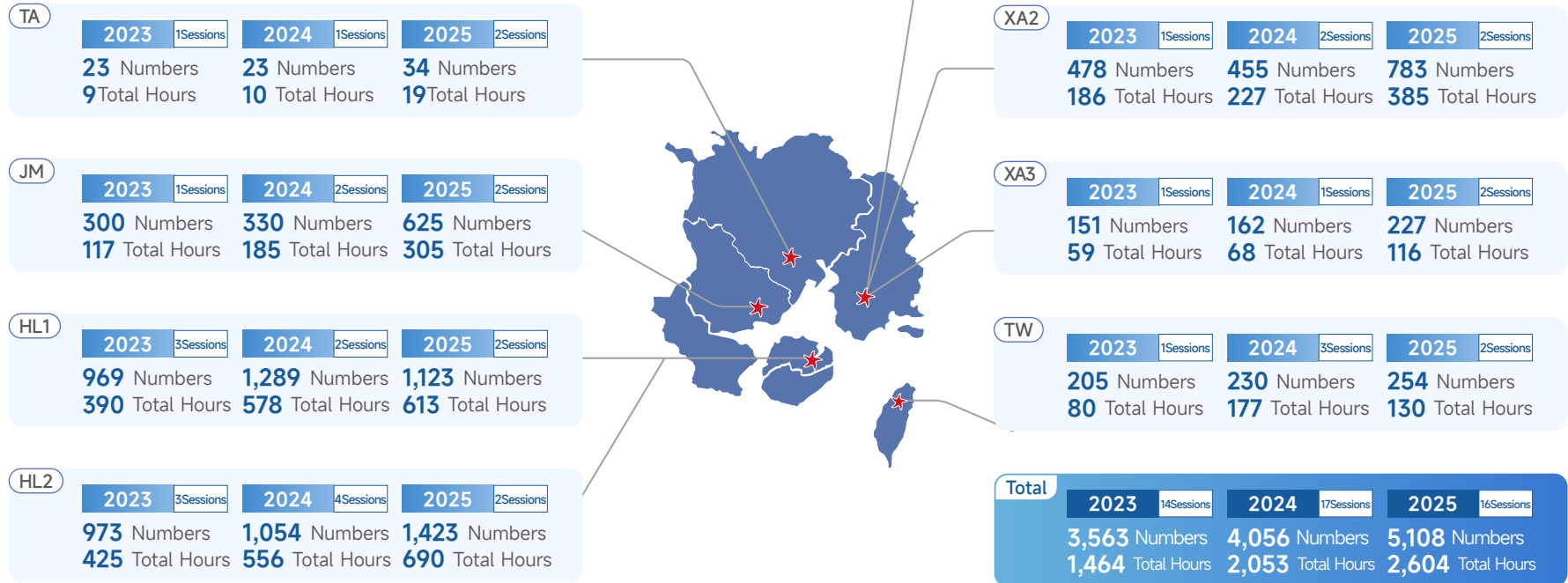
Information Security Regulations of Various Countries/Regions

Countries/Regions	Name
Taiwan	《Personal Data Protection Act》
Mainland China	《Cybersecurity Law》
Mainland China	《Data Security Law》
Mainland China	《Personal Information Protection Law》

The Company requires new employees to sign a confidentiality agreement and incorporates confidentiality clauses into routine contracts with customers. These measures are supported by established grievance channels to ensure the effective implementation of confidentiality practice.

3.3.2 Information Security Education and Training

Course Title: "Information Security Protection"



Business Continuity and Disaster Recovery Exercises



Information Security Awareness Campaign



3.3.3 Information Security Management Achievements

Enhancing Employee Security Awareness



·Implementation Approach

- ▶ Each month, information security awareness campaigns are conducted via email, WeChat, and other online channels.
- ▶ Quarterly updates of lock screen and screen saver information and cybersecurity awareness slogans
- ▶ Each year, information security training is conducted for all employees through an online learning platform.
- ▶ Annual offline cybersecurity thematic training sessions are conducted each year.
- ▶ Conduct annual comprehensive social engineering drills for all employees.
- ▶ In 2025, 70 information security awareness posters will be produced and displayed on the walkways and elevators throughout all parks to enhance employees information security awareness.

·2025 Outcomes

Target Audience	Course Content	Achievements	
		Participants	Participation Rate
All employees	Information Security Protection	2,291	97.17%
All employees	Software Copyright Protection	2,874	100.00%
All employees	Personal Information Protection	2,389	100.00%
All employees	Social Engineering Exercise	9,063	99.96%
Employees Targeted in Social Engineering Drills and Others	Social Engineering and Prevention	15	100.00%
All employees	Total of 12 WeChat cybersecurity awareness articles	221	100.00%
All employees	Total of 12 email-based cybersecurity awareness campaigns	3,594	100.00%
All employees	There are 8 articles on computer screen savers and screen locking	4,891	100.00%
All employees	Total of 70 safety awareness and prevention measures posters	All	100.00%

Cybersecurity Governance



·Implementation Approach

- ▶ Expand the intrusion detection system to prevent unauthorized intrusions and safeguard against viruses.
- ▶ Implementation of the IAM system to strengthen information security for special accounts.
- ▶ Continuously expand multi-factor authentication, strengthen password management controls, and prevent information security incidents caused by the leakage of critical passwords.

·2025 Outcomes

- ▶ TPK has expanded its Intrusion Detection System at the XA campus to provide more comprehensive monitoring of unauthorized internal traffic. Additionally, the company has implemented centralized management for special accounts, recording usage patterns when accessing critical systems and introducing new control measures to prevent these special accounts from being misused. The expansion of multi-factor authentication coverage addresses the frequent occurrence of social engineering phishing attacks, ensuring that even if employee passwords are compromised, no information security incidents will occur due to such breaches.

Shadow IT and Copyright Software Governance



·Implementation Approach

- ▶ Conduct regular comprehensive audits to identify unauthorized use of IT equipment, and perform verification and assessment of the usage status of copyrighted software.

·2025 Outcomes

- ▶ TPK conducts regular inventory and verification audits of shadow IT equipment and licensed software, as well as investigations into instances of unauthorized use of hardware and software, to ensure that all deployed equipment and software are properly managed.

04

CHAPTER

Innovating for the Future, Building Sustainability Together



4.1	Technological Innovation and Green R&D	★ 065
4.2	Smart Manufacturing Transformation	069
4.3	Product Responsibility and Safety	★ 074
4.4	Customer Relationship Management	079
4.5	Sustainable Supply Chain	082

Performance Results



58 New Patents Granted
3,361 Cumulative Global Patents



Certified
Intellectual Property
Management System



100% CSR Audit Pass Rate



Silver Grade (163.1 分)

The Group's two plants underwent their first RBA VAP review



Laboratory Certifications

CNAS, ISO 17025, ISO 10012, and ISTA



Obtained

copyright for TPK MES and TPK E-Learning software

Technological Innovation and Green R&D

★: Material Topics

GRI Standards

3-3 Topic Management:

Technological Innovation and Green R&D

Policy and Commitment

1. Enhance the professional capabilities of R&D personnel through internal and external resources.
2. Promote industry-academia research collaboration to support both existing products and new business development.
3. Encourage and reward R&D staff for technology innovation and patent applications.
4. Ensure R&D activities stay closely aligned with customer needs and market trends..
5. Adhere to green and environmentally friendly principles throughout product development.

Stakeholder Engagement

Stakeholders: Customers, Suppliers, Government Agencies

- Regularly publish relevant information on the company's website.
- Communicate with stakeholders through the annual shareholders' meeting and quarterly investor conferences.

Company Phone: +86-592-5738999

Company Website: www.tpk.com

Sustainability Indicators	Management Goals	2025 Targets and Progress		2026 Short-Term Goals	2030 Medium-Term Goals	2035 Long-Term Goals
		Targets	Progress			
 New Product R&D	Increase Sales	Focus on expanding the use of touch screen technology in industrial and automotive applications. Actively develop new business products such as 3D-printed footwear, LiDAR products, energy storage systems, and lightweight energy vehicles, thereby increasing the share of these new businesses within our overall portfolio.	 1.R&D expenditure increased by 3.18% compared with the previous year. 2.New businesses accounted for 14.62% of total revenue.	1.Adjust the number and content of effective patents to optimize resource allocation. In line with the group's overall business, the number and content of valid patents are appropriately adjusted to optimize resource allocation. 2.Gradually increase the share of new businesses and new products in total revenue.	Achieve a substantial revenue and profit contribution from new business products, integrating them as a key component of the group's revenue.	Strengthening our core business while pursuing diversified development, we integrate new ventures and products into the Groups overall business portfolio as a new driving force, and continue to upgrade our operations toward green manufacturing and smart manufacturing.
 Intellectual Property Management System	Intellectual Property Risk and Opportunity Management	Conduct patent analysis in line with the Group's development focus, balancing value and risk. Identify white spaces in patent landscapes and strategically file patents based on R&D and product development results. Assess patent risks to support decision-making and guide development paths, avoiding potential IP conflicts.	 1.Patent portfolio in new business areas: more than 30 patent applications have been filed with the worlds top five patent offices. 2.Maintain the number of patents held by the Groups core touch-screen business segments 3.Achieved Zero Data Loss through the Advanced Intellectual Property Management System Certification	Integrate IP considerations into business operations. Incorporate IP analysis into forward-looking R&D, new business development, and investment decisions, ensuring alignment with both industry trends and the Group's strategic positioning.	Maximize the value of intellectual property. Convert IP into a source of competitive advantage by leveraging licensing, sales, and valuation to generate additional business revenue.	Overcoming patent barriers in new business sectors to consolidate competitive advantages; maintaining a robust patent portfolio to maximize the financial value of intellectual property assets.

Product Responsibility and Safety

★: Material Topics

GRI Standards

416 Customer Health and Safety

Policy and Commitment

TPK continues to implement product quality and HSF policies, integrates various professional management systems and emerging technologies, executes safe and environmentally friendly production processes, enhances organizational resilience, strengthens quality governance, and consistently provides customers with safe and green products.

Stakeholder Engagement

Stakeholders: Shareholders, Investors, Customers, Suppliers, Government Agencies

Product liability and safety form the cornerstone of TPK Groups sustainable development. The company has clearly defined the organizational responsibilities of each unit within its Product Assurance, Manufacturing, Business Development, and Customer Service departments; customers and other relevant parties may communicate with these respective units through various channels-including telephone, email, WeChat, the company's official website, online meetings, and in-person visits-to address matters pertaining to product liability and safety.

Sustainability Indicators	Management Goals	2025 Targets and Progress		2026 Short-Term Goals	2030 Medium-Term Goals	2035 Long-Term Goals
		Targets	Progress			
 Management Improvement	Management System Enhancement	Maintain the validity of relevant certification systems and ensure effective operation of hazardous substance management.	 1. All certifications remain valid, covering 99.2% of the Company's products. 2. No complaints were received regarding product safety issues or excessive levels of hazardous substances.	Keep complaints regarding product safety and hazardous substance exceedance at zero.	1. Staying committed to regulatory compliance and continuously meeting both domestic and international product liability and safety laws and standards. 2. Through rigorous quality control measures, we mitigate product liability risks and build a strong safety brand reputation.	Continuously providing secure products and optimizing the green product management system.

4.1 Technological Innovation and Green R&D



Governance

TPK Group has established governance mechanisms at all levels for innovation development and intellectual property protection, with dedicated R&D departments and an Intellectual Property Management Department, as well as a global R&D center. In collaboration with its various business units, the Group is responsible for the specific implementation and supervision of innovation and R&D activities, continuously optimizing and enhancing the management efficiency of innovation and R&D projects.



Strategy

TPK Group's innovation and research and development (R&D) strategy is divided into two main pathways: core touch technology and the development of new products in emerging businesses. By pursuing both routes, the company continuously enhances its innovation potential and future growth prospects.


Actions and
Measures

Touch industry: as a leading enterprise in the Touch Screen industry, the Company has been continuously deepening the technological development of the industry and actively expanding application of new products at the same time. Our offerings range from sports bracelets/ watches to mobile phones/tablets, with the largest product being a 110-inch whiteboards. In different application markets, provide flexible and diversified innovative products to serve various customers.


Smart Wearable Devices
Solutions


Flat Panel Display Solutions


Industrial & Medical
Applications

Smart Interactive Whiteboard
Solutions


Touchscreen Solutions



Foldable Screen Solutions

New business: in addition to the touch screen business, the company has been actively expanding new business products in recent years, most notably 3D printing products/laser radar products, and E-paper / cholesteric liquid crystal / motion capture gloves/energy storage systems/lightweight energy vehicles, etc.


Ultra-lightweight Running
Shoes


Motion-capture Gloves



Automotive LiDAR

4.1.1 Multi-Layout

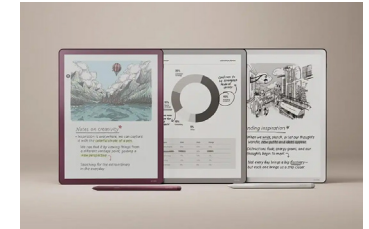
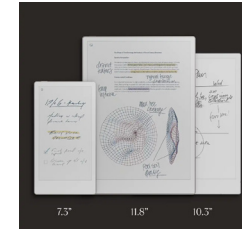
Construction Commencement at the Thai Factory Site

The official groundbreaking ceremony for Thailand's production base marks another pivotal step in TPK Group's global manufacturing strategy, opening up new horizons for future business growth.



E-book Business

TPK Group has collaborated with leading global e-book clients to establish a new e-book production line, injecting strong momentum into its capacity expansion. Through this partnership, the company has successfully achieved mass production of new-size electronic paper e-books and updated color e-book products, further solidifying its position in the electronic paper sector through superior display and writing experiences.



Launch Smart Logistics Services

TPK Group, leveraging its advanced intelligent manufacturing capabilities, empowers smart logistics clients both domestically and internationally, facilitating the transition of smart logistics solutions from blueprint to reality.



Amplifi Tech Limited Inaugurates its New Factory

Amplifi Tech Limited Xiang'an facility has officially commenced operations, joining forces with its new facility in Vietnam to build a stronger foundation for additive manufacturing production capacity.



Establishes a Laser Radar Business Unit and an R&D Center

To advance its laser radar business, TPK has newly established R&D offices in Suzhou and Hsinchu, leveraging dedicated teams and resources to anchor its position at the forefront of the smart sensing era.



Diversified Upstream-downstream Business Portfolio

TPK Group has completed an investment of USD 180 million in ITH Corporation, becoming its largest shareholder, thereby further strengthening strategic synergy and advancing the integration of upstream and downstream businesses into a new phase.



4.1.2 Intellectual Property

As of December 31, 2025, TPK has filed a cumulative total of 4,286 patent applications, with 3,361 granted. Among these, there were 86 patent applications filed in 2025; 58 patents have been granted.

Total Patent
Applications
4,286

Approved Patents
3,361



Intellectual Property Management Plan

To strengthen its leading position in the touch industry and protect the outcomes of its R&D investments, TPK has established a dedicated Intellectual Property (IP) unit. This unit formulates short-, medium-, and long-term IP policies aligned with operational goals and R&D resources. The goal is to enhance the management of intellectual property to create value for the company, reduce risks to maintain operational freedom (freedom-to-operate), and bolster competitive advantages to secure profit opportunities. A digital IP management system has been established, covering patents, trademarks, and trade secrets.

TPK's IP management plan includes strategic patent deployment in key countries, thorough exploration of patentable subjects, ensuring patents cover critical products and technological developments, and continuously refining patent quality evaluation mechanisms. The plan also includes maintaining the validity of patents, rewarding inventors, conducting IP awareness campaigns, and training personnel to protect the company's R&D outcomes and maintain its technological leadership.

Implementation of Intellectual Property Management

Since its establishment, TPK has been committed to promoting intellectual property protection; since 2018, it has actively implemented an Intellectual Property Management Plan, with its primary activities as follows:

2018

Established a comprehensive IP management system covering patents, trademarks, and trade secrets.

2019

Completed systems for trademark management, technology proposal management, and patent application and maintenance. TPK was recognized by one of the world's top five patent offices (IP5) and ranked among China's top 500 patent enterprises.

2020

Enhanced the "Patent Value Assessment Review" mechanism, aligning it with operational goals while balancing patent quantity and quality.

2021

Reviewed the relevance of granted patents to operational strategies and products, assessing the necessity of continued maintenance.

2022

Implemented the Plan-Do-Check-Act (PDCA) management cycle and obtained GB/T 29490-2013 management certification.

2023

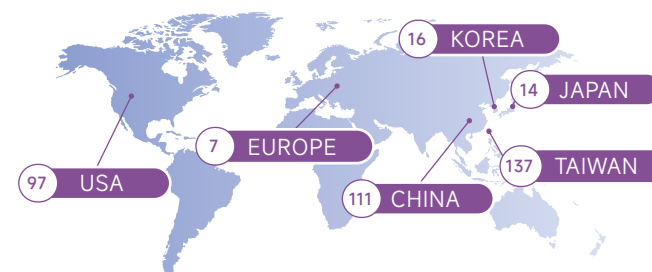
Continued to follow the PDCA framework, focusing on a combination of patent quantity, individual case quality, and core technology-oriented strategic deployments. Additionally, TPK conducted periodic monitoring of relevant patents to facilitate intellectual property risk management.

2024

In alignment with business planning and technological advancements, we will dynamically adjust our portfolio of intellectual property assets and, based on the characteristics of each business market, generate high-quality intellectual property outputs from the world's top five patent offices (IP5), such as obtaining a Third-Class Patent Award from the China National Intellectual Property Administration.

2025

The company passed external audits with zero nonconformities and obtained the Management Certification for the Intellectual Property Management System for the 2025 edition; in alignment with the company's core business development and technological evolution, as well as market trends, the company will proactively adjust its intellectual property strategy; furthermore, the company will enhance its control over contracts with upstream and downstream suppliers to clearly define the scope of intellectual property rights and safeguard the company's interests; additionally, for new business initiatives, the company will actively screen for patents held by major competitors and maintain close communication and collaboration with its R&D team to identify risks during the design phase and implement necessary measures to eliminate or avoid such risks.



4.1.3. Green Products and Patents

Green Product R&D

To promote environmental sustainability, TPK Group is committed to developing and providing green products that reduce environmental impact and enhance resource efficiency. During product development, strict compliance with relevant green product requirements (e.g., RoHS) is enforced-from raw material selection and process materials to packaging and finished product design. In parallel, product recovery and recycling requirements (e.g., WEEE) are taken into account. Given the varying end-customer needs across different products, corresponding recycling policies and goals may differ. In response, the Company's R&D teams address both domestic and international demands, standardizing design and material selection based on client requirements. This approach deepens the integration of green design and recyclability, continuously refining the Company's green product development standards and philosophy.

Green Product Development Plan



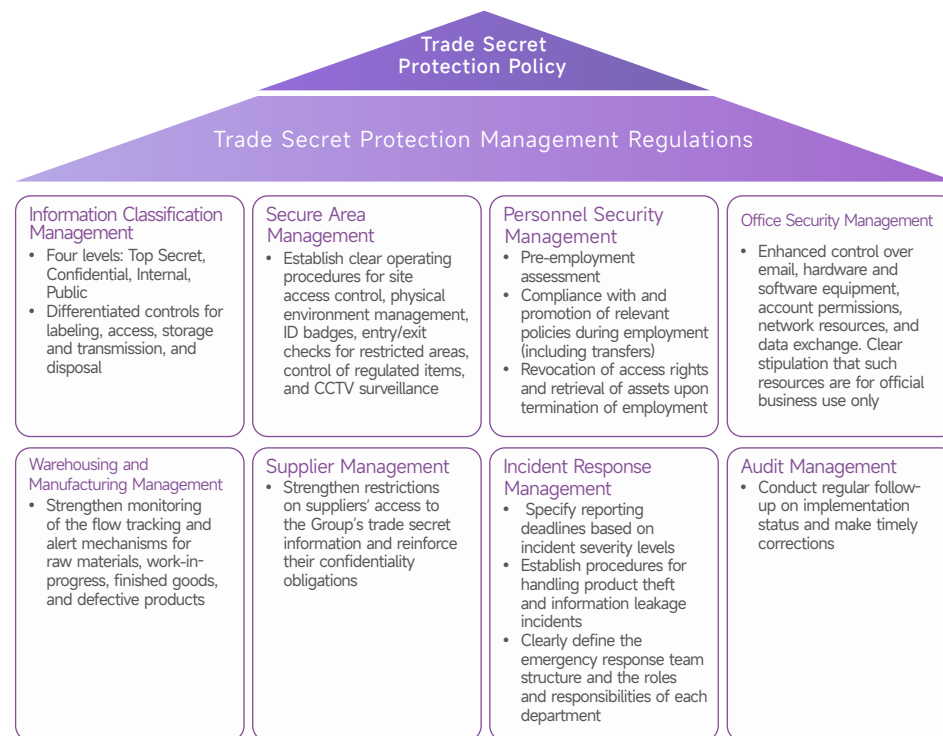
Green Patents

TPK Group integrates the concept of green development into its innovation and manufacturing systems, actively advancing the development of green patents. The Company develops eco-friendly processes and products to enhance its green manufacturing capabilities, enabling technology-driven environmental protection and driving simultaneous progress in emission reduction, energy savings, and efficiency improvement. As of 2025, TPK has obtained more than 170 green product-related patents, covering areas such as energy-efficient displays-such as electronic whiteboards, OLED displays and e-paper displays-and applications of green energy, such as optimized battery electrode designs and low-energy human-machine interfaces; furthermore, its manufacturing processes adhere to low-pollution and clean production principles, utilizing low-pollution materials and processes, while ensuring that its products possess high weather resistance and high strength; multiple processes and module structures have successfully passed the accelerated examination pathway for green technology patents established by the Taiwan Intellectual Property Office. Looking ahead, TPK Group will continue to promote the design and development of green products, fulfilling its environmental mission through innovation and contributing momentum toward sustainable development.

4.1.4 Trade Secret Protection Policy

To effectively manage and protect the trade secrets of TPK and ensure they contribute to the company's operational efficiency and core competitiveness, TPK established a trade secret protection management system as early as 2014. This system has been rigorously implemented over the years. Under TPK's "Trade Secret Protection Policy," the "Trade Secret Protection Management Measures" , were formulated to regulate various confidential control operations. These operations are divided into four main phases: risk assessment, system implementation, supervision and auditing, and review and improvement. Responsibilities and authorities are clearly defined to continuously strengthen the trade secret management system during daily operations.

The protection network covers eight key areas: information classification management, secure area management, personnel security management, office security management, warehouse and manufacturing management, supplier management, incident response management, and audit management. Recognizing the importance of safeguarding confidential information from customers, suppliers, and other business partners, TPK has also established the "TPK Confidentiality and Privacy Protection Policy." This policy further strengthens the security of confidential information obtained from customers, suppliers, or other business partners, ensuring the protection of their legal rights and those of TPK. Any breach of confidentiality could result in serious legal consequences, underscoring the importance of this policy.



4.2 Smart Manufacturing Transformation

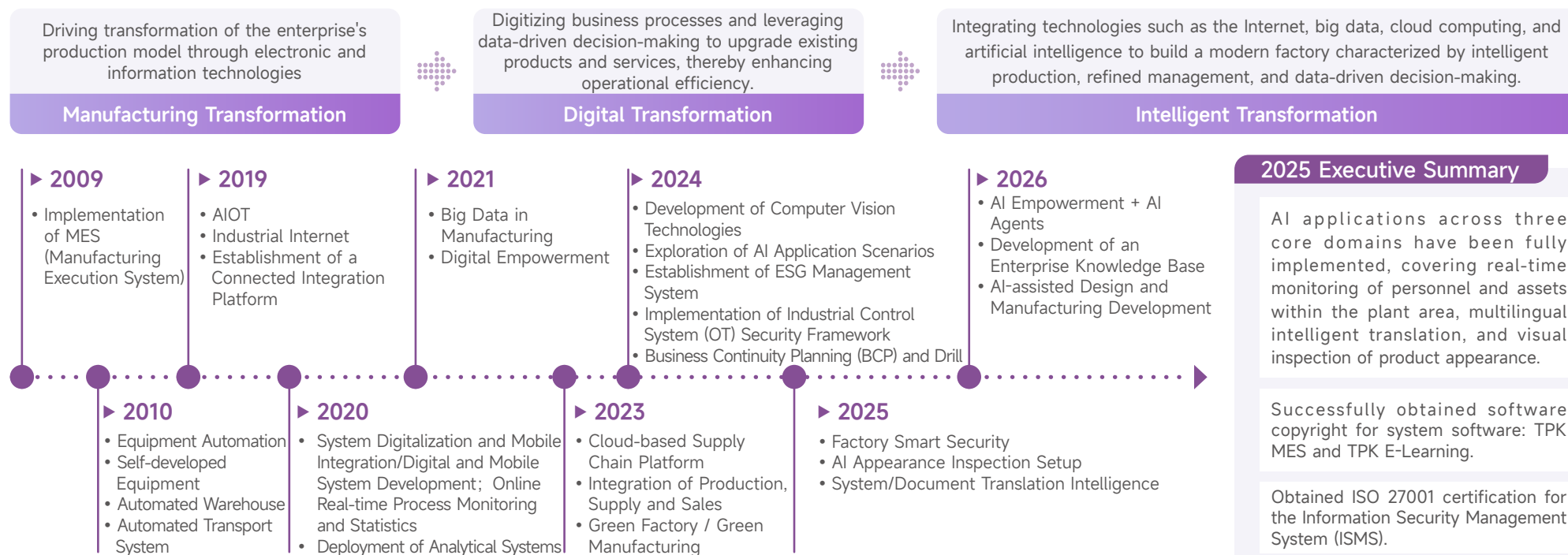
Manufacturing Innovation

Since its establishment, TPK Group has remained committed to the path of smart manufacturing, continuously introducing advanced automated production equipment and intelligent manufacturing systems. By building a flexible production framework, the Company has enhanced production agility and responsiveness, enabling manufacturing rhythms to precisely align with market demand.

Focusing on the entire manufacturing process, TPK leverages new technologies, methods, processes, and product designs to improve production efficiency, enhance product quality, reduce costs, and create new value.

TPK firmly believes that manufacturing innovation is a key enabler for breaking through intense market competition. By driving manufacturing transformation with intelligent technologies, the Company not only maintains its competitive edge in core businesses such as touch solutions, but also pioneers industry practices that guide the manufacturing sector toward higher-end, smarter, and greener development. This approach injects new vitality into the high-quality advancement of the manufacturing industry.

Milestones in Manufacturing Innovation



2025 Executive Summary

AI applications across three core domains have been fully implemented, covering real-time monitoring of personnel and assets within the plant area, multilingual intelligent translation, and visual inspection of product appearance.

Successfully obtained software copyright for system software: TPK MES and TPK E-Learning.

Obtained ISO 27001 certification for the Information Security Management System (ISMS).

Through the development of IT manufacturing infrastructure, the establishment of a smart and green supply chain framework, enhanced information confidentiality protection, and integration of upstream and downstream products within its core business, TPK Group is jointly building an intelligent manufacturing ecosystem. By promoting and implementing these strategies through dedicated project teams, the Group is steadily advancing each initiative and structural component to realize its vision for smart manufacturing.

Philosophy and Action

Data-Driven

Treat data as a core asset. By collecting, analyzing, and applying data throughout the entire production, management, and sales processes, the Company optimizes decision-making and operational workflows.

Collaborative Integration

Promote the deep integration of information technology and manufacturing technology to enable cross-departmental collaboration within the enterprise, as well as coordination across enterprises and along the industry value chain.

Innovative Development

Encourage both technological and managerial innovation. Continuously explore new production methods, business models, and service approaches to adapt to dynamic market demands.

Green Sustainability

Emphasize resource efficiency and environmental protection throughout the manufacturing process to achieve a win-win outcome in both economic and environmental performance.

Technological Innovation

Increase R&D investment in key technologies such as the Industrial Internet, artificial intelligence, and big data to overcome technical bottlenecks.

Standards Development

Establish enterprise-specific knowledge bases and intelligent system applications, as well as cloud-based supply chain and EDI platforms, to enhance interconnectivity and interoperability among enterprises, factories, and equipment.

Talent Development

Strengthen the cultivation and recruitment of professionals in smart manufacturing-related fields, and enhance employees digital skills and innovation capabilities.

Circular Economy

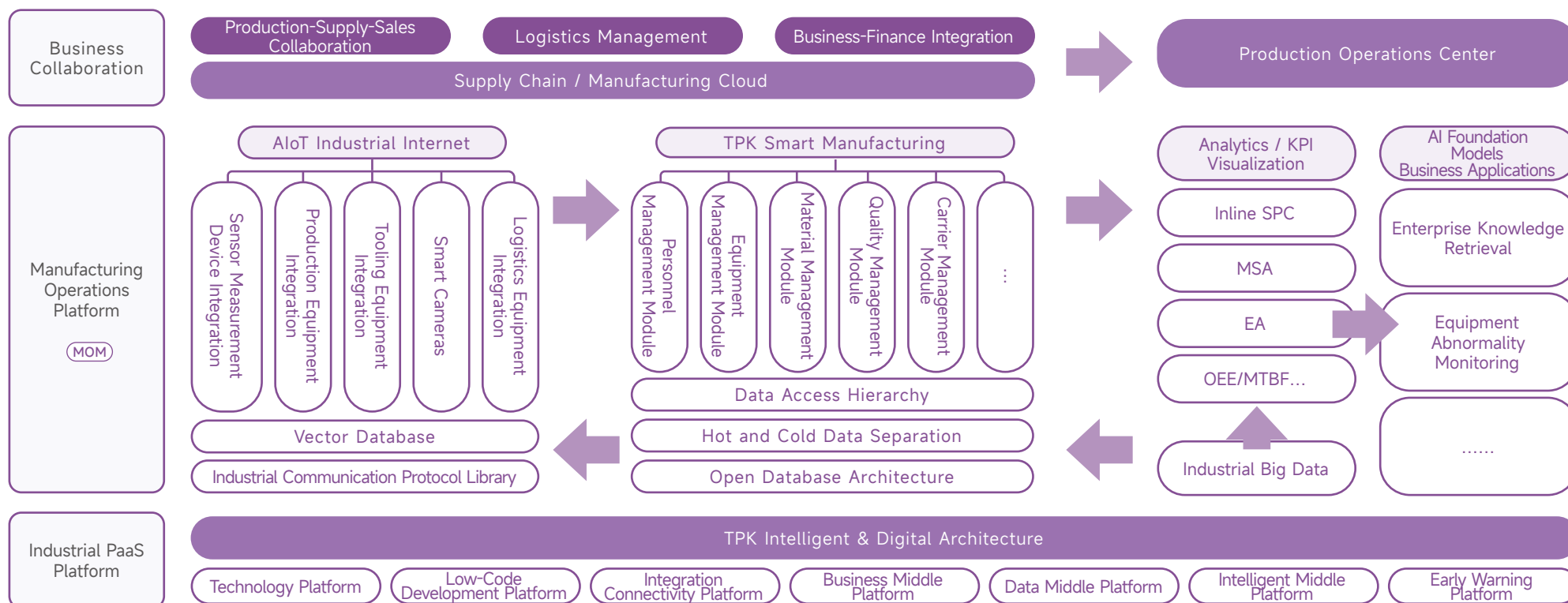
Build a resource recycling system by promoting resource recovery and waste reprocessing to reduce resource waste and emissions.

Time	✓ Short-term(~2025)	Mid-term(2026~2027)	Long-term(2028~2030)
 Goals	- Achieve initial digitalization and visualization of the production process to enhance production efficiency and product quality stability. - Complete technical preliminary research and pilot validation for key AI scenarios.	- Establish a fully digitalized smart factory - Achieve automation and intelligentization of production processes - Optimize supply chain management	To reach an advanced stage of smart manufacturing, achieving comprehensive enterprise intelligence and sustainable development, while leading industry transformation.
 Action Plan	Initiating AI Empowerment: Technical validation and model training are being conducted for core scenarios such as human and object surveillance, intelligent translation (for systems and documents), and product appearance inspection; these related scenarios have already been successfully implemented. Simultaneously, preliminary technical research is underway for operational specification scenarios, laying the foundation for comprehensive AI integration into production and business processes.	- Upgrade production equipment to enable automated manufacturing - Improve the software system to enable coordinated operation across all stages	Leverage technologies such as artificial intelligence to enable autonomous decision-making and process optimization; expand service offerings by delivering intelligent products and services; promote the development and adoption of industry standards to enhance the company's global competitiveness.

IoT Development and Automation Applications

In response to global decarbonization efforts, the Company adheres to green technologies and relevant environmental standards throughout all stages—from product development and material usage during production to final shipment of product modules. Continuous efforts are made to develop energy-efficient and low-power consumption process technologies. The Company's automation development team continues to optimize and implement automation technologies to streamline manufacturing processes, enhance production efficiency, and reduce material waste. In recent years, special focus has been placed on the evaluation, training, and deployment of artificial intelligence (AI) systems. By leveraging historical data to train large AI models and conducting simulation experiments, the Company is able to generate recommended design factors and production parameters. These AI-driven insights enable more precise optimization in the design phase and reduce resource consumption in production, thereby enhancing the green design and manufacturing processes of the Company's products.

TPK Smart and Digital Manufacturing Architecture



Deep Integration of AI and Cross-Technology Synergy: Unlocking the Full Value of Data to Support Smarter Decision-Making

- **Smart Manufacturing:** By leveraging a digitalized architecture to collect data from production equipment, TPK has established a Production Operations Center that enables real-time monitoring and optimization of manufacturing processes, thereby improving production efficiency and product quality.
- **Supply Chain Management :** Through the application of data analytics and intelligent technologies, the Company optimizes supply chain planning, inventory control, and logistics distribution. These efforts help reduce operational costs while enhancing supply chain agility and responsiveness.

Leveraging IoT Technologies

Equipment Connectivity and Data Acquisition

By using sensors and networks to connect manufacturing equipment into an Internet of Things (IoT) system, the Company enables real-time collection of operational parameters and production status. This data provides a solid foundation for subsequent analysis and decision-making. Key projects completed include:

- Dust particle monitoring and SPC real-time control system in the XA2 plant
- Production data upload project for the automatic screw fastening machines at HL2 plant
- Real-time monitoring of RO water levels and temperature across all plants, **saving approximately NT\$443,600 annually.**

Supply Chain Management

Cloud-based IoT technologies are applied in raw material procurement, transportation, and inventory management to enable real-time tracking and monitoring of goods.

Since 2024, the Group has independently developed and implemented an EDI platform to integrate business processes with customers and suppliers via a B2B system, effectively reducing manual work, enhancing efficiency, and improving accuracy.

Quality Monitoring

IoT sensors are installed along the production line to conduct real-time quality inspections, enabling prompt detection of defects and anomalies.

Leveraging Artificial Intelligence Technologies



Quality Control and Optimization

AI-powered image recognition and data analytics technologies are employed to automatically detect product defects and analyze quality data to identify root causes of quality issues, thereby optimizing production processes.



Factory Personnel/Asset Surveillance

- Personnel Detection in Idle Zones: Provides 24/7 all-around coverage with no blind spots; the entire process (from "Detection → Notification → Response") is fully automated, with response times as fast as seconds, effectively preventing secondary hazards caused by delays. (Implemented across the entire Groups idle zones)
- Fire & Smoke Alarm Monitoring: Automated detection replaces manual inspections, saving approximately NT\$2.05 million in annual labor costs (implemented across the entire group).
- Control of the Import and Export of Precursor Chemicals: Strengthen compliance management to prevent human oversight gaps and non-compliant operations (implemented across the entire Group).
- Locker Room Entry/Exit Monitoring: Enables reasonable control over the number of people entering and exiting at different time periods; in emergency situations, it allows for real-time tracking of the current number of personnel in each workshop, thereby facilitating efficient evacuation. (Already implemented at JM)
- Monitoring of Standardized Parking on Racks: Strengthening standardized management to encourage employees to consciously comply with parking regulations and thereby enhance on-site order and operational efficiency (already implemented at the JM).
- Personnel Density Compliance Monitoring: Prevents overstaffing in operations, ensures that personnel density in sensitive areas such as cleanrooms and clean workshops meets specified standards, and maintains air cleanliness levels and production stability. (Implemented at the JM)

Applying Automation Technologies

Automated Production Processes



Automated production lines, robotic arms, and AGVs (Automated Guided Vehicles) are used to automate material handling and production operations, significantly enhancing production efficiency and product quality consistency.

Automated Energy Management



Automated energy management systems are used to monitor and control energy consumption in real time during production. These systems dynamically adjust the supply of water, air, and electricity based on production needs.



Intelligent Translation

- Multi-language Interface Adaptation: The integration of an AI-powered intelligent engine enables a dual translation capability based on "interface + business data".
- Document Translation: Built on an open-source local model, it supports high-fidelity translation for all formats (PDF, Word, Excel, and PPT) and offers both pure translated text and bilingual comparison modes; it also supports batch processing and allows direct access to translated texts from shared drives.



Personnel Operations

Machine cleanliness and parameter inspection authenticity monitoring: enables systematic implementation of inspection processes, identifies whether personnel have actually arrived at the designated machine locations, synchronously verifies the duration of personnels stay at these locations, and facilitates automated supervision (implemented at JM).

Sustainable Manufacturing Upgrade

By advancing and upgrading smart manufacturing, the Company enhances both product manufacturing value and overall sustainability performance. These efforts lay a solid and robust foundation for long-term development, using technology as a driver to deeply integrate sustainability into all dimensions of the business and to create a path for sustainable value growth.

Value Enhancement

- ✓ **Breakthrough in Production Efficiency:** Through the use of automated equipment and collaborative robotics, the Company enables uninterrupted 24/7 operations. This high-efficiency production model significantly improves both speed and precision, greatly increasing output per unit of time and reinforcing the resilience of production capacity.
- ✓ **Production Cost Optimization:** By leveraging big data analytics to optimize production processes, raw material waste can be significantly reduced. An intelligent production scheduling system integrates order demand, equipment capacity, and material inventory to generate the most efficient production plan. This approach not only improves equipment utilization and reduces energy costs, but also ensures accurate delivery schedules, achieving a dynamic balance between cost control and delivery efficiency.

Environmental Sustainability

- ✓ **Energy Conservation and Emission Reduction:** Using Internet of Things (IoT) technology, the Company implements real-time monitoring and in-depth analysis of energy consumption. Intelligent algorithms are applied to optimize equipment parameters and production workflows, comprehensively enhancing energy efficiency. From May to December 2025, the XA1 Main Equipment Room Renovation Project will be carried out, featuring fully intelligent monitoring systems for the equipment rooms environmental control and air conditioning systems, resulting in annual electricity cost savings of approximately NT\$443,600.
- ✓ **Resource Recycling and Utilization:** Through a smart resource management system, the Company conducts real-time monitoring and analysis of wastewater, exhaust gas, and solid waste generated during production. This enables maximum resource utilization and minimized waste emissions, facilitating the development of a closed-loop green manufacturing model.

Giving Back to Society

- ✓ **Enhancing Employee Satisfaction:** Smart manufacturing is reshaping the workplace, making the environment safer and more comfortable. Employees can perform their tasks through intelligent equipment and systems, resulting in an improved work experience and increased efficiency.
- ✓ **Strengthening Supply Chain Collaboration:** With smart manufacturing information systems, the Company collaborates more closely with suppliers and customers, enabling faster responses to market changes.
- ✓ **Driving Industrial Upgrading:** By implementing smart manufacturing, the Company shares advanced technologies and management practices with upstream and downstream partners, promoting digital transformation across the industry. This not only enhances overall competitiveness but also creates greater economic value and employment opportunities for society.



4.3 Product Responsibility and Safety



Governance

TPK Group places a high priority on product life-cycle safety and responsibility governance, integrating product safety compliance and quality control into its core governance framework. The company has established a comprehensive full-process responsibility management mechanism covering all stages-from R&D and design, raw material procurement, production manufacturing, and product testing to sales service and recycling/disposal-thereby ensuring that quality remains fully controllable throughout the entire supply chain from raw materials to end products.

- **R&D Department:** The R&D Department assumes primary responsibility for product design, technical solutions, safety validation, and compliance, ensuring that products meet safety standards from the outset and mitigating potential safety risks.
- **Procurement Department:** Responsible for reviewing and managing supplier qualifications, as well as the quality and safety compliance of raw materials and components, thereby ensuring product safety and accountability traceability from the supply chains origin.
- **Quality Assurance Department:** Responsible for establishing and implementing a quality and safety management system, conducting inspections throughout the entire product lifecycle, managing nonconformities, and overseeing compliance; it also assumes the responsibilities for product quality and safety verification as well as accountability tracing. The company adopts a matrix organizational structure of "Group-level coordination + Business Unit execution" to ensure that quality management possesses both a comprehensive strategic perspective and deep insight into operational details.
- **IT Department:** Provides digital and systematic control support. By leveraging digital systems that enable full-process digital control, data-driven decision-making, supply chain collaboration, quality traceability, and green sustainable development, the department has achieved a comprehensive upgrade and enhanced efficiency in quality management.



Strategy

TPK prioritizes product responsibility and safety by establishing a comprehensive quality management system. This system ensures that every stage of the product lifecycle-from order intake, design and development, prototyping, trial production, to mass production management-complies with relevant standards and customer requirements. By consistently providing safe and reliable products, TPK not only prevents customer attrition but also enhances the company's brand image and reputation. This approach helps to attract more customers, thereby strengthening TPK's market position and competitiveness.



Actions and
Measures

TPK Group has implemented four core measures: rigorous source control (including green procurement and graded testing), strict process management (by adopting international quality management system certifications such as ISO 9001, establishing standardized processes, and conducting reliability and hazardous substance verification through a CNAS-accredited laboratory), full staff empowerment (through risk training and improvement suggestions), and closed-loop management (covering full life-cycle control and emergency response plans). By 2025, the company aims to achieve zero customer complaints and zero product safety incidents, while ensuring 100% recycling of 261.17 tons of electronic waste-thereby validating the effectiveness of its system and ensuring that high product performance is consistently balanced with environmental safety.

4.3.1 Quality Management Policy

As a global leader in touch solution providers, TPK Group possesses extensive process expertise and sophisticated manufacturing technologies, ensuring the delivery of premium product quality. The company's proprietary yellow and white light production processes, along with unique techniques such as sputtering, coating, bonding, and chemical strengthening, enable the company to maintain high yield rates and strong competitiveness while continuously expanding its production capacity.

The Quality Management Policy Covers the Following Aspects



Customer Orientation: TPK adheres to a customer-centric approach, focusing on understanding and addressing customer needs. By continually improving product quality and service levels, the company strives to exceed customer expectations.



Employee Engagement: TPK encourages all employees to actively participate in quality management activities. By enhancing employees' awareness of quality and their skill levels, the company fosters a culture where everyone is committed to maintaining and improving quality.



Quality Assurance and Continuous Improvement:

- TPK is dedicated to continuously refining its manufacturing processes and enhancing product quality. The company employs advanced management methods and tools to improve product quality, increase production efficiency, reduce costs, and boost competitiveness.
- TPK provides safe and reliable products by strictly enforcing harmful substance inspections for raw materials and green procurement practices. All finished products undergo comprehensive reliability testing and hazardous substance evaluations.
- Depending on the product domain and customer requirements, TPK maintains various management system certifications, including ISO 9001, IATF 16949, ISO 14001, ISO 45001, and ISO 50001, to deliver high-quality products and services to its customers.
- Additionally, TPK is committed to energy conservation and carbon reduction initiatives, such as solar power generation (photovoltaic power) and the recycling of green materials, to promote environmentally friendly production.



Customer Satisfaction: TPK is committed to providing stable, green, and safe products, thereby enhancing customer satisfaction and ensuring sustainable development.



4.3.2 Product Quality Management

TPK integrates its production processes vertically, leveraging expanded capacity and process improvements to achieve industry-leading production yields. Emphasizing product quality from design to manufacturing, TPK meets high customer expectations for product quality. The company enforces strict quality controls for all touch materials and utilizes proprietary process-enhancing technologies to ensure that touch modules exhibit high strength and durability. Single-layer glass touch modules are produced using unique technologies that significantly enhance glass strength, ensuring that they meet the practical strength requirements. All products undergo rigorous quality inspections, reliability tests, and hazardous substance checks to guarantee customer health and safety. TPK's subsidiaries actively participate in quality management system certifications such as ISO 9001 and IATF 16949, covering 99.2% of the company's products. In 2025, there were no customer complaints related to product quality, and no incidents of violating health and safety regulations regarding products and services.

Product Certification: For details on the management system certifications obtained by TPK Group, please refer to the information provided in the "1.1.6 Information Verification and Confirmation Mechanism" section.

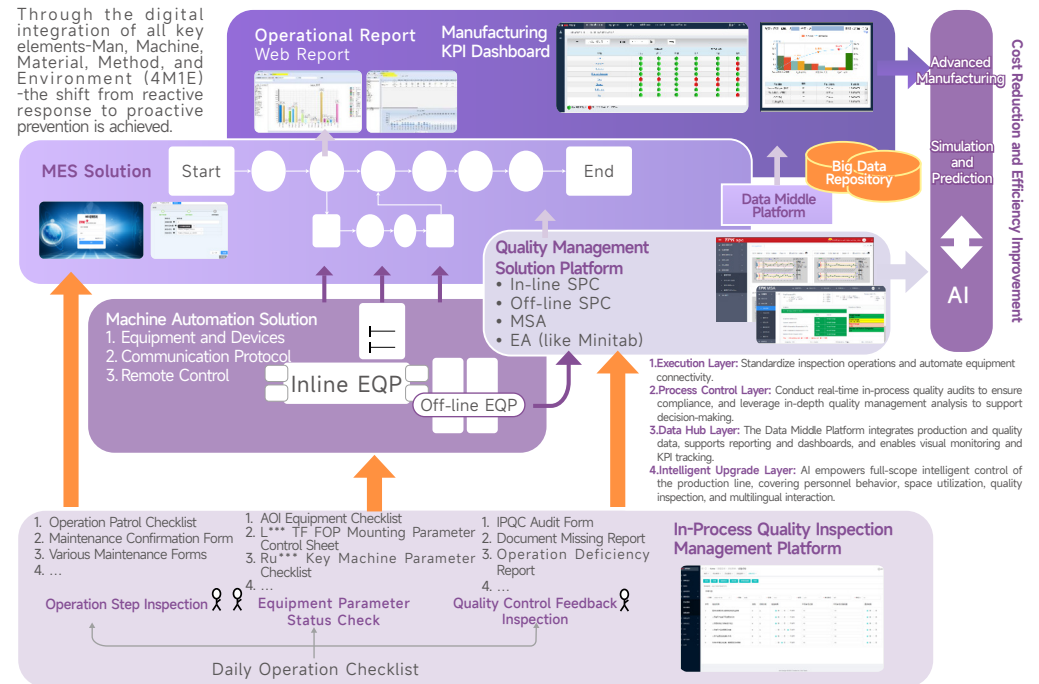
The company has implemented a series of measures to ensure product quality and safety:

1. The Company has strengthened its quality control system to ensure that every stage of the process—from raw material procurement to production, testing, packaging, and transportation—complies with both international and domestic quality standards. Regular internal quality audits and assessments are conducted to verify that quality control measures are effectively implemented throughout the organization.

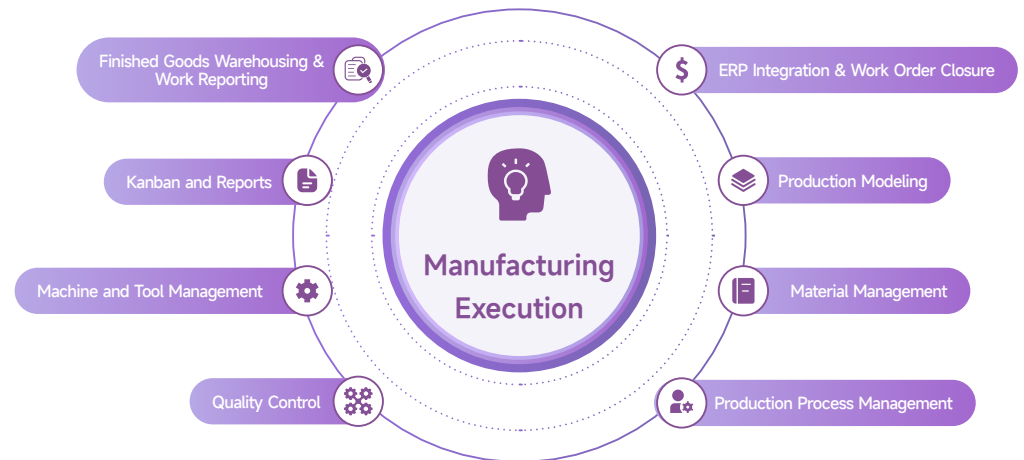
To ensure product safety at the source, the Company has established the following safety controls for raw materials:

- Developing compliant green materials in accordance with the latest EU environmental regulations (e.g., RoHS/REACH) and customer requirements.
- Continuously monitoring updates to EU environmental regulations and customer demands, reviewing and optimizing internal hazardous substance control standards, and promoting full compliance throughout the supply chain to ensure the Company's ability to consistently deliver compliant products.
- Selecting suppliers and materials that meet environmental and safety standards during product design and development.
- Conducting RoHS and halogen-free (HF) restricted substance testing based on material risk classification before materials are used in production.
- Designating separate warehouse areas for environmentally compliant materials, finished products, and non-compliant GP (Green Product) items, with clear labeling and segregation as required.

TPK Intelligent Factory System Solution

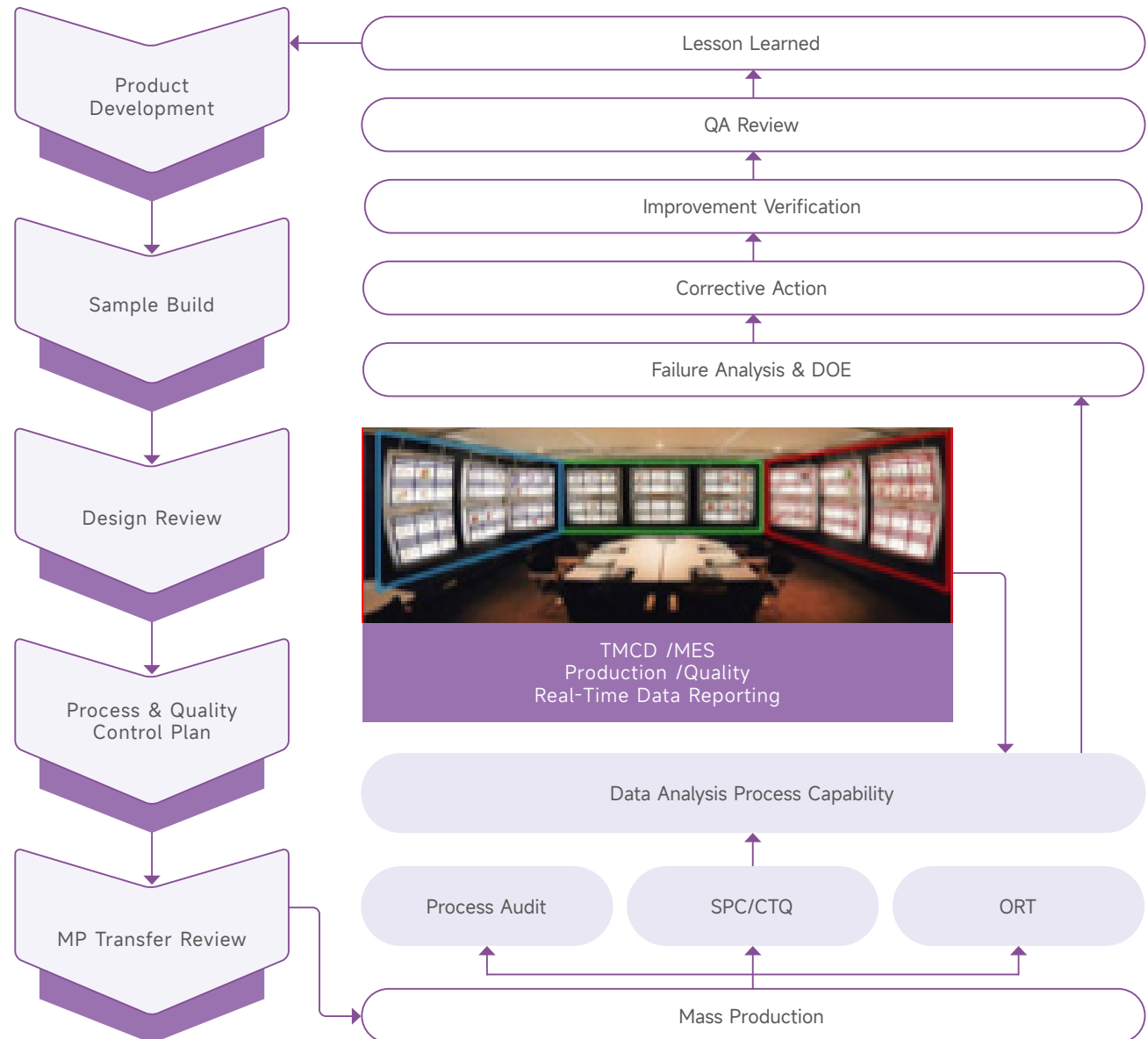


TPK MES Functions



2. The Company collaborates with universities and research institutions to introduce new technologies and materials, thereby enhancing the overall quality of its products.
3. Establish standardized operating procedures and implement the Manufacturing Execution System (MES) and SAP information management system to ensure a fully traceable, controllable, and safe standardized production process.
4. Set up an advanced quality assurance laboratory, which has been accredited by CNAS (China National Accreditation Service for Conformity Assessment) and certified under ISO 17025 (General requirements for the competence of testing and calibration laboratories), ISO 10012 (Measurement management systems-Requirements for measurement processes and measuring equipment), and ISTA (International Safe Transit Association). The lab provides reliability validation, failure analysis, calibration of measuring equipment, and hazardous substance chemical testing to ensure the delivery of reliable, high-quality products to customers and end users, thereby enhancing and strengthening the company's competitiveness.
5. Rigorously screen suppliers and assess their quality control capabilities and product safety.
6. Enhance employees' awareness of quality and safety through training to ensure that every employee understands and adheres to the company's quality standards and safety requirements.
7. Establish a risk identification mechanism to promptly detect potential product quality issues and safety hazards. Evaluate identified risks and develop corresponding preventive and control measures.
8. Develop product recall plans and emergency response procedures to ensure swift action in the event of quality issues, thereby minimizing losses.
9. Establish a comprehensive customer feedback mechanism to promptly collect and address customer opinions and suggestions regarding product quality. Actively respond to complaints and issues raised by customers and take effective actions to improve customer satisfaction.
10. Encourage employees to provide suggestions for improvement to continuously enhance product quality and optimize production processes.

Quality Control System



4.3.3 Product Lifecycle Management

To adapt to evolving market conditions, TPK continues to uphold its core philosophy of "end-to-end standardized control" to establish and strengthen comprehensive product life-cycle management. Through procedural guidelines such as the "Group Product Life-Cycle Management Procedure" and the "Group New Product Development and Design Management Procedure," the company standardizes the entire product life cycle-covering all stages, including development, prototyping, mass production, operation, warranty service, and end-of-life planning-to ensure effective quality control at every stage and guarantee a complete and rational closed-loop process.

Comprehensive Standardized Management Measures

Development

► **Groups new product development, design, and management procedure** (incorporating eco-design principles to evaluate a products maintainability, reusability, and recyclability)

1

Prototype

► **Group Process Control Management Procedure** (for controlling the use of hazardous substances and the generation of process waste during the prototype phase)

2

Mass Production

► **Group Production Management Procedure** (Implementing Cleaner Production; Monitoring Energy Consumption and Resource Utilization Efficiency)

3

After-sales Service

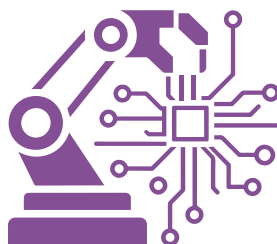
► **Group Customer Service Management Procedure** (Establishes a product safety feedback mechanism to collect customer reports regarding product safety)

4

End-of-Life Planning

► **Group Product Life Cycle Management Procedure** (covering the recycling of end-of-life electronic equipment and the environmental impact assessment for such products)

5



End-of-Life Cycle Period Management

The touch module products manufactured by TPK are positioned at the mid-to-lower end of the industrial chain; they constitute B2B components rather than end products sold directly to end consumers. Therefore:

Product Recall

This is primarily handled by the brand client; TPK itself does not directly initiate product recall events.

Product Safety Feedback

Through the customer service management system, regularly collect and aggregate product safety-related feedback provided by customers.

To reduce the environmental impact of products at the end of their life cycle, TPK has implemented the following measures:

► **Source Prevention:** Through design and process optimization, we are committed to eliminating the possibility of product scrapping and quality incidents;

► **Gradual Reduction of Hazardous Substances:** continued efforts to promote the substitution and reduction of hazardous substances (see Chapter 5 for details);

► **Electronic Waste Management:** Continuous management of the generation and recycling of electronic waste throughout the manufacturing process.

Product Lifecycle Management Performance for 2025

Indicators	Achievements	Description
Product Recall Frequency	0 times	TPK is a B2B component supplier; product recalls are handled by the brand customers.
Product Safety-related Incidents	0 times	No customer claims or incidents throughout the year resulting from product safety issues.
Customer Product Safety Feedback	0 times	According to data collected through the customer service management system, no product safety feedback has been received from customers this year.
Product Disposal	0 tons	TPK is a B2B component supplier; product disposal is handled by the brand customers.
Recycling of Electronic Waste	261.17 tons	100% recycled processing

4.4 Customer Relationship Management

Customer relationship management is a critical aspect of TPK's operations. Establishing strong customer relationships and providing high-quality customer service enhance customer satisfaction and loyalty, ultimately improving company performance. TPK places significant emphasis on and invests resources into implementing effective customer relationship management practices.

4.4.1 Customer Service Management

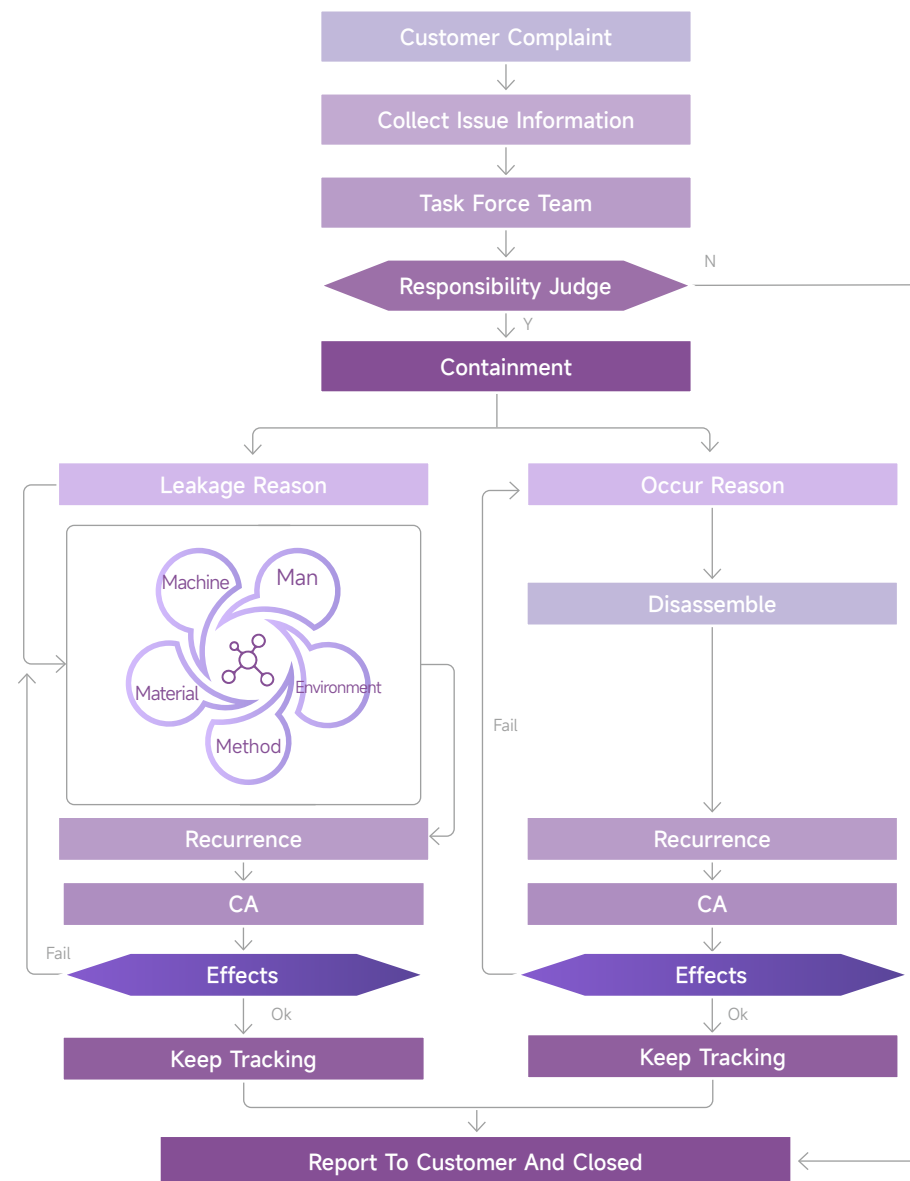
TPK's mission is to prioritize customer needs and continually strive to deliver outstanding service. The company has established a dedicated customer relationship management unit and developed a comprehensive customer service management process. This process includes handling customer complaints, managing returns, overseeing customer on-site personnel, managing customer assets, and conducting customer satisfaction surveys. Specialized processes are in place to ensure prompt and efficient handling of customer feedback. Additionally, TPK utilizes both online and offline methods to enhance communication with customers, understand their needs, and provide personalized service.

Customer Service Objective: To maintain close and effective two-way communication with customers, efficiently provide professional solutions, and create value for customers while achieving the company's sustainable growth and profitability.

Key Customer Relationship Management Initiatives:

- Enhancing operational efficiency and optimizing business processes:** By collecting, organizing, and analyzing customer data, the company can better understand customer needs more quickly and accurately, thereby streamlining business processes and improving service delivery.
- Improving customer satisfaction and loyalty:** Personalized services are provided in response to customer needs to enhance satisfaction. By consistently delivering high-quality service, the company reduces customer attrition and maintains a stable customer base.
- Driving Business Growth:** Increased customer satisfaction and loyalty contribute to building a strong market reputation, attracting more potential clients, and expanding market share.
- Strengthening Market Competitiveness:** Internally, identifying shortcomings in operations and quality control during the process of meeting customer needs enables continuous improvement, resulting in cost reduction and efficiency gains. Externally, delivering a unique customer experience and service offering helps the company stand out in a highly competitive market.
- Risk Management and Compliance:** Potential market and customer risks-such as fraud or credit risk-are identified and managed through timely mitigation measures. The company also complies with relevant laws, regulations, and ethical standards when collecting and using customer data, ensuring regulatory compliance in its customer management practices.

4.4.2 Customer Complaint Handling Process

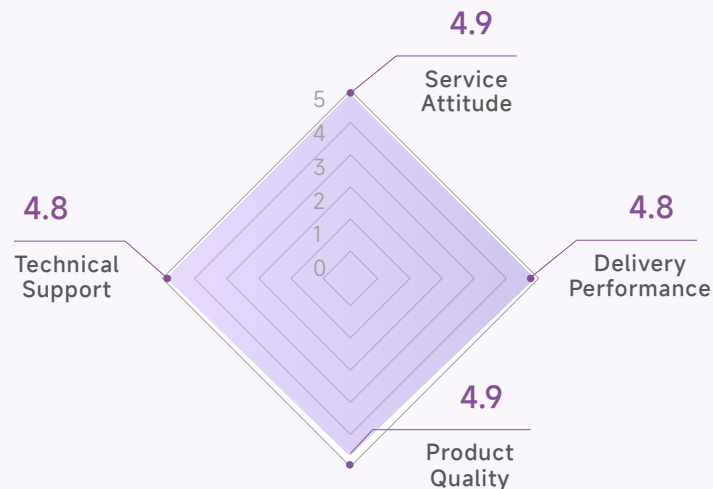


4.4.3 Customer Satisfaction Survey

TPK conducts customer satisfaction surveys through the distribution of questionnaires. Analysis of the 2025 customer satisfaction survey results reveals that customers have expressed high praise for TPK Group across all aspects, including service attitude, delivery performance, product quality, and technical support. This positive feedback from customers motivates TPK Group to continue striving toward building and maintaining customer trust through the provision of safe, competitive products and premium customer service.



2025 Customer Satisfaction Survey Results



In 2025, the customer satisfaction survey achieved a 100% response rate, with an overall satisfaction rating of 96%; Satisfaction scores by category were as follows: Service Attitude (4.9 points), Delivery Performance (4.8 points), Product Quality (4.9 points), and Technical Support (4.8 points). The overall satisfaction score, calculated as a weighted average across all categories, was 4.8 out of 5.

In line with its "customer-oriented" quality policy, TPK has established a dedicated and professional customer service team to ensure the delivery of high-quality customer support. To facilitate smooth communication and ensure timely responses to customer needs and expectations, the company offers multiple communication channels, including:



Phone/
WeChat

Customers can contact customer service personnel 24/7 for any inquiries or feedback.



Email

Customers can send feedback via email, and customer service will respond promptly.



On-site
Representatives

Representatives are assigned to major clients' sites, allowing customers to communicate directly with them.



Regular
Visits

The company conducts regular visits to clients to report on collaboration results, understand client needs, and optimize cooperation models.



Client Visits

Clients can visit the factory to understand the product production process.



Brand Customer
and Supplier
Meetings

Meetings involving TPK, clients, and suppliers are held to address product development and supply issues through in-depth discussions.



Trade Shows

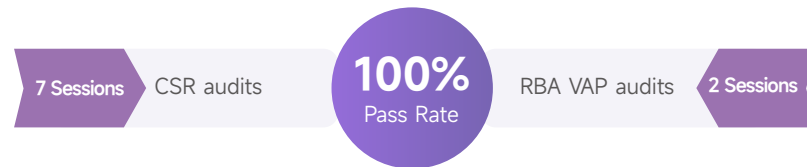
TPK participates in domestic and international trade shows to showcase the latest technological advancements and gather industry trends.

4.4.4 Corporate Social Responsibility Management

TPK is committed not only to providing high-quality products and services but also to maintaining a robust corporate social responsibility (CSR) management system. Major clients annually organize professional third-party auditing firms to conduct CSR audits at TPK's factories in mainland China, consistently achieving excellent results. In recent years, as client standards have continuously elevated, TPK has not only prioritized CSR management but also continuously improved to meet these challenges, earning widespread praise from clients. Additionally, TPK actively participates in CSR projects initiated by clients, such as energy conservation and carbon reduction initiatives, to achieve win-win outcomes and progress towards corporate sustainability.

In 2025, TPK's Xiamen factories underwent 7 CSR audits and two RBA VAP audits, achieving a 100% pass rate. In response to the requirements for TCO certification from several brand clients, two factories of TPK Group-TPK Glass Solutions (Xiamen) Inc., Ltd. and the Jimei Branch of TPK Glass Solutions (Xiamen) Inc.-were required to pass the RBA VAP audit and obtain the corresponding certification certificate. Building upon TPK Groups extensive experience in corporate social responsibility management and its outstanding performance in client audits, both factories achieved a score of 163.1 on their first RBA VAP audit and successfully obtained the Silver-level certification.

In 2025, Xiamen Factory received a total of:



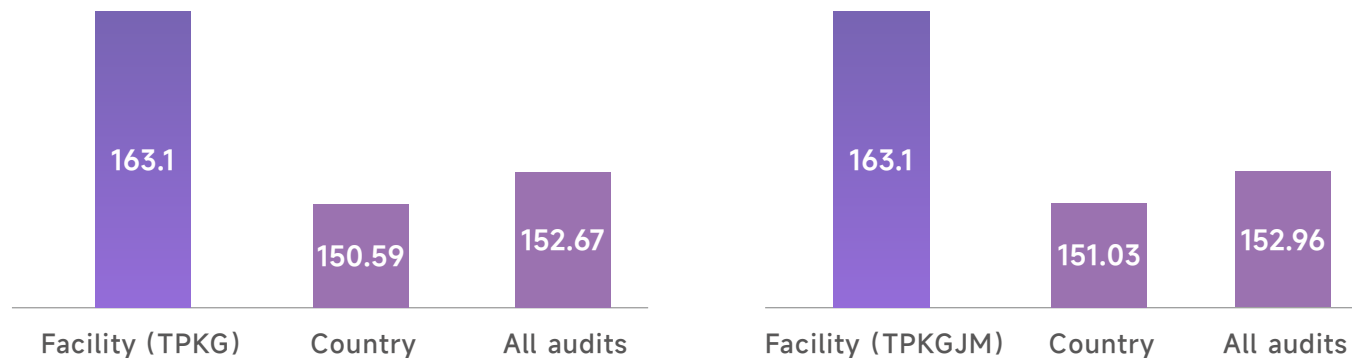
RBA VAP Silver Level Certificate



The RBA Review Results Reports evaluation of the social responsibility management capabilities of the two manufacturing enterprises

Both TPK Glass Solutions (Xiamen) Inc (hereinafter referred to as "TPKG") and its Jimei Branch (hereinafter referred to as "TPKGJM") achieved an RBA VAP audit score of 163.1, both exceeding the average score for all factories worldwide that have undergone an RBA audit over the past two years.

Audit Score Comparison (avg last 2 years)



4.5 Sustainable Supply Chain

TPK adheres to its consistent environmental protection philosophy by integrating sustainable supply chain practices into its corporate strategic planning. Through its influence across both upstream and downstream segments of the supply chain, the company drives energy conservation, reduced consumption, and digital empowerment. By establishing collaborative partnerships with suppliers to advance the development of a sustainable supply chain and implementing a series of initiatives to promote green and low-carbon practices throughout all stages of production and manufacturing, TPK Group continuously enhances its sustainable supply chain management capabilities and contributes steadily to the sustainable development of the entire industry value chain and society at large.

In response to green procurement initiatives and its commitment to becoming a low-carbon enterprise, TPK Group has formulated a green procurement policy that prioritizes the procurement of products bearing environmental protection certifications recognized by government authorities; for office equipment, the policy also considers products that offer energy efficiency, environmental benefits, and low pollution levels—such as printers, photocopier consumables, and electrical appliances. Additionally, the Group will strengthen internal awareness campaigns to ensure that these items are deemed essential and that overstocking is avoided; furthermore, the Group is required to minimize the purchase of single-use products and instead prioritize items that can be reused or used durably, thereby effectively advancing the objectives of energy conservation and carbon reduction.

4.5.1 Procurement Practices

In response to the increasingly severe climate change and environmental challenges, TPK Group has integrated its sustainability philosophy and green procurement principles into its supplier selection criteria, while also incorporating the geographical location of suppliers into its evaluation process. This approach considers not only supply lead times, timeliness, and transportation costs but also aims to mitigate the potential environmental impact and harm caused by long-distance transportation of raw materials; despite a slight decrease in procurement spend, the proportion of suppliers selected remains relatively high—exceeding 70%. The term "local sourcing" refers to the procurement activities conducted by the Groups mainland-based subsidiaries on the Chinese mainland as "local procurement."

Procurement Amount Allocation

Region/Year	2023	2024	2025
Taiwan	14%	15%	41%
Mainland China	17%	20%	11%

Proportion of Local Procurement Suppliers

Region/Year	2023	2024	2025
Taiwan	61%	47%	51%
Mainland China	75%	75%	79%

* Note: Calculation method: (Actual purchasing suppliers in the region / All purchasing suppliers in the region) × 100%

4.5.2 Supplier Social and Environmental Assessment

To achieve the vision of "Sustainable and Mutual Prosperity" with its supplier partners, TPK has established a digitized supplier management system. This system enhances the management of every stage in supplier selection, performance evaluation, and the mechanism for phasing out underperforming suppliers. For suppliers of production materials, TPK has developed corresponding sustainability management measures, requiring suppliers to adhere to guidelines and undergo risk assessments, audits, and training to foster mutual growth. TPK also addresses significant environmental considerations through regulatory definitions for the raw materials purchased. In addition to complying with procurement contracts and orders, the company's labor safety and environmental protection personnel have developed a "Supplier Social and Environmental Responsibility Assessment" as part of the procurement operation management process. This form is used for assessing the environmental performance of suppliers.

Compliance with Guidelines

TPK has established a robust management system for AVL (Approved Vendor List) suppliers to ensure the stability and sustainability of its supply chain. This system includes "the Supplier Management Procedures", "AVL Supplier Selection Management Regulations", "AVL Supplier Exit Management Regulations", and "AVL Supplier Performance Evaluation Procedures"; furthermore, the Group requires suppliers to sign and adhere to the "Procurement Framework Agreement," "Social Responsibility and Ethical Code Commitment Letter," "Quality Assurance Agreement," and "Supplier Integrity and Ethics Commitment Letter," thereby ensuring that suppliers comply with supplier social responsibility guidelines and adhere to the relevant requirements regarding labor, environment, and human rights. In 2025, 100% of TPK Groups self-controlled suppliers have signed procurement framework agreements containing the aforementioned terms.



Risk Assessments

TPK conducts comprehensive risk assessments of its suppliers, focusing on management risks, performance risks, and ethical risks. The company collects quality data from suppliers through monthly QMS scoring and holds QBR (Quarterly Business Review) meetings to stay updated on key suppliers' performance and ensure ongoing compliance with requirements. To mitigate risks associated with single-source dependencies, TPK has developed a second source for 54 raw materials in 2025, ensuring multiple supply options for critical materials. In the event of natural disasters or other emergencies, an emergency supply plan is activated to prevent operational disruptions. An assessment of all raw materials, including Glass and Sensor components, has confirmed that there are no critical, irreplaceable materials, aside from those designated by customers.

Additionally, to effectively manage harmful substances in 100% of touch products, TPK evaluates suppliers on their hazardous substance management systems, monitoring capabilities, and control measures. In 2025, 186 suppliers were audited, all of which passed the risk assessment.

Conflict Minerals Management

TPK Group supports international initiatives on the disclosure of conflict metals and actively conducts investigations and prohibition measures related to conflict minerals. The Group collaborates with suppliers to trace the sources of metals, preventing the direct or indirect procurement of minerals from areas controlled by armed rebel groups in the Democratic Republic of the Congo and its surrounding countries, in order to avoid contributing to human rights violations, armed violence, and other social and environmental issues.

In accordance with the Groups "Conflict Minerals Policy," the Group conducts annual due diligence on the sourcing of minerals contained in its products-including gold (Au), tin (Sn), tungsten (W), tantalum (Ta), cobalt (Co), and mica (Mica)-and requires suppliers to provide written commitments ensuring that their sourcing complies with the "Guidelines for Responsible Supply Chain Due Diligence for Minerals from Conflict-Affected and High-Risk Areas" issued by the Organisation for Economic Co-operation and Development (OECD), or equivalent and widely recognized due diligence frameworks. Following these investigations, for the fiscal year 2025, the Company identified 9 suppliers reporting conflict minerals; the Company is actively and continuously monitoring the progress of these suppliers removal efforts until all non-compliant smelters have been removed, thereby fulfilling the Company's commitment to responsible procurement practices.

Number of Suppliers Related to
Conflict Minerals

Total Number of
Suppliers*^{Note}

Percentage

9

343

2.62%

* Note: The total number of suppliers refers to the aggregate number of first-, second-, and third-tier suppliers associated with departments involved in raw materials containing conflict minerals.

Audit Mechanism

TPK enforces a high-standard supplier qualification system, collecting and reviewing ISO 14001 certifications and environmental credentials of new suppliers. The Procurement Department conducts on-site evaluations of potential suppliers, covering areas such as quality control, manufacturing processes, hazardous substance management, corporate social responsibility, and environmental protection. Assessments also include the supplier's production lines, processes, quality inspection procedures, and service personnel to determine whether the supplier meets TPK's requirements for production technologies, quality assurance systems, environmental management systems, or other regulatory standards.

To support existing suppliers in delivering high-quality products, TPK's Supplier Quality Engineering (SQE) team conducts annual audits of key suppliers. The audit scope includes shipping quality, quality management systems, hazardous substance evaluations (HSF), and environmental management systems.

Course Training

TPK Group, leveraging its own environmental initiatives and mature environmental management system, has developed and designed low-carbon and environmental protection-related courses for suppliers, shares environmental technologies and low-carbon concepts, and provides learning resources to assist suppliers in implementing environmental management and reducing carbon emissions. In December 2025, the company conducted training sessions on green procurement and supplier evaluation systems, with a total of 21 supplier representatives participating, thereby continuously enhancing suppliers awareness of sustainable development and cultivating their relevant competencies.



Follow-up Counseling

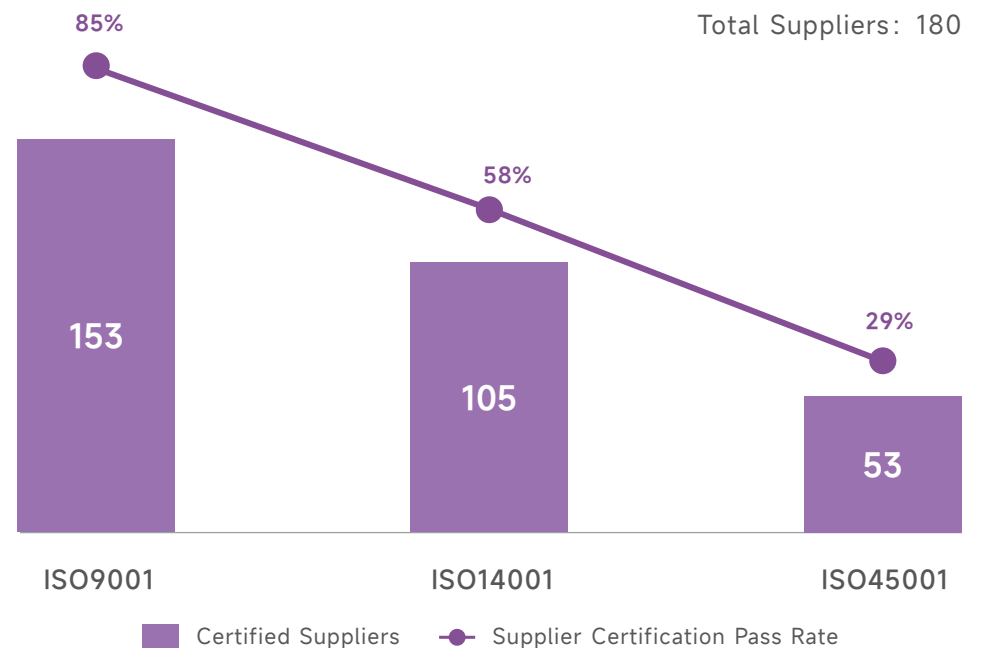
TPK Group consistently prioritizes its suppliers sustainable operating standards and conducts regular reviews of their sustainability performance; where deficiencies or failure to implement improvements are identified, the Group will take measures such as suspending or freezing procurement, removing the supplier from the supplier pool, or adding them to the blacklist; furthermore, when any unit identifies any improper conduct by a supplier, feedback shall be provided through special project meetings, dedicated correspondence, or monthly (quarterly) KPI reports, thereby encouraging continuous improvement among suppliers.

Statistical Report on Supplier Social Assessment for Fiscal Year 2025

Supplier Categories	Assessment Method	Percentage
 Target Supplier	On-site Assessment	100%
	Document Evaluation or Vendor Report Review	
	CSR Self-Assessment Form	
 Other major suppliers	CSR Self-Assessment Form	52%
 Other secondary suppliers	Not yet included in the evaluation	

* Note: Target suppliers are those primarily identified as high-risk or key suppliers based on the criteria outlined in the "TPK Group Supplier Social Responsibility Standard Manual".

2025 Supplier Management System Certification Pass Rate



* Note: The absence of certain ratings may be due to the fact that the customer does not require the supplier to complete a site visit; moving forward, we will continue to promote improvements in suppliers environmental and social performance, as well as closely monitor their progress toward obtaining supplier management system certifications.

4.5.3 Supply Chain Carbon Reduction

Establishing a Full-chain Green Management System

We implement green supply chain management by establishing a green safeguard at the source; through promoting supply chain greenhouse gas inventorying efforts and guiding suppliers to establish standardized carbon accounting records, we facilitate the scientific management of carbon emissions across the supply chain; we drive energy conservation and emission reduction initiatives among key suppliers; and we disseminate green principles throughout the supply chain network toward downstream stakeholders, working together toward shared green goals.

Promoting Green Supply Chain Management

Starting from 2025, we will advance green supply chain management by conducting a comprehensive inventory of carbon emissions across supply chains and promoting energy conservation and carbon reduction throughout these supply chains.

21%

ISO14064 Certified

67

Companies – Online Review Process

Technical Support

Establishment of the "Green Technology Expert Group," which proactively provides suppliers with technical diagnostics and retrofitting recommendations to help reduce energy consumption and lower emissions.

7

Energy-saving Diagnostic Items

14

Energy-saving Recommendations

Establishment of a Green Information Platform

Building a Green Information Platform: Leveraging Data to Support Green Decision-Making.

We have independently developed and launched the "Green Supply Chain Management Information Platform," which integrates core modules such as supplier information, training courses, carbon management, water resource surveys, and information dissemination, enabling centralized management of supply chain environmental data.

Main functions:

Training & Learning



Audit & Tracking



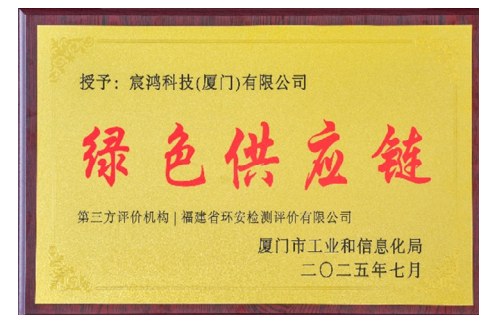
Questionnaire Surveys



Practical Honors

By systematically implementing a green supply chain management system and continuously advancing low-carbon emission reduction initiatives across the entire value chain, TPKC has been honored with the Xiamen Municipal "Green Supply Chain" award in July 2025, leveraging its comprehensive achievements in

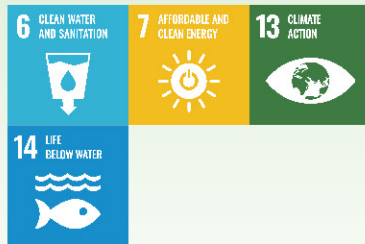
upstream and downstream green collaborative governance. The Group remains committed to using technological innovation as the core driver of sustainable development, while simultaneously deepening its green collaboration mechanisms with industry partners—including suppliers and customers—and steadily advancing efforts to reduce pollution and carbon emissions throughout the entire value chain, thereby laying a solid foundation for long-term sustainable operations through concrete actions; Moving forward, the Group will continue to collaborate with industry partners to share environmental responsibilities, jointly promote low-carbon transformation, and work together toward net-zero green development.



05

CHAPTER

Green Smart Manufacturing, Thriving Together with the Environment



Performance Results

5.1	Environmental Governance and Investment	090
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	CDP Questionnaire Water Safety A- , Climate Change B
	Commitment to 44.6% GHG Reduction by 2030 (Science-Based Targets)
	Environmental Management Investment 18.0897million NTD

	↓73.08% GHG Emissions
	↓58.37% GHG Emission Intensity
	The annual photovoltaic power generation 33.43million kWh

	↑26% The use of renewable energy has increased compared to 2024
	29.79% Hazardous Waste Generation
	99.99% Hazardous Waste Resource Utilization Rate

↓62.93% Total Water Consumption

Climate Change Response

★: Material Topics

GRI Standards

201-2 Financial Implications
and Other Risks and
Opportunities Due to
Climate Change

102 Climate Change

Policy and Commitment

TPK has established the “Group Environmental, Occupational Health and Safety Management Manual”, “Group Energy Management Manual”, and “Group Greenhouse Gas Inventory Information Management Manual”. Building upon the core principles of the “TCFD Climate-Related Financial Disclosures Assessment,” these manuals adopt the framework outlined in “IFRS S2 – International Financial Reporting Standard S2: Climate-Related Disclosures” to set emission reduction targets and continuously advance energy-saving and carbon reduction initiatives and measures.

Stakeholder Engagement

Stakeholders: Investors, Shareholders, Customers, Suppliers, Government Agencies

- Define the TPK’s carbon emission roadmap.
- Conduct annual inventories of the Groups GHG emissions and energy consumption to assess the current status and validate the effectiveness of emission reduction efforts.
- Complete the CDP Climate Change questionnaire annually and review the rating scores to continuously strengthen the outcomes of climate change management.

Sustainability Indicators	Management Goals	2025 Targets and Progress		2026 Short-Term Goals	2030 Medium-Term Goals	2035 Long-Term Goals
		Targets	Progress			
 Environmental Initiatives	Complies with Relevant Environmental Initiatives	1. Completed SBTi Science-based Carbon Targets setting 2.CDP Climate Change Grade B- & Water Security Questionnaire Grade B-	 1. Have completed the setting of an SBTi Science-based Carbon Target and obtained official certification 2.CDP Climate Change Grade B & Water Security Questionnaire Grade A-	1. Achieve SBTi annual emission reduction targets 2.CDP Climate Change Grade B & Water Security Questionnaire Grade A-	1. Fully achieve the emission reduction targets set by the SBTi 2.Both the CDP Climate Change and Water Security questionnaires received Grade A-	1. Set carbon neutrality targets and promote their implementation 2.Both the CDP Climate Change and Water Security questionnaires received Grade A
 Risks and Opportunities	Climate-Related Risk and Opportunity Management	Identify climate-related risks and opportunities, and conduct an analysis thereof	 Complete the identification and analysis of climate-related risks and opportunities	Complete the identification, analysis, and assessment of climate-related risks and opportunities	Review of financial impacts of climate-related risks and opportunities and the implementation of mitigation measures	Strengthen the climate risk financial management framework, deepen the implementation of mitigation measures, and steadily enhance enterprises risk resilience and low-carbon competitiveness
 GHG Emissions	Carbon Reduction (Scope 1 & 2)	12.6% Reduction vs. the Base Year	 Decreased by 73.08% compared with the base year	16.8% Reduction vs. the Base Year	44.6% Reduction vs. the Base Year	Promoting the implementation of carbon neutrality goals

* Note: The base year is 2022

Energy Management

★: Material Topics

GRI Standards

103 Energy

Policy and Commitment

TPK's Environmental, Occupational Health & Safety, and Energy Policy is "Green Smart Manufacturing, Thriving Together with the Environment", with the guiding principles of "Resource Conservation, Green Leadership; Legal Compliance and Self-Discipline, Full Participation; Management Optimization, Continuous Improvement." The Company aims to realize its green smart manufacturing vision through enhanced management, resource integration, technology.

Stakeholder Engagement

Stakeholders: Investors, Shareholders, Customers, Suppliers, Government Agencies

- Establish TPK's carbon emission roadmap and conduct regular performance reviews.
- Comply with legal requirements for energy reporting, adopt the ISO 50001 energy management system standard, and establish institutionalized procedures with continuous improvement through the PDCA cycle.
- In line with TPK's carbon reduction goals, invest in photovoltaic projects and purchase renewable electricity as needed.
- Disclose energy usage and energy-saving performance regularly in the sustainability report, share energy-saving knowledge via email, and promote energy conservation awareness among employees through office displays and related materials, encouraging participation in power-saving initiatives.

Sustainability Indicators	Management Goals	2025 Targets and Progress		2026 Short-Term Goals	2030 Medium-Term Goals	2035 Long-Term Goals
		Targets	Progress			
 Energy and Power Consumption	Percentage Decrease in Energy Consumption	12.6%	✓ 45.6%	16.8%	•..... 44.6%	
 Use of Renewable Energy	Number of Sites Using Renewable Energy	5 sites	✓	6 sites	•..... 8 sites	
 Renewable Energy Investment	Number of Renewable Energy Investments	Add 1 renewable energy project	✓	Added 2 renewable energy projects	•..... Added 3 renewable energy projects	

* Note: The base year is 2022

Emissions Management (Air Pollution, Waste Management)

★: Material Topics

GRI Standards

306 Sewage and Waste

Policy and Commitment

TPK implements the “TPK Environmental, Occupational Health and Safety Management Manual” and relevant water, air pollution, and waste control management regulations to ensure proper and lawful practices. The Company strives to minimize waste generation and increase waste resource utilization rates, continuously advancing circular economy principles through innovative environmental technology projects to strengthen sustainability capabilities.

Stakeholder Engagement

Stakeholders: Investors, Shareholders, Customers, Suppliers, Government Agencies

- Comply with legal requirements for energy reporting, adopt the ISO 14001 environmental management system standard, and establish institutionalized procedures with continuous improvement through the PDCA cycle.
- Actively communicate with environmental authorities to address management challenges and seek compliant solutions.
- Manage operations in accordance with customer requirements, regularly submit reports, and undergo customer audits.
- Maintain regular communication with waste disposal suppliers at all levels to promptly resolve issues in the disposal process and ensure smooth operations.
- Actively developing an external EHS website with communication channels to help stakeholders fully understand the Company's waste management achievements and facilitate effective engagement.
- Maintain an Employee Feedback and Assistance section on the Company's official WeChat account.

Sustainability Indicators	Management Goals	2025 Targets and Progress		2026 Short-Term Goals	2030 Medium-Term Goals	2035 Long-Term Goals
		Targets	Achievements			
 Waste Management	Hazardous Waste Resource Recovery and Utilization Rate	27%	 29.79%	28%	30%	32%
	Comprehensive Waste Utilization Rate	91%	 99.99%	92%	95%	100%
	Hazardous Waste Reduction	35% Reduction	 Decreased by 33.69% compared with the base year ^{Note 1}	 35% Reduction		
 Water Resources Management	Water Reduction	33% Reduction	 62.93%	35%	36%	40%

* Note 1: In 2025, Amplifi added a production line in XA2 campus, resulting in an additional 15.3 tons of hazardous waste discharge

* Note 2: The base year is 2022

5.1 Environmental Governance and Investment

TPK Group is committed to developing as a sustainable enterprise that fosters ecological integration. Since 2022, the Company has established a series of policies and targets addressing climate change response, carbon management, carbon neutrality, and resource recycling. These initiatives progressively advance energy conservation, carbon reduction, and circular resource utilization, while promoting biodiversity practices and strengthening sustainable green supply chain management mechanisms. Furthermore, the Group commits to not investing in fossil fuel expansion or funding activities that deny climate change or oppose climate regulations, and dedicates efforts to stakeholder engagement and environmental capacity building. Regarding resource recycling and environmental protection, the Group commits to reducing or phasing out the use of hazardous substances, minimizing water consumption, and protecting freshwater ecosystems through effective water resource management. Through a comprehensive management process that encompasses "Source Planning," "Process Control," "End-of-Pipe Treatment," and "Collaborative Development of Sustainable Green Supply Chains," the Group is fully implementing its blueprint for a "Sustainable Environment."

TPK has adopted management systems such as ISO 14001, ISO 14064, and ISO 50001, completed product carbon data collection and disclosure for all manufacturing sites, and established energy management performance indicators. The Company actively promotes carbon management practices and expands investments in environmental governance-related areas, with the goal of achieving net-zero carbon emissions by 2050 and advancing toward sustainable, low-carbon operations.

Environmental Management Policy



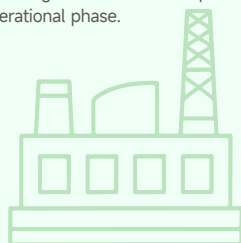
Upstream Planning

- 1.Clear Objectives:** Establish specific targets for sustainable green development and incorporate them into climate change adaptation and mitigation indicators.
- 2.Comprehensive Research:** Conduct in-depth research on environmental impact factors to identify key environmental hotspots across all stages of the entire life cycle.
- 3.Technology Evaluation:** Research and evaluate low-carbon and nature-based solutions that balance energy efficiency improvements, pollution prevention, and ecological conservation.
- 4.Cost Analysis:** Analyze potential full life-cycle costs and benefits to ensure economic feasibility and sustainability.
- 5.Policy Alignment:** Aligning with national and local regulations and policies concerning climate change, environmental protection, and other aspects of sustainable green development to ensure compliance and secure policy incentives.
- 6.Planning Development:** Based on research and analysis findings, develop a full life-cycle environmental and climate management source identification plan.
- 7.Risk Forecasting:** Identify physical and transition-related climate risks, and develop response strategies through scenario analysis.
- 8.Communication and Coordination:** Conduct thorough communication and coordination with all departments and stakeholders to ensure the effective implementation of the planning proposal.



Process Control

- 1.Real-Time Monitoring:** Enables real-time tracking of all green indicators via a digital system, as well as dynamic monitoring of climate-related indicators.
- 2.Equipment Management and Process Improvement:** Conduct regular maintenance and upgrade equipment; optimize production processes to reduce environmental impact throughout the entire life cycle; and encourage clean production and circular processes.
- 3.Operational Optimization:** Optimizing operational modes; conducting regular inspections of environmental protection and carbon management systems; implementing smart control and predictive maintenance; and reducing climate-related impacts during the operational phase.



End-of-Pipe Treatment

- 1.Wastewater Treatment:** Through advanced water treatment and reuse technologies, we ensure compliance with discharge standards, prioritize recycling, and minimize negative ecological impacts.
- 2.Exhaust Gas Purification:** Utilizing high-efficiency waste gas treatment facilities to purify exhaust gases, thereby controlling conventional pollutants and greenhouse gases, and collectively reducing air pollution and emissions.
- 3.Waste Disposal:** Compliantly managing solid waste, advancing the zero-waste goal, and reducing environmental and climate impacts.



Collaborative Development of a Sustainable Green Supply Chain

- 1.Supplier Selection and Collaboration:** Select suppliers with strong green management capabilities and performance, and review their full life-cycle management capabilities. Clearly specify the relevant requirements and responsibilities pertaining to green, low-carbon, and environmentally friendly practices in the procurement contract.
- 2.Information Sharing and Communication:** Establish an information-sharing platform to promptly disseminate key information on green sustainability. We encourage suppliers to share feedback on challenges encountered during climate change mitigation efforts and the implementation of full life-cycle management processes, as well as innovative solutions developed in this context.
- 3.Joint Improvement and Innovation:** Collaborate with suppliers to explore new pathways and solutions for reducing carbon emissions. Launch joint R&D initiatives to drive a comprehensive transformation of the supply chain toward net-zero emissions, circular economy principles, and ecological sustainability.
- 4.Green Logistics Cooperation:** The collaborative logistics partner will optimize transportation routes, improve loading efficiency, and reduce carbon emissions and energy consumption across the transportation process. Promote the use of new energy vehicles and reusable packaging materials, and assess the full life-cycle environmental impact of the logistics process.
- 5.Joint Training and Education:** Organizational suppliers are encouraged to participate in training programs on sustainability-related topics to enhance their overall capabilities. Sharing best practice cases to facilitate the replication and scaled application of experiences across different sectors.

Environmental Governance Investment

By taking proactive measures to implement the concept of green environmental protection, TPK continues to advance green investment in environmental governance, develops renewable energy projects, and implements various energy-saving and carbon-reduction initiatives, demonstrating steadfast commitment to its principles while steadily progressing on the path toward enhancing ecological and environmental benefits and achieving its green manufacturing goals. In 2025, TPK invested in a total of 55 environmental governance projects, with the total investment amount reaching NT\$18.0898 million; carbon reduction benefit amounts to 19,535.33 tCO₂e.

Selected Investment Cases:

Project Description	Annual Investment Amount (NT\$ 10,000)	Project Outcomes
Cloud Data Center Air Conditioning Equipment Replacement and Energy Efficiency Upgrading Project	975.85	Replace faulty air conditioning units and install high-efficiency air conditioning systems
Roof-based Photovoltaic Power Generation Operation and Maintenance	97.59	Annual photovoltaic power generation reached 33.43 million kWh
XA Plant Area IT Main Server Room Integration and Renovation	95.81	XA1 Server Room Consolidation and Renovation: 1. Servers from Building ABC are consolidated into the main server room of Building C; Building AB is downgraded to a general functional server room; 2. Power and HVAC system upgrades for Building C.
Compressor System Energy Efficiency Upgrading	70.75	Air Compressor Cooling Tower Heat Exchanger Renovation & Cooling Water Pipeline Renovation Project
Workshop Integration to Improve Production Line Utilization Rate	66.54	Streamline the usable area of certain workshops to reduce electricity consumption for common areas
Ice-making System Energy-saving Retrofitting	59.29	Rectification of control systems for the ice-making units chilled water system (including water pumps and fans); renovation of the chilled water main pipeline and water pumps, etc
Lighting System Energy Efficiency Upgrades	52.32	Workshop and surrounding landscape lighting renovation
Recovery and Reuse of Effluent from Wastewater Treatment Plants	51.45	The effluent from the wastewater treatment station undergoes simple treatment for reuse as a substitute for tap water supplied to the cooling tower, thereby reducing tap water costs
General Exhaust Gas Recirculation Retrofitting	24.40	General exhaust gas recovery and reuse
Wastewater Discharge Outlet Consolidation Project	22.18	Redirect wastewater from HL1 to the HL2 wastewater treatment station for treatment (utilizing existing connecting pipelines), eliminate the wastewater discharge outlet at HL1, thereby achieving resource integration and energy conservation
Grade I RO Concentrate is Used for Cooling Tower Makeup Water Supply	11.09	The 10-ton RO system supplies a 100-ton pure water system with secondary RO-treated water; the primary RO concentrate generated by this process is recycled for use in makeup water for low-temperature cooling towers, thereby reducing the consumption of municipal tap water
Equipment Vacuum Generator Upgrade	7.98	Upgraded new vacuum generator to reduce CDA losses
Optimization and Rectification of the Domestic Water Tank Supply Pipeline System	7.98	Enhance wastewater recovery by utilizing idle containers in the basement; install additional water recovery pumps and pipelines to provide a dedicated water supply for restroom flushing, thereby reducing the need for tap water replenishment
HL2 Building E, 2nd & 3rd Floors: Air Conditioning Partition Improvement	7.32	Installation of partitioning systems between the dining areas on the 2nd and 3rd floors (west side) and the vacant areas on the east side, which effectively prevents the dispersion of air conditioning airflow, reduces the cooling space, and lowers the electricity consumption of the refrigeration unit
Modification of the Automatic Shut-off Function for Equipment Vacuum Pumps	5.32	Upgraded PLC control scheme for vacuum pumps to reduce energy consumption

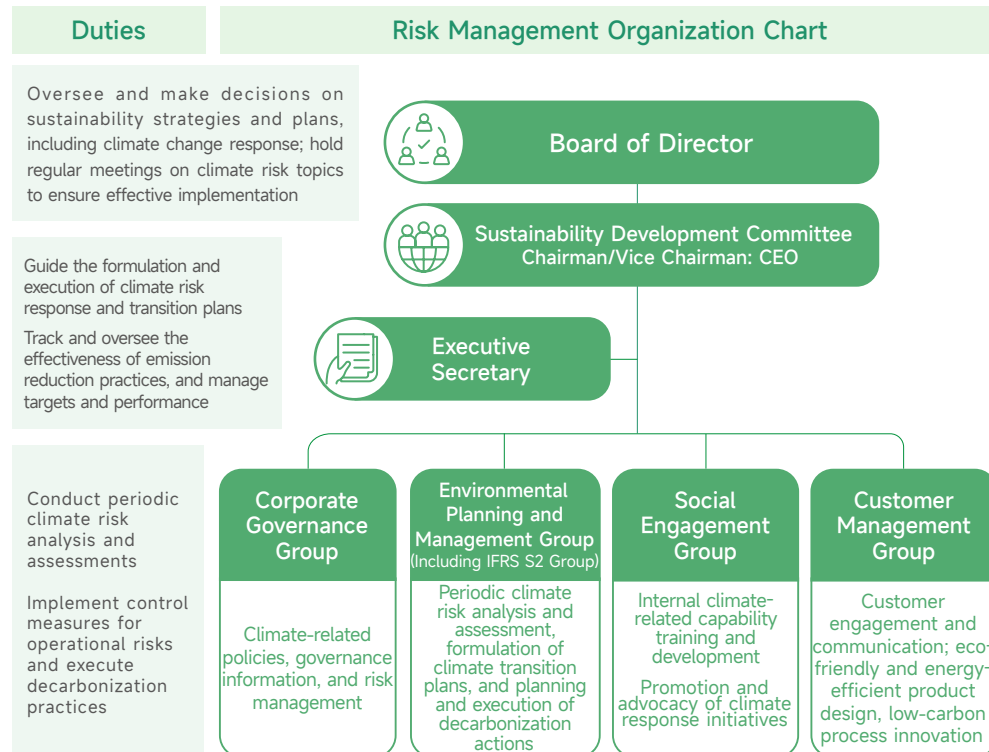
5.2 Climate Change Response

5.2.1 Climate-Related Financial Disclosures

In response to the current state of global climate change, TPK not only prioritizes GHG reduction but also actively implements climate-related risk management and financial disclosure practices. The Group conducts strategic adjustments based on various risks and climate scenarios, and has planned and progressively implemented a comprehensive climate change response plan. Building upon the core concept of TCFD Climate-related Financial Disclosures, the Group adopts the framework of IFRS S2 (Climate-related Disclosures) to perform an analysis of its current climate-related financial disclosures, identify climate risks, and quantify the financial impacts of these risks. Furthermore, it discloses the potential impacts of climate change on the Company's operations, along with the corresponding response strategies and mitigation measures. The following section elaborates on the key elements of the IFRS S2 disclosure recommendations across four core pillars: Governance, Strategy, Risk Management, and Metrics and Targets.

Governance

The Sustainability Development Committee, together with senior executives from each business division, jointly reviews the Company's core operational capabilities. Climate change factors are incorporated into the operational risk management framework, and appropriate measures are taken to mitigate operational risks.



Strategy

To address the impact of climate-related risks and opportunities on the Company's strategy and financial planning, TPK has adopted the climate-related scenario analysis framework under IFRS S2, utilizing both quantitative and qualitative analyses to formulate appropriate strategies.

Scenario Input

For the 2°C scenario (2DS), tools provided by the "Taiwan Climate Change Projection Information and Adaptation Knowledge Platform" (TCCIP) are also utilized as a reference for assessing physical climate risk scenarios.

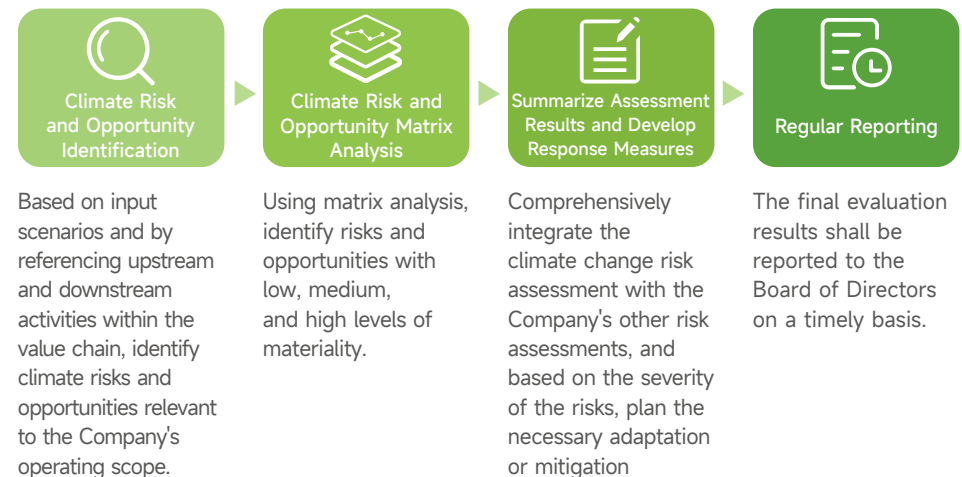
Transition risk scenario selection: IEA 2° C / IEA Net Zero

Physical risk scenario selection: RCP 2.6 / RCP 8.5

Time horizon: Short-term (1–2 years), medium-term (3–5 years), and long-term (6–10 years)

Industry classification: Referencing the SASB Industry Classification System (SICS) in the IFRS S2 Climate-related Disclosures accompanying guidelines, the corresponding industry classification is "Technology and Telecommunications – Hardware".

Analysis Process



Climate Risk Scenario Analysis

Type	Scenario Name	Time Horizon	Parameter Assumptions	Analysis Results		
				Upstream (Supply Chain)	TPK Operations	Downstream (Customer)
 Transition	IEA 2°C	2021-2030	Carbon price: 80-100 USD/tCO ₂ e	Suppliers will face increasingly stringent regulatory pressures; given expectations of rising operating costs, these costs may be passed on to their downstream customers.	For both Group Scope 1 and Scope 2, purchased electricity serves as the primary source of carbon emissions; in recent years, the Group has actively invested in photovoltaic projects and implemented energy-saving and carbon reduction measures. As the Groups business scope expands in the future, it is anticipated that the Groups electricity consumption may increase; therefore, the Group will continue to proactively introduce energy-saving and carbon reduction initiatives and adopt innovative technologies to reduce its electricity consumption and, thereby, mitigate its carbon risks.	With the global trend toward the introduction of carbon taxes, low-carbon and green products will gradually expand their market share and become mainstream. There is an expectation of increased collaboration with upstream supply chains to develop green products. Regarding product specifications, additional requirements pertaining to low carbon and circular economy principles will also be established.
	IEA Net Zero	2040-2050	Carbon price: 160-200 USD/tCO ₂ e			
 Physical	RCP 6.0	2075-2099	Annual average temperature change +0.95°C to +3.45°C	- High-temperature environments will increase occupational safety risks. - This may affect raw material supply and lead to increased procurement costs. - Transportation and storage risks have increased.	Regarding extreme high-temperature days, the increase in the number of such days in the South China region of mainland China may reach 45-70 days, while across Taiwan, this increase could exceed 90 days. Such conditions may accelerate the wear and tear of machinery and equipment, raise production costs, and even lead to production interruptions and business losses.	Extreme high temperatures will lead to increased energy consumption, thereby raising carbon emissions.
	RCP 8.5	2061-2100	Based on IPCC's 5 th , the report estimates that the global average sea level will rise by 0.4~0.8meters	Short-term heavy rainfall has triggered flooding in coastal low-lying areas (50-200 m above sea level), exposing these regions to the risk of sea-level rise, which may lead to supply chain delays, delivery disruptions, or default risks.	The impact analysis of flood occurrence probabilities under warming scenarios reveals a trend in the change in flood occurrence probability for increases exceeding 0.5 m; from the baseline period to the mid-21st century, the overall magnitude of this change has increased significantly.	Severe flooding disasters may cause transportation disruptions or logistical difficulties, potentially leading to delayed deliveries to customers and thereby impacting the expected revenue from goods or services.

Risk and Opportunity Assessment

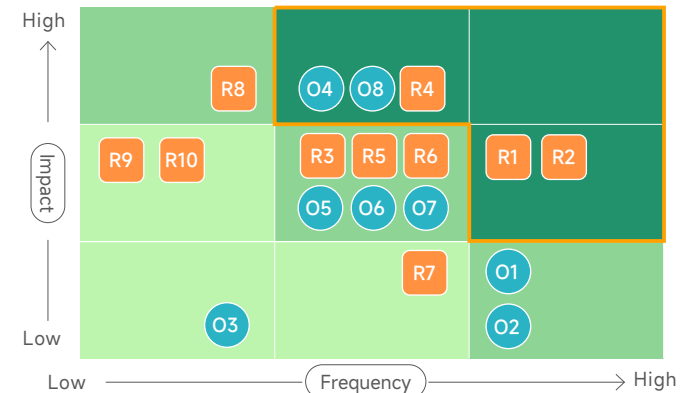
TPK's Sustainability Committee has conducted discussions to analyze and assess climate change risks and opportunities. The Climate Risk Governance Working Group, drawing upon insights from the hardware industry's context and scenario analyses across its upstream and downstream value chain, has engaged in discussions and evaluations regarding transition risks (policy and regulatory frameworks, technology, market conditions, and reputation), physical risks (immediate risks and long-term risks), and opportunities (resource efficiency, energy sources, products/services, markets, and resilience). Furthermore, the group has assessed the impact levels of these risks and opportunities based on their severity and likelihood of occurrence, utilizing a matrix analysis to evaluate the overall landscape of climate-related risks and opportunities.

* Note 1: Short-term: 1-2 years; medium-term: 3-5 years; long-term: 6-10 years

* Note 2: The squares above the matrix diagram represent risk issues; the circles represent opportunity issues; and items marked with

■ background indicate major risks or significant opportunities.

TPK Group 2025 Climate Risk and Opportunity Matrix



Risk/ Opportunity	Aspect	Climate Change Risk Topics	Risk Level	Time Frame	Financial Impact	Response Strategy
Transformation Risks	Policy and Regulation	R1 The implementation of GHG-related regulations may lead to increased pricing for GHG emissions	High	Medium, Long Term	The payment of carbon pricing has led to increased operating costs	1. Implement energy-saving and carbon reduction initiatives to reduce energy consumption 2. Increase the share of renewable energy usage to reduce carbon emissions 3. Continuously operate the ISO 50001 Energy Management System to optimize energy performance 4. Set scientific carbon reduction targets and implement rational management of carbon emissions
		R2 Regulations concerning energy curtailment and other related measures will be further tightened, and laws will impose restrictions on the use of green energy	High	Medium, Long Term	In response to evolving regulatory trends and client requirements, companies may need to incorporate a certain proportion of renewable energy or purchase green certificates or green electricity, thereby increasing their operating costs	
		R3 Fluctuations in global border trade tariffs and other policies may lead to an increase in customs carbon taxes NEW	Medium	Medium, Long Term	Changes in carbon tax policies may increase operating costs	
	Technology	R4 Demand for low-carbon new technologies, as well as demand growth for low-carbon products and services	High	Short, Medium, Long-term	The development of low-carbon technologies and low-carbon products will increase R&D costs	
		R5 The production process utilizes low-carbon energy-saving equipment	Medium	Medium, Long Term	To improve energy efficiency, this approach enables earlier replacement of low-energy-consuming equipment and increases capital expenditure	
	Market	R6 In response to the global climate crisis, clients are raising their carbon management requirements	Medium	Short, Medium, Long-term	Customer carbon management requirements are becoming increasingly stringent; failure to implement corresponding measures may adversely affect customer orders and lead to revenue losses	
	Reputation	R7 Stakeholders concerns and negative feedback	Low	Short, Medium, Long-term	Failure to adopt proactive sustainability measures may result in losing the favor of investors, clients, and consumers	
Physical Risks	Immediate	R8 Extreme weather events such as typhoons, floods, and droughts are increasing in frequency, and their severity is also rising	Medium	Short, Medium, Long-term	The increasing frequency of climate disasters may lead to production interruptions, elevate operational maintenance costs, and disrupt shipping operations	Establish emergency management procedures and emergency response plans, and conduct regular drills
	Long-term	R9 Average temperature is rising	Low	Long-term	Rising temperatures lead to increased electricity consumption for air conditioning systems, thereby raising operating costs	Energy-saving technical upgrades to control electricity costs
		R10 Rising sea levels	Low	Long-term	Sea-level rise will affect the geological characteristics of production sites, impact land-use patterns, and increase relocation costs	To address climate change through energy conservation and emission reduction efforts, it is essential to proactively plan emergency response plans and measures

* Note: R represents risk

Risk/ Opportunity	Aspect	Climate Change Risk Topics	Risk Level	Time Frame	Financial Impact	Response Strategy
Opportunities	Resource Efficiency	01 Use of data center equipment with higher power efficiency	Medium	Short, Medium, Long-term	Increases capital expenditure but can reduce electricity costs	1. Actively develop green products and invest in the development of new energy sectors 2. Gradually implement actions such as renewable energy and green energy adoption and green certificate purchases to cover electricity consumption across production processes, promote green production practices, and reduce carbon emissions 3. Drive supply chain decarbonization by collaborating with upstream and downstream partners to reduce Scope 3 carbon emissions
		02 Data center design incorporating green building and smart building technologies	Medium	Short, Medium, Long-term	Increases capital expenditure but can reduce electricity costs	
		03 Reduction of process water usage and overall water consumption	Low	Long-term	Increases capital expenditure but can reduce water costs	
	Energy Sources	04 Install solar panels to generate self-sufficient electricity	High	Long-term	Increases capital expenditure but can reduce electricity costs	
		05 Purchase Green Certificates	Medium	Short, Medium, Long-term	Increasing capital expenditures can help balance rising electricity costs in the long term	
	Products/ Services	06 Reducing process-related carbon emissions and providing low-carbon goods and services	Medium	Medium, Long Term	Increase income through growing demand for low-carbon products and services	
		07 Supply chain carbon reduction collaboration: reducing carbon emissions across upstream and downstream sectors NEW	Medium	Medium, Long Term	In the initial phase, additional management costs will be incurred; however, by leveraging supply chain influence, Scope 3 emissions can be gradually reduced	
	Resilience	08 In response to stricter renewable energy regulations, we are investing in the green energy sector, participating in renewable energy projects, and adopting green energy solutions	High	Medium, Long Term	By adopting green electricity, the company aims to enhance its corporate image and product credibility, thereby facilitating the acquisition of customer opportunities and driving an increase in customer demand for its products and services	

* Note: O represents opportunity

Assessment and Response to Significant Risks and Key Opportunities

Significant Risk

Policy and Regulatory Risks (2 items) / Technology Risk (1 item)

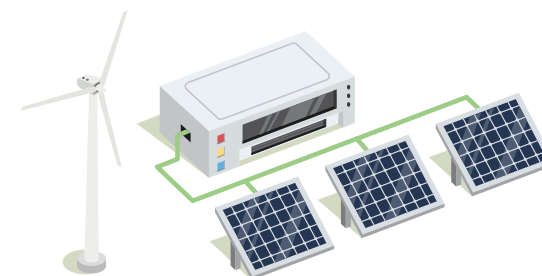
The GHG Reduction and Management Act has been amended and renamed the Climate Change Response Act. The mainland facilities will achieve carbon neutrality by fiscal year 2060, while the Taiwan facilities will achieve net-zero emissions by fiscal year 2050. Recognizing the potential for this risk to increase future operating costs and financial impacts, the Group has conducted a comprehensive greenhouse gas (GHG) emissions inventory, implemented the targeted procurement of Renewable Energy Certificates (RECs), deployed photovoltaic (PV) power generation systems, and purchased renewable energy. Furthermore, the Group closely monitors developments in relevant legislation to verify the alignment between the Company's current status and regulatory requirements, formulates appropriate measures to comply with these requirements, and establishes specific carbon reduction targets. Additionally, to mitigate market risks associated with rising electricity costs, the Group plans to integrate climate change and environmental impact considerations into the design of its green and smart buildings, incorporate energy-efficient and low-carbon equipment throughout the manufacturing process, enhance the energy efficiency of production processes, and balance environmental protection with customer usage needs.

The demand for low-carbon products and services continues to grow, driving corresponding increases in R&D and certification expenses as well as procurement costs. The Group has secured various environmental initiatives and certifications, such as SBTi and CDP. All product lines fully comply with customer requirements, regional environmental laws and regulations, energy efficiency labels, and safety certifications. Additionally, the Group has established a sustainable supply chain management mechanism to ensure transparency regarding the carbon footprint of its products or services and to implement carbon reduction initiatives.

Key Opportunities

Opportunities in Energy Sources and Resilience (2 items)

Considering the potential for future electricity prices to gradually rise and in alignment with stricter renewable energy regulations, TPK has invested in the green energy sector, participated in renewable energy projects, and adopted green energy solutions; since 2022, the company has successively installed solar panels on the rooftops of its XA and HL plants, and continues to carry out these projects.



Indicator & Goals

Indicator	Management Goals	2025 Target & Progress		2026 Short-term Goals	2030 Medium-Term Goals	2035 Long-term Goals
		Targets	Progress			
Environmental Initiatives	Complies with Relevant Environmental Initiatives	1. Completed SBTi Science-based Carbon Targets setting 2. CDP Climate Change Grade B-	✓ 1. Have completed the setting of an SBTi Science-based Carbon Target and obtained official certification 2. CDP Climate Change Grade B	1. Achieve SBTi annual emission reduction targets 2. CDP Climate Change Grade B	1. CDP Climate Change Grade A-	1. Set carbon neutrality targets and promote their implementation 2. CDP Climate Change Grade A
Risks and Opportunities	Climate-Related Risk and Opportunity Management	Identify climate-related risks and opportunities, and conduct an analysis thereof	✓ Complete the identification and analysis of climate-related risks and opportunities	Complete the identification, analysis and assessment of climate-related risks and opportunities	Review of financial impacts of climate-related risks and opportunities and the implementation of mitigation measures	Strengthen the climate risk financial management framework, deepen the implementation of mitigation measures, and steadily enhance enterprises risk resilience and low-carbon competitiveness
Renewable Energy	Number of Sites Using Renewable Energy	5	✓ 7	6	●.....	8
GHG Emissions	Carbon Reductions (Scope 1 & 2)	12.6% Reduction vs. the Base Year	✓ Decreased by 73.08% compared with the base year	16.8% Reduction vs. the Base Year	44.6% Reduction vs. the Base Year	Promoting the implementation of carbon neutrality goals
Renewable Energy Investments	Number of Renewable Energy Investments	Add 1 renewable energy investment	✓	Added 2 renewable energy projects	●..... Added 3 renewable energy projects	

* Note: The base year is 2022

5.3 Energy and GHG Management

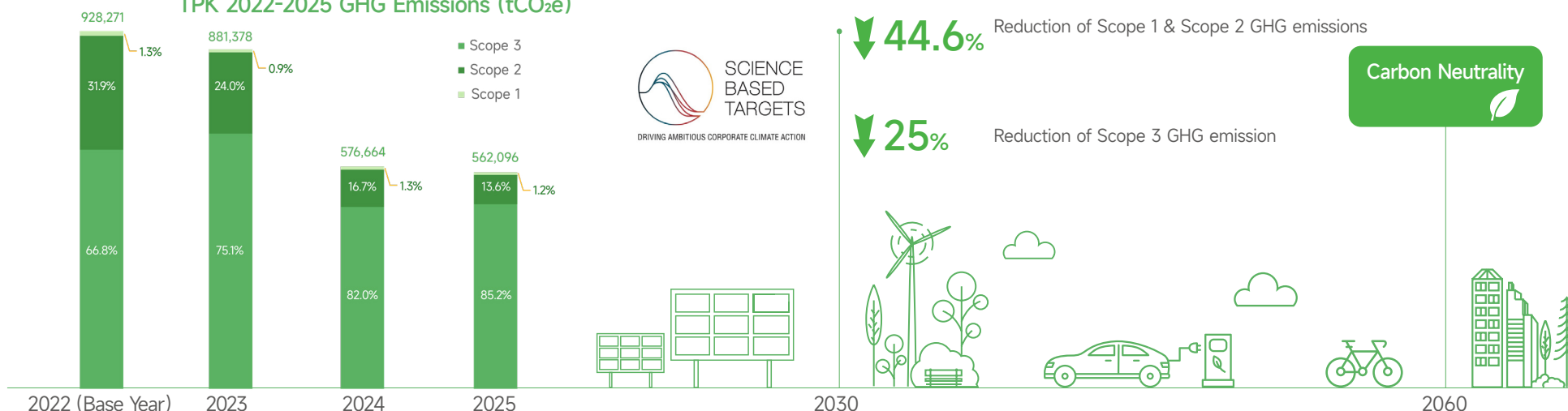
5.3.1 Carbon Emission Targets and Roadmap

In the era driven by China's "Dual Carbon" goals and global climate governance, the environmental impacts of climate change are becoming increasingly severe. The Paris Agreement has set the objective of "keeping global temperature rise well below 2° C and pursuing efforts to limit it to 1.5° C," which represents both a challenge and a responsibility for humanity worldwide. As a leading enterprise in the global touch industry, TPK has proactively responded to the demands of global climate governance, actively implemented its low-carbon transition strategy, and systematically established a scientific pathway for carbon reduction. In September 2025, the Group officially obtained validation from the Science Based Targets initiative (SBTi). Through its scientifically grounded, standardized, and systematic carbon reduction targets, the Group has solidified the foundation for its green and sustainable development.

TPK's Carbon Reduction Pathway

Through systematic low-carbon transformation and energy-saving and efficiency-enhancing measures, In 2025, the Group's Scope 1 & 2 greenhouse gas absolute emissions were reduced by 73.08% compared with the baseline year, laying a solid foundation for the implementation of subsequent carbon reduction targets. In 2026, TPK will further focus on tackling high-emission segments, accelerate green technological innovation and supply chain-based carbon reduction initiatives, and fulfill its corporate social responsibility through concrete actions.

TPK 2022-2025 GHG Emissions (tCO₂e)



* Note: Per SBTi requirements, business accommodation is excluded from Scope 3 emissions.



1. Establishing a Comprehensive Carbon Management System

Systematically advancing relevant management frameworks, including greenhouse gas inventorying and carbon footprint calculation.

2. Deepening Energy Conservation and Carbon Reduction Efforts

Promoting energy-saving technological upgrades, optimizing energy management plans, and enhancing energy efficiency.

3. Optimizing the Energy Structure

Continuously expanding the scale of renewable energy adoption, such as photovoltaics, and gradually replacing traditional fossil fuels.

4. Building a Digital Platform

Establishing a Digital Energy and Carbon Management Platform.

5. Promoting Value Chain Synergy for Carbon Reduction

Strengthening low-carbon supply chain management, encouraging suppliers to improve their carbon inventories, and implementing energy-saving and carbon-reduction measures.

5.3.2 Energy Use

Energy, as a core driver of economic and social development, has seen its operational models and efficiency become pivotal variables in sustainable development. TPK continues to explore and strive toward sustainable development that fosters symbiosis with the environment and ecosystem. By implementing the ISO 50001 Energy Management System, the Group systematically manages its energy consumption, thereby identifying both risks and opportunities for reducing energy usage and enhancing energy efficiency.

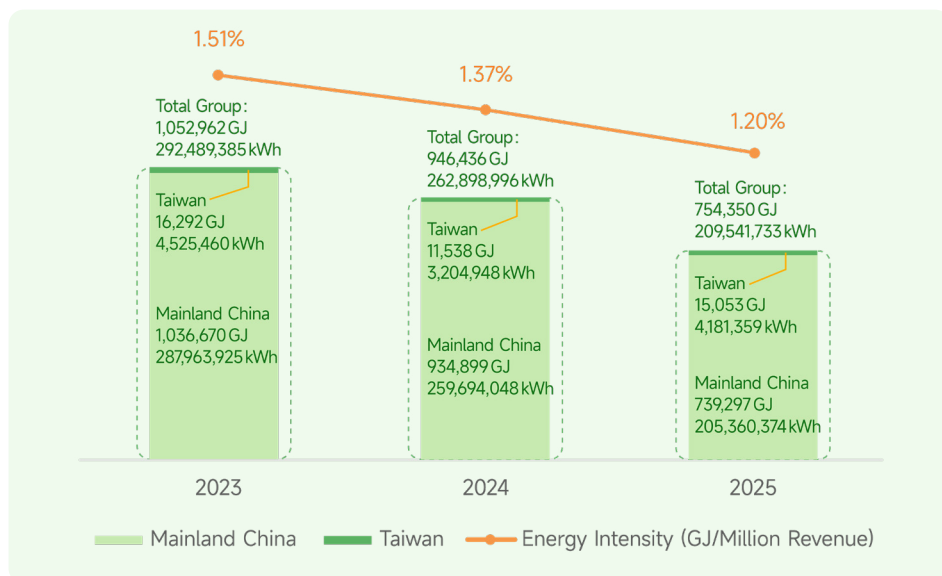
Annual-year Group Internal Energy Consumption Breakdown

	Electricity (kWh)		Gasoline (liters)	Diesel (liters)
	External purchased electricity	Renewable Energy		
Mainland China	175,357,370	30,003,004	120,157	83,668
Taiwan	4,181,359	0	3,781	0
Total (GJ)	646,339	108,011	3,992	2,966
Total Amount (GJ)	761,308			
Percentage	84.90%	14.19%	0.52%	0.39%

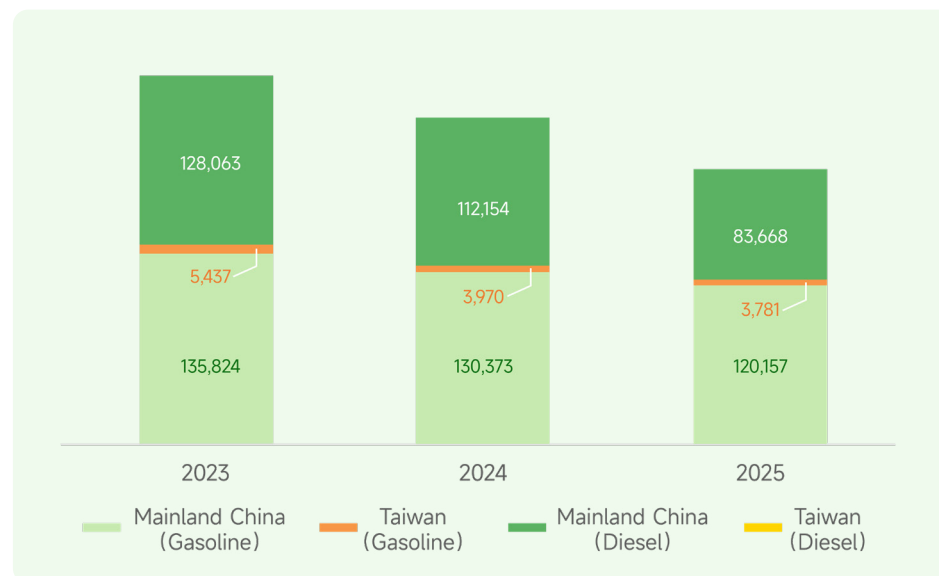
- * Note 1: Electricity heat conversion: Usage × Heating Value / 10⁹, Calorific value: 3.6×10⁶J/kWh;
- * Note 2: Mainland China gasoline/diesel heat conversion: Usage × Density × Calorific value / 10⁶, Gasoline heating value: 43,124 kJ/kg; Diesel heating value: 42,705 kJ/kg; Gasoline density: 0.7475 g/mL; Diesel density: 0.83 g/mL;
- * Note 3: Taiwan gasoline/diesel heat conversion: Usage × Calorific value × 4,187 / 10⁹, Gasoline heating value: 7.52×10³Kcal/L; Diesel calorific value: Diesel = 8.5×10³Kcal/L;
- * Note 4: 1 Kcal = 4,187 J, 1 GJ = 10⁶KJ= 10⁹J;
- * Note 5: Renewable energy includes on-site photovoltaic systems and green certificates; for externally purchased electricity, the amount of electricity corresponding to 799 GECs shall be deducted.

Organizational Energy Consumption – Electricity

Compared with the total electricity consumption in 2022 (385,185,561 kWh), it decreased by **45.6%**.



Organizational Energy Use – Fuel (liters)



5.3.3 GHG Emissions

Carbon neutrality and net-zero emissions have become the prevailing trend in national sustainable development, as well as the long-term goal for TPK in climate change management. Greenhouse gas management serves as the core cornerstone for achieving this objective, while conducting precise self-assessments of emission data constitutes the starting point of this management process.

Since 2011, TPK has established a carbon emission management system and a dedicated management organization in accordance with the ISO 14064-1 standard, progressively completing greenhouse gas inventorying across all operating plants. This organization implements a two-tier management structure of "Group-level coordination – Individual operating plants execution": at the group level, a Carbon Management Committee has been established, with the highest management level of the Group serving as its Chairman and a senior director from the Group's Environmental and Safety Department serving as the Executive Director, responsible for coordinating the formulation of carbon reduction strategies, inventorying targets, and resource allocation; at each operating plant, dedicated carbon inventors have been appointed; under the unified professional guidance of the Group's Carbon Management Committee, these inventors are responsible for identifying greenhouse gas emission sources within the boundaries of each operating plant, collecting activity data, calculating emission quantities, and maintaining inventory records, thereby ensuring the completeness and traceability of the inventory data.

In 2024, the Group officially adopted the GHG Protocol inventory methodology to further enhance the scientific rigor and international comparability of its data accounting. Regarding emission data transparency, TPK Touch Solutions (Xiamen) Inc. and TPK Glass Solutions (Xiamen) Inc. Jimei Branch began disclosing their emission information through external verification in 2012 and 2022, respectively. Looking ahead, the Group plans to complete third-party verification for all its subsidiaries by 2029.

Inventory Description

Scope 1 and Scope 2 Emissions

Within the scope of TPK's audit, direct emissions arise from the use of refrigerants in the plants utility equipment and from the treatment of BOD₅ in septic tanks. Carbon dioxide fire extinguishers; vehicle fuel usage; rust inhibitors; substation SF₆ systems. GHG emissions from the use of resources and anaerobic treatment of wastewater; indirect GHG emissions from energy generation stem from GHG emissions resulting from purchased electricity. Specifically, in Taiwan, all purchased electricity is sourced from Taiwan Power Company; in mainland China, all purchased electricity is sourced through power distribution agencies that purchase electricity from State Grid Corporation. In 2025, the total GHG emissions generated by Scope 1 and Scope 2 of TPK (based on location) will be: 82,975tCO₂e. Compared with the base year, this decreased by 73.08%; among these, the indirect GHG emissions from purchased electricity within Scope2 amounted to 76,168tCO₂e, accounts for 91.8% of both Scope 1 & 2 emissions.

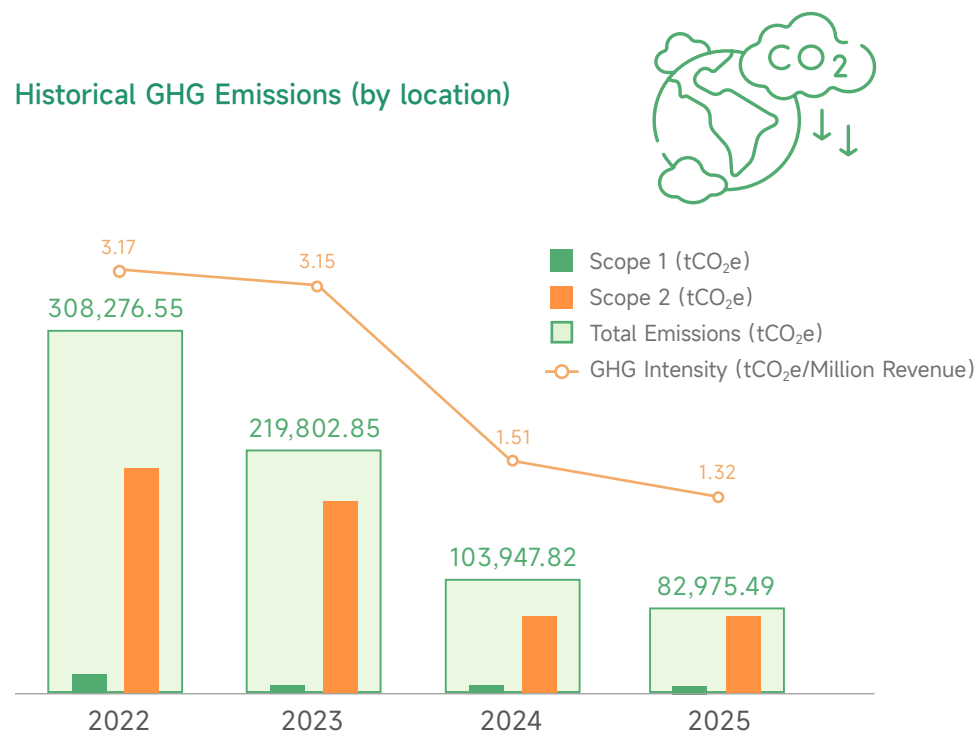
* Note 1: Climate-related information for companies no longer within the Group's operational scope in 2025 is excluded (scope consistent with the Company Profile).

* Note 2: Global Warming Potential (GWP) factors are sourced from the IPCC Sixth Assessment Report.

* Note 3: For Mainland China, the electricity emission factor is based on the 2023 average CO₂emission factor for Fujian Province electricity announced by the Ministry of Ecology and Environment of the People's Republic of China: 0.4211 kgCO₂e/kWh. The average CO₂emission factor for Jiangsu Province's power sector is 0.5827 kgCO₂e/kWh. For Taiwan, the electricity emission factor is based on the 2024 emission factor announced by the Energy Administration: 0.474 kgCO₂e/kWh.

* Note 4: Upon verification, the Group's parent company, TPK Holding Co., Ltd. has no physical operations, resulting in zero Scope 1 & 2 carbon emissions.

Historical GHG Emissions (by location)



Scope 3 Emissions

To better understand the contribution of various activities within its operations and across its value chain, TPK Group Conducts Scope 3 greenhouse gas (GHG) inventories and disclosures in accordance with the ISO 14064-1 standard and the GHG Protocol Corporate Value Chain (Scope 3) Standard. In 2025, TPK had completed the inventorying of all applicable indirect emission sources; the results of the 2025 inventory are presented in the table below, in which the top three categories- " Purchased Goods and Services," " Processing of Sold Products," and " Use of Sold Products " -accounted for 93.48% of the total Scope 3 emissions.

Items	GHG Protocol Categories	Description	Emissions 2024	(tCO ₂ e) 2025
Upstream Indirect Greenhouse Gas Emissions				
Purchased Goods and Services	(1)	Emissions from the production of purchased raw and auxiliary materials, and emissions generated from purchased services	68,240.36	92,991.77
Capital Goods	(2)	Emissions from newly purchased capital goods (including production, transportation, office equipment, etc.)	6,114.33	2,689.55
Fuel- and Energy-Related Activities	(3)	Emissions from the production of purchased energy resources (including diesel, gasoline, electricity, tap water, etc.)	30,586.80	23,405.06
Upstream Transportation and Distribution	(4)	Transportation emissions generated by the procuring raw and auxiliary materials, consumables, etc.	2,993.89	2,132.11
Waste Generated in Operations	(5)	Emissions from the outsourced collection and treatment of waste generated during production processes	262.96	113.72
Business Travel	(6)	Emissions generated from business travel, including the use of transportation (aircraft, high-speed rail, ships, etc.)	754.21	1,007.13
		Emissions generated from accommodation	203.04	-
Employee Commuting	(7)	Emissions generated from employees commuting between home and the workplace, including transportation-related emissions	464.41	497.02
Upstream Leased Assets	(8)	Not applicable	-	-
Downstream Indirect Greenhouse Gas Emissions				
Downstream Transportation and Distribution	(9)	Transportation emissions generated from product shipments	407.12	1,363.64
Processing of Sold Products	(10)	Emissions from further processing of all sold intermediate products into final products	78,522.82	57,886.59
Use of Sold Products	(11)	Emissions generated during the expected lifetime use of all sold products	284,290.32	296,981.33
End-of-life Treatment of Sold Products	(12)	Emissions from the waste treatment process when all sold products reach end of life	79.08	52.29
Downstream Leased Assets	(13)	Not applicable	-	-
Franchises	(14)	Not applicable	-	-
Investments	(15)	Not applicable	-	-
Total			472,919.34	479,120.21

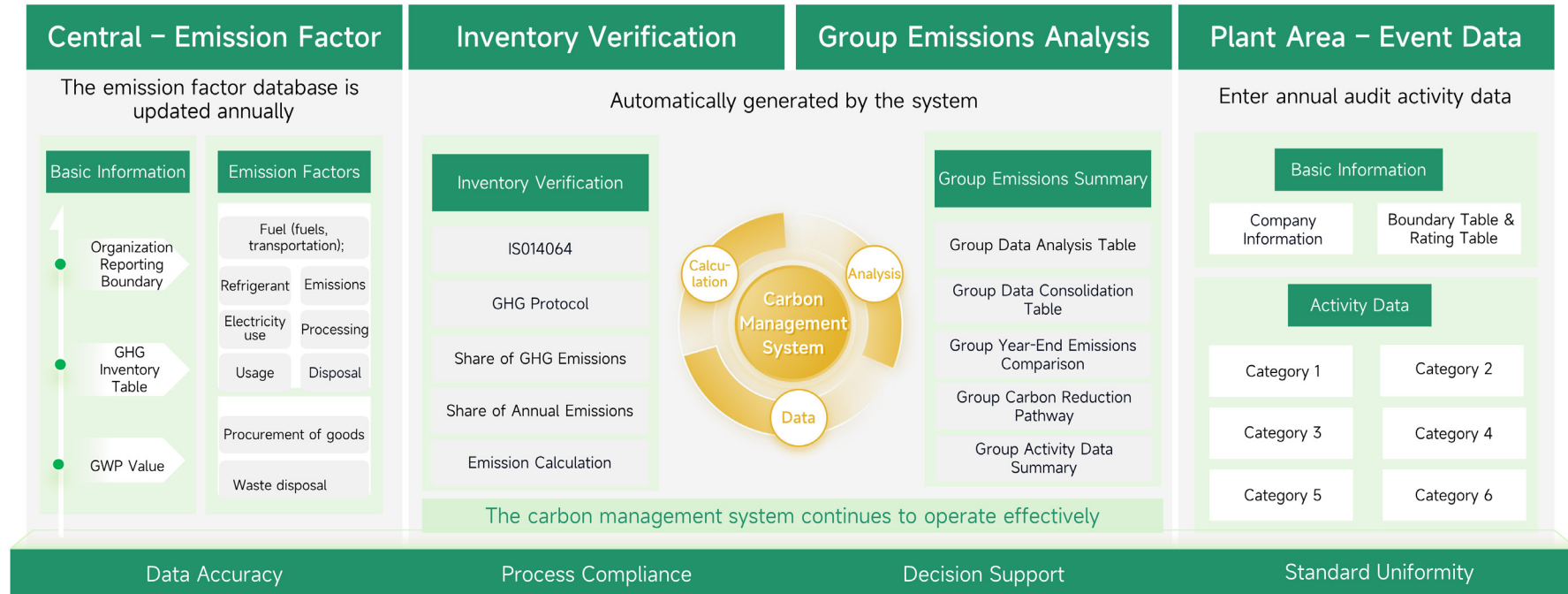
Digital Transformation

Digitalization serves as the core driver of the Group's low-carbon transition; we are continuously refining our carbon management digital capabilities and building a full life-cycle carbon emission management system.

Carbon Management System

- 2022** The Group took the lead in deploying a carbon management database, providing robust data support for decision-making and operational activities across all levels of the company. By systematically managing carbon emission data, accurately collecting and aggregating the Group's greenhouse gas emissions, and establishing a long-term carbon emission management framework, the Group has achieved automated real-time data updates to ensure data accuracy while optimizing existing management practices; furthermore, historical data has been properly archived to ensure that historical records and information remain traceable.
- 2023** We successfully developed and launched a digital system platform, achieving a systematic and digital transformation of carbon emission management: leveraging automated data harvesting capabilities, the platform efficiently aggregates emission data across various categories, automatically generates visualized reports and charts, and displays these outputs on the homepage of the Group's official website, enabling both internal and external stakeholders to access this information intuitively.
- 2025** The Group completed a comprehensive iterative upgrade of its carbon management system; by enhancing its multi-source data integration and analytics capabilities and introducing new modules such as carbon reduction pathways and group-wide emission aggregation and analysis, the Group leveraged digital tools to support the implementation of low-carbon reduction targets, green supply chain management, and ESG information disclosure, thereby propelling the Group's sustainable development toward a new phase.

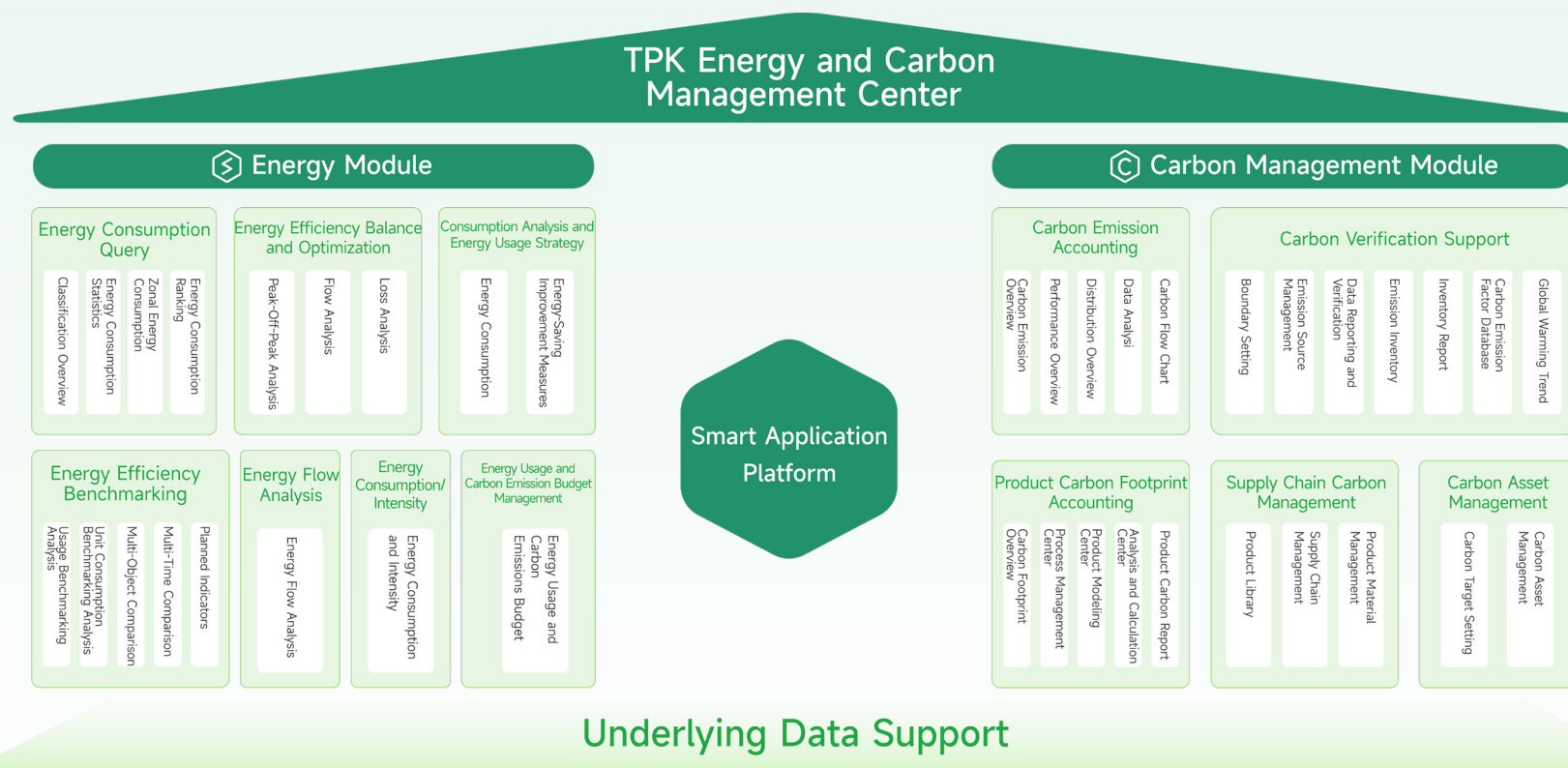
Carbon Management System Overview



Digital Energy Management Center

To implement technology-driven empowerment for energy management and refined carbon emission control, thereby driving collaboration across both upstream and downstream sectors of the industry to promote energy conservation and carbon reduction, TPK launched the establishment of a Digital Energy and Carbon Management Center in August 2025, complemented by the deployment of multiple intelligent applications and management modules. In November of the same year, the project completed its **"Four-in-One" architecture-comprising "precise measurement, refined control, intelligent decision-making and visual presentation, and a supporting management system"** -thereby systematically advancing specialized digital energy and carbon management initiatives.

The Digital Energy and Carbon Management Center integrates various technologies to break down data barriers across multiple energy sources (such as electricity, water, and gas) and carbon emission data silos, establishes a unified data foundation, and enables comprehensive multi-dimensional aggregation and transparent management of energy and carbon information. The platform utilizes algorithmic models to generate recommendations such as energy efficiency optimization and emission reduction pathway planning, thereby driving the transition of energy and carbon management from "post-event statistics" to "in-process control and pre-event forecasting." The Energy and Carbon Management Center consolidates data spanning the entire energy consumption and carbon emission process, providing a digital tool that offers end-to-end services-including monitoring, accounting, analysis, optimization, and coordination-aiding the Group in achieving energy savings, cost reduction, and precise carbon emission control, thereby supporting the implementation of the "Dual Carbon" strategic goals.



Value

Insights

Full: Full-Field-of-View with Reduced Blind Spot
Previous: Proactive Risk Prevention and Control

Track

Deep: The issue can be traced back to its root cause
Precision: Precise data tracking

Evaluation

Fast: Timely and transparent information
Intelligence: Analysis and Evaluation of Intelligence

5.3.4 Energy Conservation and Carbon Reduction Practices

Expanding the Development and Use of Renewable Energy:

TPK Group remains committed to improving energy efficiency by implementing diversified energy use strategies, actively developing on-site renewable energy facilities, and purchasing renewable energy certificates. In 2025, these efforts successfully reduced 12,634.26 tCO₂e.

Regarding the construction of rooftop photovoltaic power stations at the plants, the Group has completed the layout for multiple plant sites:

- 2023: Completion of rooftop photovoltaic systems at XA Plant.
- 2024: The rooftop photovoltaic system at HL2 Plant was completed and connected to the grid, with a installed capacity of 21.146 MW.
- 2025: The Group's rooftop photovoltaic system generated a total of 33.43 million kWh of electricity (of which 4.23 million kWh were fed into the grid), further enhancing the renewable energy integration rate.

Additionally, in 2025, 799 GECs were traded on the China Green Power Certificate Trading Platform, equivalent to a reduction of 336.46 tCO₂e. Emissions. This fully demonstrates the Group's determination to adopt green energy practices and its continued commitment to supporting the use of renewable energy.



Energy-saving Technical Upgrades and Energy Management:

In 2025, TPK implemented a total of 54 energy-saving technical renovation measures, covering both technical upgrades and energy-saving management projects, resulting in cumulative emission reductions of 6,901.07 tCO₂e;



Technological Upgrades

Machine retrofits in workshops, lighting energy-saving retrofits, installation of variable-frequency drives (VFDs) on equipment, etc.

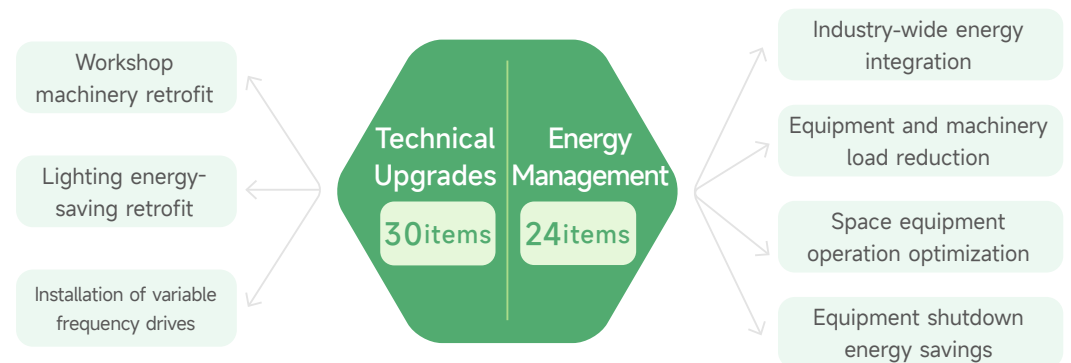
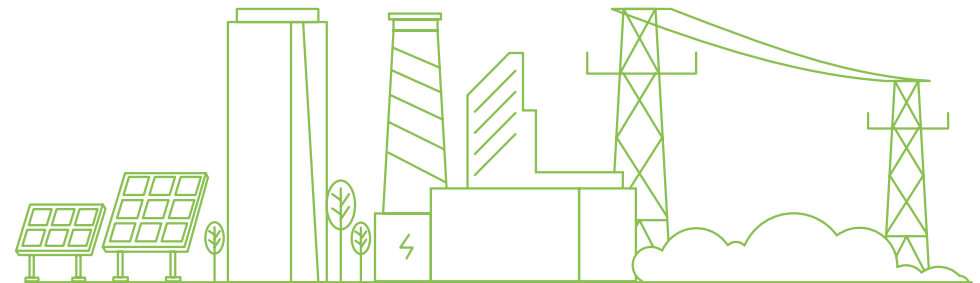
Emission Reductions of 2,195.31tCO₂e



Energy Management Initiatives

Production integration, equipment and machine load reduction, optimization of air-conditioning system operation, and energy savings from equipment shutdowns

Estimated Reduction of 4,075.76 tCO₂e



* Note: Fujian Province electricity emission factor: 0.4211kgCO₂e/kWh
 Jiangsu Province electricity emission factor: 0.5827kgCO₂e/kWh
 Taiwan electricity emission factor: 0.474 kgCO₂e/kWh

Key Case Studies

Case Ice-making System Energy-saving Project

⚡ Annual Savings **847,689kWh**

🌱 Reduces Carbon Emissions **357tCO₂e**



① Optimization of pump and fan control systems for the main chiller unit system in the Equipment Building of HL1 Plant.

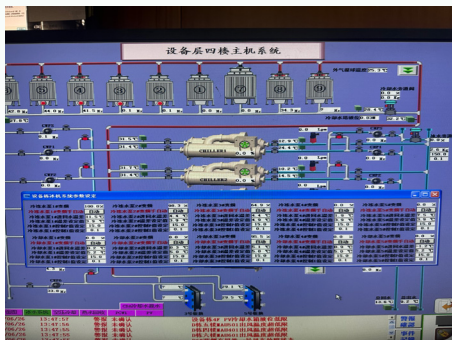
The ice-making main units' water pumps and cooling pumps, as well as the water tower fans, were originally operated in manual fixed-frequency mode; through optimization, the operation of the 5 ice-making main units' ice-water/cooling pumps from fixed-frequency to temperature-difference control has been implemented, while the operation of the 8 cooling tower fans has been changed from variable-frequency fixed-frequency operation to wet-bulb temperature-controlled operation.

② HL2 Plant Building G: Medium-to-low temperature system chilled water main pipeline interconnection mixed water energy-saving project.

After the medium-low temperature system chilled water main pipeline is connected for mixed-mode operation, one medium-temperature system chiller unit, cooling water pump, and cooling tower can be shut down to achieve energy-saving effects.

③ Optimization of the cooling tower makeup water pump for Buildings A&B, XA1.

Building A&B cooling tower utilizes RO water for makeup water supply; the makeup pump has a power rating of 18.5 kW. After implementing wastewater recovery for makeup water supply, the pump will not operate during winter; however, in summer, an inverter will be installed to operate the pump for 30HZ.



Case Air Compressor System Energy-saving Project

⚡ Annual Savings **237,470kWh**

🌱 Reduces Carbon Emissions **100tCO₂e**



To address the issue of energy waste associated with the original air compressor cooling water supply mode, an optimization retrofit has been implemented: whereas the original system supplied cooling water using 8° C ice water, it was confirmed that the actual cooling requirement is below 32° C; based on this analysis, the supply scheme has been optimized by replacing the ice water with cooling water to cool the air compressor. To mitigate potential scaling issues that may arise during the use of cooling water, while fully utilizing the existing piping and cooling tower infrastructure, a plate heat exchanger has been added; cooling water from the cooling tower now passes through the plate heat exchanger to cool the air compressor, thereby effectively reducing the operating load and energy consumption of the ice-making unit and further enhancing overall energy utilization efficiency.



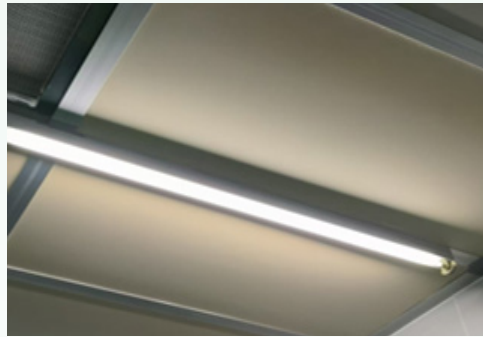
Case Energy-saving Lighting System Project

⚡ Annual Savings **216,048kWh**

🌱 Reduces Carbon Emissions **91tCO₂e**



To address the issues of relatively high energy consumption and insufficient energy-saving performance of existing general lighting fixtures, the Group has launched energy-saving retrofit initiatives for its lighting systems: replacing traditional fluorescent tubes with energy-efficient LED lighting fixtures. To date, a total of 1,461 lighting fixtures have been replaced, effectively reducing the power consumption of the lighting system and improving its overall energy efficiency. Additionally, the lighting control systems in certain areas have been upgraded by installing time-controlled switches and implementing a normally-closed mode for regional lighting control, thereby optimizing the operating duration of the lighting system. By focusing on operational details, these measures aim to unlock further energy-saving potential and further reduce energy waste.



Case General Exhaust Recovery Systems

⚡ Annual Savings **202,817kWh**

🌱 Reduces Carbon Emissions **85tCO₂e**



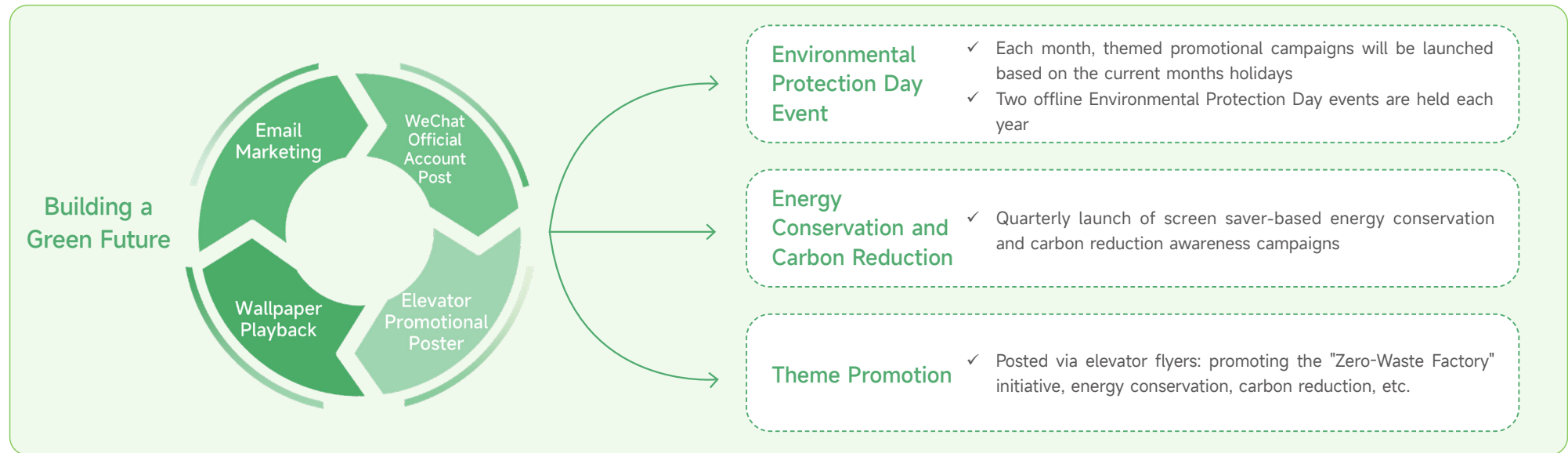
Standard exhaust recovery involves directly connecting the exhaust ducts of a cleanrooms general exhaust system to the air conditioning room for use by the air conditioning unit. Additionally, if the testing data provided by the supplier comply with relevant standards and meet the required temperature and humidity specifications for the air conditioning units outlet, the exhaust can be recovered and recycled.

1. Effectively reduces VOCs concentrations and mitigates exceedance levels (by utilizing the condensate from the air conditioning units cooling coil and a two-phase humidifier for adsorption);
2. Circulating and recycling energy reduces the operating energy consumption of the air conditioning unit (including its heater, humidifier, and ice-making capacity), thereby achieving significant energy savings.



" Building a Green Future" Event

To embody the concept of green and environmental protection, TPK Group continues to promote full employee participation in low-carbon and environmental protection initiatives, carrying out a series of activities aimed at reducing emissions. These events inspire enthusiasm for emission reduction among all employees, extend green and low-carbon awareness to their families, and demonstrate the Group's commitment to fulfilling its environmental and social responsibilities. To this end, the Group launched the "Building a Green Future" themed campaign, using diverse formats to enhance employees' energy conservation and carbon reduction awareness, striving to contribute to the world and society under the national "dual carbon" policy framework.



Wallpaper Promotional Material



First Quarter

United for Green Action: Charting the Future of Carbon



Second Quarter

Energy is Limited; Conservation is Limitless



Third Quarter

Unconstrained and Plastic-free: Embracing a Green Future



Fourth Quarter

The Cycle of All Things; Sustainable Green Movement

July

August

September

October

November

December



Stay Cool While Saving Energy



The "3R" Principle:
Protecting the Earth



Clean Earth,
Beautiful Home



Every Grain Comes with
Hard Work



Respect Water Sources,
Prioritize Conservation



Low-carbon Consumption:
Embracing a Green Lifestyle

September Waste Sorting Environmental Protection Campaign: Grand Competition

November Environmental Protection & Family Fun Carnival Event



5.4 Green Circular Economy

Green Emissions



Governance

TPK has consistently and rigorously implemented its ISO 14001 Environmental Management System, established an EHS Committee, and holds regular meetings to promote a comprehensive and systematic EHS management system from top to bottom, ensuring that environmental management requirements are fully implemented at all levels and covered by all employees. Each manufacturing base has established an Environmental Safety Management Department responsible for the daily operation of the environmental management system, process optimization, and compliance supervision; these departments continuously refine the environmental management mechanisms, effectively enhance the overall standardization level of the Group's environmental management practices, and lay a solid foundation for green emission management.



Strategy

TPK is grounded in the philosophy of green and sustainable development, having formulated and implemented environmental management procedures and implementation guidelines-including the "Group Environmental, Occupational Health and Safety Management Manual," "Group Exhaust Gas Emission Management Regulations," "Group Wastewater Discharge Management Regulations," and "Group Waste Control Management Regulations" - to ensure compliance with emission standards, achieve green operations, continuously reduce negative environmental impacts, and effectively fulfill the company's environmental protection responsibilities and sustainable development commitment. In 2025, TPK will continue to deepen the construction and refinement of its environmental management system, leveraging digital systems to continuously optimize the entire environmental management process, enhance the operational efficiency and precision of environmental management activities, and drive the transition of green emission management toward greater sophistication, systematic integration, and digitalization.



Actions and Measures

TPK implements targeted measures focusing on three key areas: water, air and waste.

In water resource management, multiple water-saving projects including RO concentrated water recovery and reclaimed water reuse have been rolled out, achieving an annual water recovery volume of over 400,000 metric tons. Total water intake in 2025 dropped by 62.93% compared with 2022.

For air pollution prevention and control, workshops adopt sealed negative-pressure design combined with gas-collecting hoods and activated-carbon adsorption units. The waste-gas collection efficiency reaches 90%, with treatment efficiency ranging from 50% to 80%, ensuring 100% compliance with emission standards.

In waste management, guided by the 3R principle, the Group promotes original-manufacturer recycling of empty drums, secondary reuse of dust-free cloth and cyclic reuse of packaging materials. The hazardous waste resource recovery rate hit 29.79% in 2025. A medium-to-long-term target has been set to achieve a 35% waste reduction during 2030-2035 versus the 2022 baseline.



5.4.1 Water Resources Management

TPK has always remained dedicated to the proper management and circular utilization of water resources. By conducting water resource risk impact analyses and formulating scientific operational continuity plans, the Group ensures the stable operation of its water systems. The Group has established a comprehensive water resource management model that integrates source management, rational reduction, and recovery/circular reuse; it continuously implements practical water control measures—including the "Water Resource Management Procedure," the "100T Pure Water System Operating Specifications," and the "10T-RO System Operating Specifications"—and leverages the water resource data monitoring platform operated by the Facilities Management Department to conduct precise analysis of the water balance at each plant, actively advance various water resource recovery and utilization projects, and continuously enhance the water reuse rate.

Water Resource Sources and Risk Assessment

River Basin	Mainland China–Xiamen	Mainland China–Suzhou	Taiwan		Thailand	Vietnam
	Jiulong River	Yangtze –Taihu River Basins	Shimen Reservoir、Liyutan Reservoir、 Feitsui Reservoir、 Nanhua Reservoir Zengwen - Wushantou Reservoir		Kongluan Lacharuo Reservoir Bangbangkaya (Nongnanqiao) Reservoir	Two Major Water Bodies: the Dong Nai River and the Saigon River
Risk Assessment	Low Low–Medium Medium to High High extra high					
	Physical Risk			Taiwan Thailand	Mainland China – Xiamen、 Vietnam	Mainland China – Suzhou
	Water Shortage	Taiwan	Mainland China – Xiamen/Suzhou Vietnam		Thailand	
	Groundwater-level Decline	Mainland China – Xiamen、 Vietnam Taiwan、 Thailand		Mainland China – Suzhou		
	Drought Risk			Vietnam	Mainland China – Xiamen/Suzhou Thailand	
	River Flood Risk Pressure			Mainland China – Xiamen、 Taiwan		Mainland China–Suzhou、 Thailand、 Vietnam
	Coastal Flood Risk	Mainland China – Suzhou、 Thailand		Taiwan		Mainland China – Xiamen、 Vietnam

Using the WRI (water resource institute) Aqueduct
Tool for water risk assessment



Water Resource Utilization Status

Regional Water Withdrawal Share

* Note 1: Unit: Thousand cubic meters (1,000 cubic meter = 1 million liters)

* Note 2: Water usage in Taiwan is based on the statistics of water consumption at various monitoring points across all counties and cities in the Republic of China Year 113 (2024) compiled by the Bureau of Water Resources.

* Note 3: Water usage in Mainland China is based on the 2024 Xiamen Water Resources Bulletin.

* Note 4: Suzhou serves as the R&D center and does not have production water supply.

	Plant	Water Usage	Water Withdrawal	Proportion
Mainland China	HL1, HL2	113,330	445.51	0.39311%
	XA1, XA2	231,950	795.73	0.34306%
	JM	153,860	122.92	0.07989%
	TA	223,540	0.62	0.00028%
	XA3	231,950	8.49	0.00366%
Taiwan	TPKT	406,771	6.71	0.00165%
	TPKHKTW	2,751,138	0.91	0.00003%
	AMPTW	1,175,494	0.48	0.00004%

Historical Water Withdrawal, Discharge and Consumption Volumes

In the production process of TPK water conservation measures include rainwater recovery systems, process water recovery, and cooling circulating water systems; tap water serves as the primary source of water for operations. According to the water meter records from the plant site, the total water consumption in 2025 was 1,381.37 thousand cubic meters,

Compared to 2022 total water
consumption ↓62.93%

Plant		Water Withdrawal (thousand cubic meters)			Water Discharge (thousand cubic meters)			Water Consumption (thousand cubic meters)		
		2023	2024	2025	2023	2024	2025	2023	2024	2025
Group Total		2,464.47	2,541.90	1,381.37	1,362.29	1,353.85	662.99	1,102.19	1,188.05	718.38
Mainland China	HL1, HL2	1,309.05	1,320.53	445.51	602.66	482.33	11.47	706.39	838.21	434.04
	XA1, XA2	1,002.65	1,077.24	795.73	704.19	811.24	584.98	298.46	266.00	210.75
	JM	131.43	125.78	122.92	34.09	43.05	49.85	97.34	82.74	73.07
	TA	1.97	1.21	0.62	1.97	0.10	0.10	0.00	1.11	0.52
	XA3	9.59	8.60	8.49	9.59	8.60	8.49	0.00	0.00	0.00
Taiwan	TPKT	7.53	7.49	6.71	7.53	7.49	6.71	0.00	0.00	0.00
	TPKHKTW	1.65	0.72	0.91	1.65	0.72	0.91	0.00	0.00	0.00
	AMPTW	0.49	0.33	0.48	0.49	0.33	0.48	0.00	0.00	0.00
	DSE	0.07	NA	NA	0.07	NA	NA	0.00	NA	NA
	TPKE	0.04	NA	NA	0.04	NA	NA	0.00	NA	NA

* Note 1: The TPKJ Plant does not have a flow meter; all wastewater is treated at the industrial parks water quality purification plant, meaning the discharge volume equals the intake volume.

* Note 2: All Taiwan plant sites utilize domestic water; therefore, the drainage volume is equal to the water intake volume.

* Note 3: NA indicates that the company has not yet been established, has been deregistered, or is no longer part of the Group's operating scope.

Water Pollution Prevention and Control

TPK has integrated water pollution prevention and control into its core environmental management system, adopting "process source reduction" as its central strategy, and implementing a classified collection and treatment mechanism based on the specific characteristics of the wastewater. All wastewater generated at each operating site is properly treated by the plant's internal wastewater treatment facilities; simultaneously, the wastewater discharge systems are continuously upgraded, and a routine emission factor monitoring mechanism is established to ensure that wastewater discharge data can be traced and effectively managed.

To ensure that the wastewater discharge quality from all operating plants complies with local discharge standards, the Group has established a dual monitoring mechanism comprising "in-house testing + verification by contracted suppliers": in addition to conducting daily in-house wastewater sampling and testing, the Group regularly commissions qualified contracted suppliers to perform wastewater quality testing; this ensures that 100% of wastewater undergoes compliant treatment prior to discharge, effectively mitigating the environmental impact associated with wastewater discharge and preventing water pollution risks.



* Note 1: HL1 and HL2 discharge into the Qianpu Water Quality Treatment Plant; XA1, XA2, and XA3 discharge into the Xiang'an Water Quality Treatment Plant; JM discharges into the Jimei Water Quality Treatment Plant; and all other discharges are directed to the Tong'an Water Quality Treatment Plant.

* Note 2: Emission Standards: Taiwan plant sites are regulated in accordance with the discharge standards issued by the Environmental Protection Administration of the Executive Yuan; mainland plant sites are regulated pursuant to the "Comprehensive Wastewater Discharge Standard" (GB8978-1996), the "Water Quality Standard for Wastewater Discharged into Urban Sewers" (GB/T 31962-2015), and the "Emission Standard for Water Pollutants from the Electronic Industry" (GB 39731-2020); BOD₅: 300 mg/L, COD: 500 mg/L, SS: 400 mg/L, NH₃-N: 45 mg/L; all values comply with the discharge standards.

* Note 3: The effluent water quality concentrations at each plant site are expressed as annual average values. Operating addresses not shown on the diagram indicate that no monitoring is required.

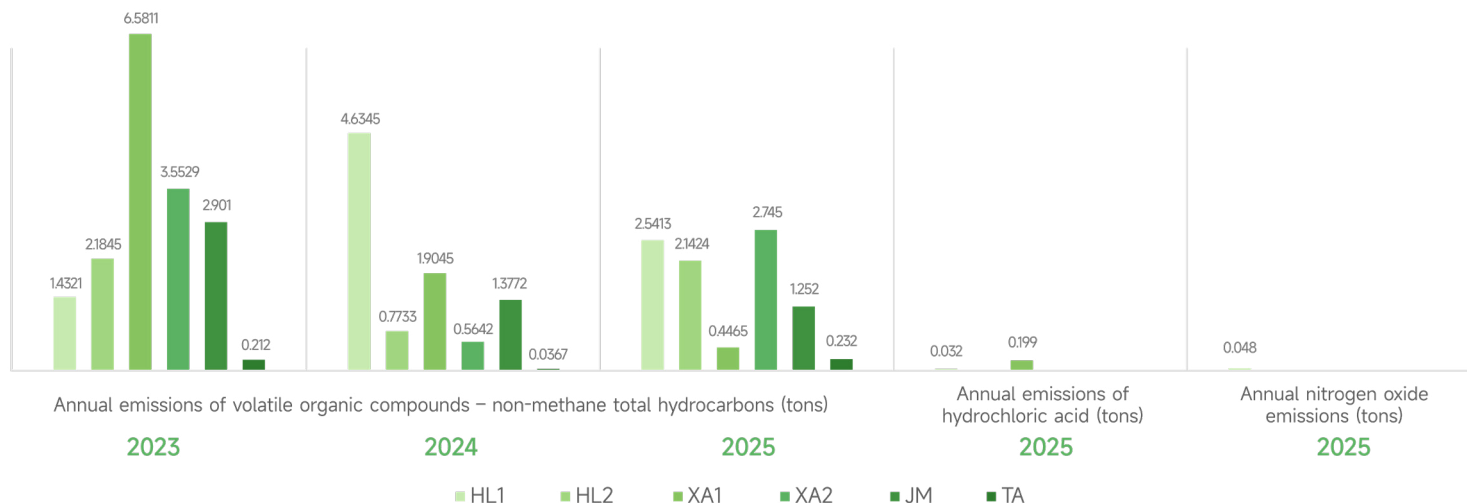
* Note 4: In 2025, the drainage outlets of HL1 and HL2 will be merged.

5.4.2 Air Pollution Management

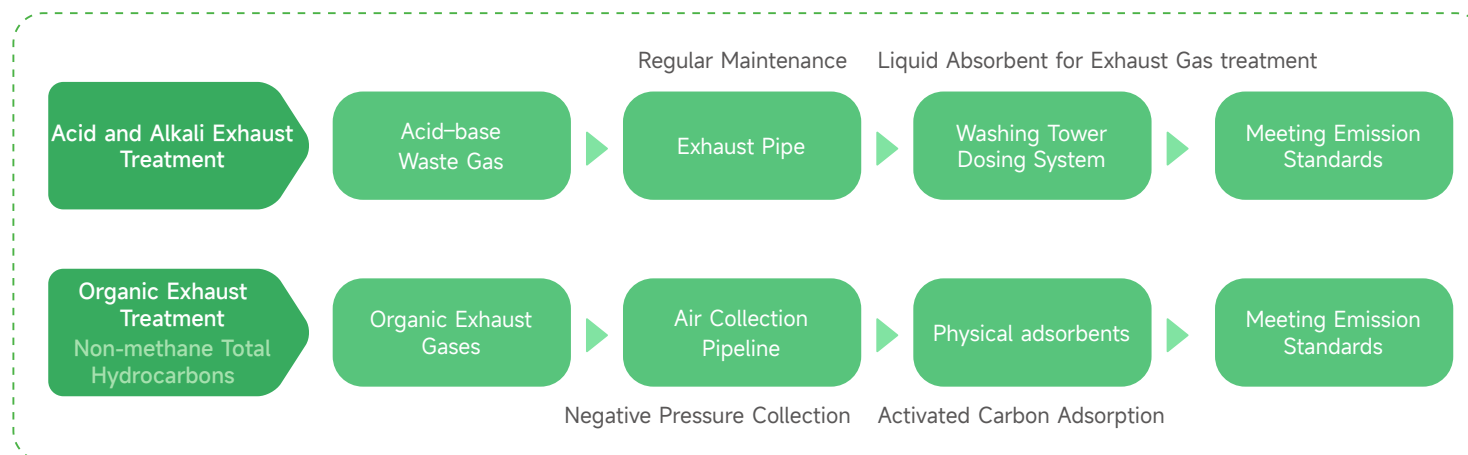
TPK primarily generates air pollutants including volatile organic compounds (VOCs; non-methane total hydrocarbons), hydrochloric acid(HCl), nitrogen oxides (NOx) , among others. The Group remains consistently attentive to the requirements of its customers and applicable laws and regulations; in addition to complying with these customer and regulatory requirements, the Group has simultaneously established the "Group Exhaust Gas Emission Management Regulations," conducts regular annual monitoring of air pollutant emission concentrations, and ensures 100% compliance with emission standards for exhaust gases, thereby achieving its air pollution management objectives.

100%
realize the standard
emission of exhaust gas

The company's production workshop consists primarily of cleanrooms featuring a fully enclosed negative-pressure design. At processes generating organic exhaust gases, exhaust hoods are installed; these hoods channel the organic exhaust gases via exhaust ducts to an "activated carbon adsorption unit" for treatment, after which the treated gases are discharged through an exhaust stack. The exhaust gas collection efficiency can reach 90%, while the treatment efficiency of the activated carbon unit ranges from 50% to 80%. The treated organic exhaust meets regulatory discharge standards, resulting in minimal impact on the ambient air quality and sensitive areas surrounding the facility.



Treatment Processes for Acid-base Waste Gases and Organic Waste Gases



Organic Gas Exhaust Stack

5.4.3 Waste Management

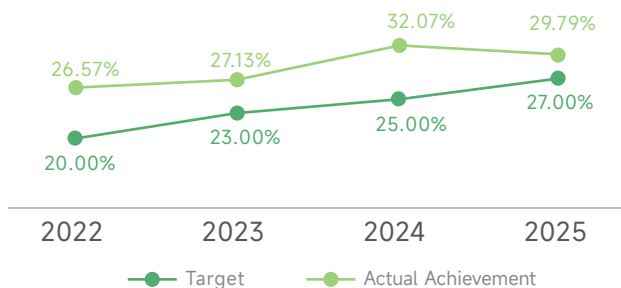
TPK Group implements full-process management of waste-from generation, storage, and transfer to disposal-adhering to the 3R principles: Reduce (source reduction), Reuse (reuse in processes), and Recycle (turning waste into by-products). This approach aims to achieve the efficient use of environmental resources. Waste generated in the plants is classified into hazardous waste and general waste. General waste mainly includes recyclable plastics, waste cardboard boxes, and wooden pallets. Hazardous waste includes items such as chemical-contaminated cleanroom wipes, cotton swabs, empty chemical containers, and waste chemical reagents. To reduce the environmental impact of waste, the Group takes a multi-dimensional approach: continuously promoting source reduction and in-plant waste recycling, reducing the environmental burden of production, ensuring waste flows comply with legal and regulatory requirements, conducting annual audits in collaboration with supply chain partners, and advancing innovative environmental technology projects to practice circular economy principles and continuously enhance sustainability capabilities.

Waste Generation Volume

An analysis of the waste generation volumes across the Group's subsidiaries over the past three years shows a consistent downward trend in total waste volume year by year. To promote resource recovery and reuse, the Group has implemented a series of measures: empty containers are recycled through their original manufacturers or at their original points of use; dust-free fabrics are recycled for secondary utilization within the plant; and the Group has set internal targets for the resource recovery rate of hazardous waste, which have consistently been met annually (as shown in the table below); specifically, the resource recovery rate for hazardous waste in 2025 was 29.79%, achieving both waste reduction and resource recovery. Additionally, the Group has established medium-and long-term goals to drive continuous waste reduction, aiming to reduce the total volume of hazardous waste by 35% compared with 2022 levels during the 2030–2035 period.

According to system statistics, TPK did not experience any product disposal or recall in 2025; the electronic waste recycled consisted primarily of glass scraps and defective products, totaling approximately 261.17 tons, all of which were entrusted to licensed recyclers for processing, achieving a 100% recycling rate.

Group's Hazardous Waste Resource Recovery Rate



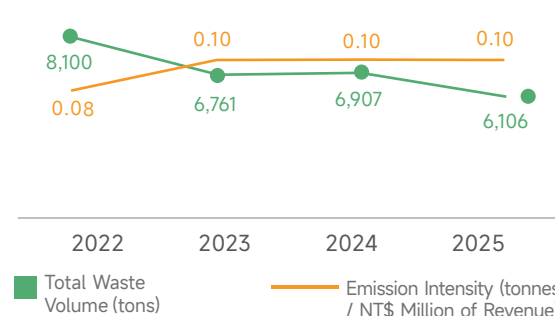
* Note: The plant site covers HL1/HL2/XA1/XA2/JM.

Historical Group Waste Generation Volumes (tons)

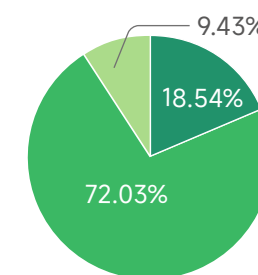
Year	2022		2023		2024		2025		Four-year average	
Methods	Hazardous	General	Hazardous	General	Hazardous	General	Hazardous	General	Hazardous	General
Recycle	95.86	7,032.47	37.57	5,153.97	35.70	5,313.97	33.21	4,533.01	50.48	5,508.36
Energy-from-Waste Incineration	215.05	366.69	199.20	784.85	167.22	782.33	203.38	763.70	196.11	674.40
Others	51.43	338.62	16.34	569.06	30.42	577.28	3.77	568.93	25.70	513.46
Total	362.34	7,737.78	253.11	6,507.88	233.34	6,673.58	240.36	5,865.64	272.29	6,696.22
Recycling Rate	26.45%	90.88%	14.84%	79.20%	15.30%	79.63%	13.82%	77.28%	18.54%	82.26%
Energy-from-Waste Utilization Rate	59.35%	4.74%	78.70%	12.06%	71.66%	11.72%	84.62%	13.02%	72.03%	10.07%
Other Rates	14.20%	4.38%	6.46%	8.74%	13.04%	8.65%	1.56%	9.70%	9.43%	7.67%

* Note 1: Others include chemical treatment, anaerobic digestion, biological treatment, etc.

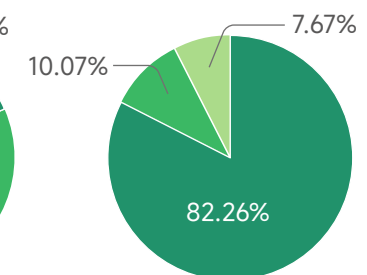
Historical Trend of Waste Generation



Four-Year Average Disposal Rate for Hazardous Waste

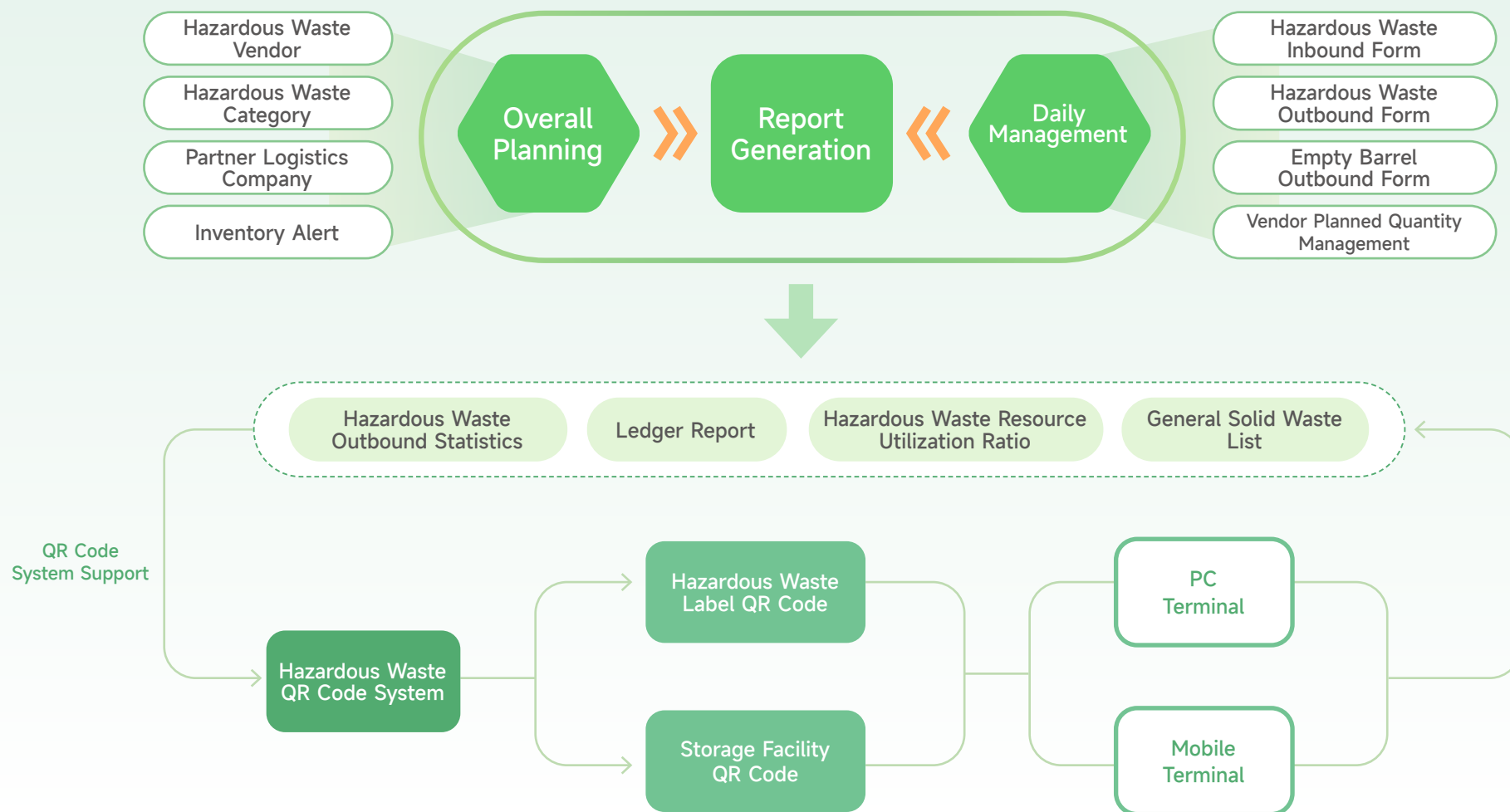


Four-Year Average Disposal Rate for General Waste



Digital Management Platform

To optimize the management of hazardous waste and achieve accuracy, convenience, and real-time responsiveness in hazardous waste management, the Group has implemented a digital management platform designed to establish a green closed-loop management system for hazardous waste. Leveraging digital technologies, this platform enables comprehensive data control throughout the entire waste management process, rigorously tracking and recording the flow path and disposal method of each batch of hazardous waste, thereby ensuring that it is disposed of safely, legally, and in an environmentally friendly manner, while minimizing environmental pollution risks to the greatest extent possible. The refined management capabilities offered by this digital management platform not only comply with regulatory requirements but also enable data-driven analysis to help identify opportunities for waste reduction and resource recovery, ultimately enhancing overall environmental performance.



Disposal Vendor Management

TPK adheres to the principle of minimizing environmental impact by evaluating and screening waste disposal service providers; hazardous waste is primarily processed through harmless incineration for energy recovery or physicochemical treatment, while general waste is handled via recycling or other methods, thereby avoiding landfilling. The company prioritizes selecting vendors located within close proximity to reduce transportation energy consumption. Annually, the company conducts audit of waste disposal service providers using a combination of on-site inspections and questionnaire surveys. On-site inspections are carried out for both primary hazardous waste disposal providers and first-tier general waste disposal providers to ensure their qualifications are legally compliant and that their disposal methods meet the company's requirements. For other backup disposal providers and second-tier disposal providers, the company collects the latest qualification and environmental protection-related documentation through questionnaire surveys and verifies this information to comply with increasingly stringent regulatory requirements. In 2025, the company conducted 3 on-site audits of hazardous waste disposal providers and 5 questionnaire surveys (of which 5 involved hazardous waste disposal providers and 3 involved empty container recycling providers); additionally, 1 on-site audit was conducted for general waste disposal providers. The main scope of auditing encompasses the following aspects.

Hazardous Waste Disposal Service Provider Audit



3 On-site Audits



5 Questionnaire-based Surveys

5 Involved Hazardous Waste Disposal Providers

3 Involved Empty Container Recycling Providers

General Waste Disposal Service Provider Audit



1 On-site Audits

Hazardous Waste Disposal Vendor Audit



General Waste Disposal Vendor Audit

Qualification Review



All disposal service providers at all levels shall possess the requisite qualification permits for the collection, transportation, storage, and disposal of waste of the corresponding categories, as well as complete upstream and downstream cooperation contracts and agreements.

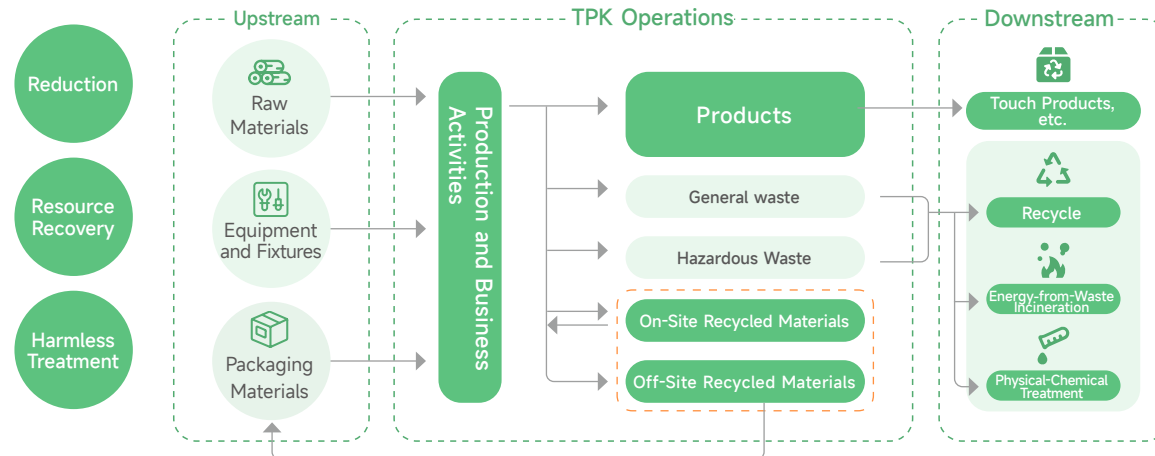
On-site Audit



All disposal entities at all levels are required to ensure that their processing procedures for corresponding categories of solid waste comply with national environmental protection requirements; they must have obtained an Environmental Impact Assessment (EIA) or a wastewater discharge permit; and these procedures must align with the objectives of maximizing recyclability and meeting the requirements of the "Zero Landfill for ZWP Waste" initiative.

Resource Recycling and Reuse

To thoroughly implement TPK's environmental protection philosophy, promote resource recovery, and reduce its environmental impact, TPK continues to advance resource circularity initiatives, including packaging material recovery and recycled material reuse. In accordance with the "Recycled Resource Recovery Management Measures," the Group implements specialized material recovery programs at each facility based on the specific properties of the materials. For example, the Group facilitates secondary dust-free material reuse within its facilities; collaborates with partner manufacturers and suppliers to recover empty containers according to their original application; and works with original suppliers to identify, classify, and recycle packaging transportation materials-including trays (made of PET), pallets, aluminum foil, and cardboard boxes-thereby reducing material waste and disposal, enabling resource reuse, and advancing a green circular economy.

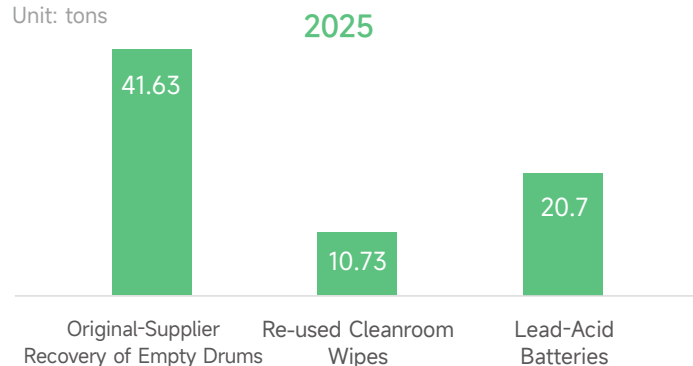


Material Recycling and Reuse

Through material circulation, TPK not only reduces process material costs but also enhances the efficiency of material reuse, thereby alleviating environmental burdens. The Company is committed to building a closed-loop system from recovery to circular application, promoting the transition of production materials from "linear consumption" to a "circular economy," reducing the load on the planet and creating reserves for the future.



Unit: tons



Packaging Material Recycling and Reuse

Adhering to the green circular principles of "reduction, reuse, and resource recovery," TPK aims for "zero waste" by sorting and cleaning packaging materials such as PET trays, cartons, and wooden pallets for reuse, thereby extending the lifecycle of resources and continuously reducing waste pollution and environmental impact.

2,369.16 tons

In 2025, the recycled packaging material volume (including OCA trays, boxes, and foam)



5.5 Chemical Substance Management

5.5.1 Chemicals Management System

TPK strictly complies with 23 international regulations and Chinese national standards, including the EUs "Directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment" and the "EU Waste Electrical and Electronic Equipment (WEEE) Directive." To effectively regulate and manage the use of chemicals and hazardous chemical substances, the Group has established a comprehensive set of internal management documents, such as the "Group Chemical Hazardous Substances Management Regulations," the "Group Chemical Storage, Packaging, Issuance, and Disposal Operating Instructions," the "Group Volatile Organic Compounds Control Requirements," the "Group Ozone-depleting Substances Management Procedure," and the "Environmental Substance Management Standards," thereby fully ensuring the safety of chemical usage and enabling the development of safer and more reliable products. The Group closely monitors domestic and international environmental trends, regulations, and standards; regularly assesses its compliance with chemical-related laws and regulations; and promptly updates its internal guidelines accordingly. Furthermore, the Group actively responds to customer requirements for chemical substance management standards that exceed regulatory requirements, ensuring that its products meet customer expectations.

On-site Management

Chemicals are stored in designated warehouses according to storage principles, with adequate ventilation, exhaust, and light protection, along with explosion-proof and spill-prevention measures. Storage areas are managed by trained personnel and subject to safety inspections, including checks on personal protective equipment.

Quality Management



Digitalized Precision Control

Establish a digital management system for chemicals to achieve fully electronic control over the entire process of chemical management—from procurement to disposal; prior to procurement, the system conducts rigorous reviews of chemical qualifications and Safety Data Sheets (SDS) to prevent the introduction of non-compliant chemicals; it also integrates standards for various restricted substances into the system, automatically identifies the properties of chemicals (such as hazardous chemicals, precursor chemicals, explosive precursor chemicals, or imported precursor chemicals), and implements targeted qualification and on-site management based on these distinct properties.



List-based Risk Control

The company has established a digital chemical inventory to implement risk management for all types of chemicals. A five-year validity period for SDSs has been set; leveraging the system's alert function, the company can monitor the SDS update status in real time, thereby ensuring the timeliness and accuracy of the data.



Strict Adherence to Customer Standards

Based on the client's hazardous substance control standards for materials, the client requires suppliers to provide qualified hazardous substance commitment letters and test reports, which must be uploaded to the client's system or reported back to the client; simultaneously, testing is conducted on the raw materials supplied by the supplier to ensure compliance with these standards and the client's requirements. In mainland China, VOCs control is primarily applied to four categories of chemicals: inks, cleaning agents, adhesives, and coatings. Annually, a comprehensive inventory of ozone-depleting substances across all chemical products is conducted to ensure full compliance with local regulations and the client's requirements.

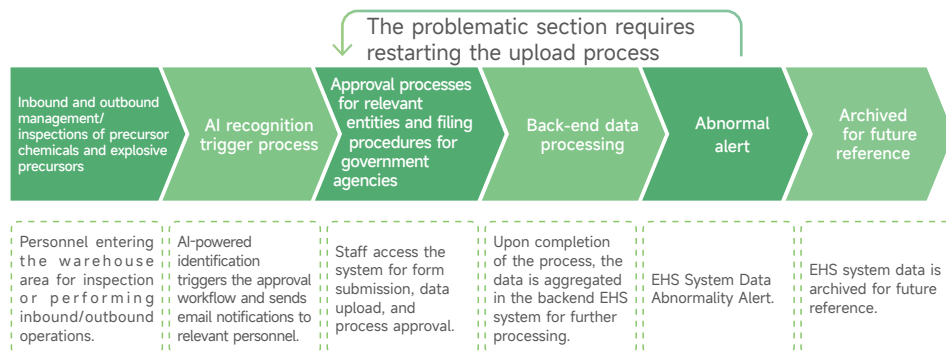
Chemical SDS, safety labels, and management procedures are displayed on-site. A chemical in/out ledger is maintained, and management requirements are strictly enforced throughout storage, dispensing, usage, and disposal, following the Group Work Instructions for the Storage, Dispensing, Use, and Disposal of Chemicals.

Special control is applied to precursor and explosive chemicals, with strict dual-person and dual-lock management. Emergency response materials are provided based on the nature of the chemicals, and chemical spill drill plans are developed and executed. Regular chemical-specific audits are conducted to ensure compliance.

Digital System Management

Strengthening full-process control over precursor chemicals and explosive precursors is not only a mandatory regulatory and compliance requirement but also a core measure for safeguarding regional security. To implement safety and compliance management, the Group has established a digital system for precursor chemicals and explosive precursors, which covers the entire lifecycle—from procurement and warehousing to requisition and dispatch-through closed-loop management, while leveraging AI technology to continuously iterate and enhance the system's functionalities. This platform provides digital control tools for the management teams at all operating plants, enabling online traceability of the inbound and outbound flows of precursor chemicals and explosive precursors, as well as automatic alerts and tracking of anomalous activities, thereby significantly improving the timeliness of risk response and disposal procedures for these substances.

This system commenced development in October 2024 and was fully operational by April 2025, completing the transition of chemical management from manual processes to a systematic and digitalized framework. The system integrates a regional visual surveillance module that utilizes image recognition technology to automatically detect unauthorized personnel intrusion; simultaneously, it standardizes the inbound and outbound inventory approval process, enabling each plant site to complete document filling and hierarchical review online, while automatically generating management reports that are synchronized with the backend management system. The platform also automatically performs data logical comparisons, validates information consistency, and triggers risk alerts, thereby integrating the government system with the company's internal systems and establishing a dual-layer security defense mechanism encompassing both internal controls and external supervision.



System Interface and Function Display – E-flow



System Interface and Function Display – EHS Management System Backend Reports

5.5.2 Achievements in Chemicals Management

Product Chemical Substance Management Achievements

Full Compliance with EU Restriction of Hazardous Substances (EU RoHS)

All products also meet requirements such as EU RoHS 2.0 ("TPK Hazardous Substances Risk Management Specifications"). By 2025, in accordance with environmental substance management standards, the Group's outsourced and internal departments will conduct assessments of hazardous substances in products (six types of hazardous substances: lead). (Pb), Mercury (Hg), Cadmium (Cd), hexavalent chromium (Cr), polybrominated diphenyl ethers (poly-brominated diphenyl ethers) (PBDE) and polybrominated biphenyls (poly-brominated biphenyls) (PBB), the control list for certain business departments additionally includes testing for four types of phthalates (DEHP, BBP, DBP, DIBP); all test results complied with the relevant control standards; simultaneously, based on the halogen content standards required by various customers and applicable regulations, the company has defined corresponding environmental substance standards for different customers-such as the "Environmental Substance Management Standards" and the "Maximum Allowable Limits for Toxic and Hazardous Substances in Electronic Information Products."



Halogen control for electronic products

At the request of our customers, the individual bromine and chlorine content in the products shall be ≤ 900 ppm each, with a total halogen content $\leq 1,500$ ppm, thereby meeting the customers requirements for halogen-free products; accordingly, the company has established corresponding environmental material standards based on the halogen content specifications specified by various customers and applicable regulations.

Disclosure of Product Hazardous Substances List

In accordance with the Group's "Hazardous Substances Risk Management Regulations" and "Environmental Substance Management Standards," the Group requires relevant suppliers to sign the "Hazardous Substances Prohibition and Restriction Commitment Letter," and conducts investigations targeting hazardous substances listed under the EU REACH Regulation as well as substances of Very High Concern (SVHCs) that have been announced subsequently. In 2025, a total of 186 questionnaires were distributed, achieving a 100% response rate from suppliers, and detailed investigation results were provided to the customers.

On-site Management Achievements

TPK has achieved remarkable results in chemical site management; for all chemicals—from procurement and warehousing to usage and disposal—the complete set of relevant permits and certifications is fully in place and valid, ensuring strict compliance with national and industry regulatory requirements while providing dual safeguards for both regulatory adherence and safe storage. Through the implementation of refined control measures—including enhanced routine inspections, zoned and categorized storage, emergency response drill exercises, and leak monitoring—no chemical leakage or environmental pollution incidents have occurred throughout the year, effectively safeguarding the baseline standards for safety and environmental protection. Additionally, we have proactively cooperated with client audits and government regulatory inspections; during multiple specialized reviews concerning chemicals and prohibited substances, all relevant management records, test reports, and operating procedures have received unanimous approval, with no objections or rectification requests being raised. This series of achievements not only demonstrates our steadfast commitment to compliant operations but also lays a solid foundation for further optimizing site management and enhancing risk prevention capabilities in the future.

Comprehensive chemical safety certifications and compliant, secure storage practices.

No leakage or contamination incidents occurred during this year

Customers and government authorities have no objections to the review of chemicals and prohibited substances

Group's Raw Material and Chemical Consumption

Categories	Chemicals	Paper	Plastic	Electronic Products	Metal	Other
Consumption (tons)	1,609.37	620.76	10,577.90	2,464.64	49.6	7,682.97

Training & Education



化学品安全管理

环保管理

当前进度: 100.00%

结业条件: 课后测试

课程时长: 19.32Mins

★★★★★ 4.2 | 👁 13794 | 👍 0



厂级-化学品安全管理培训

三级安全教育-厂级

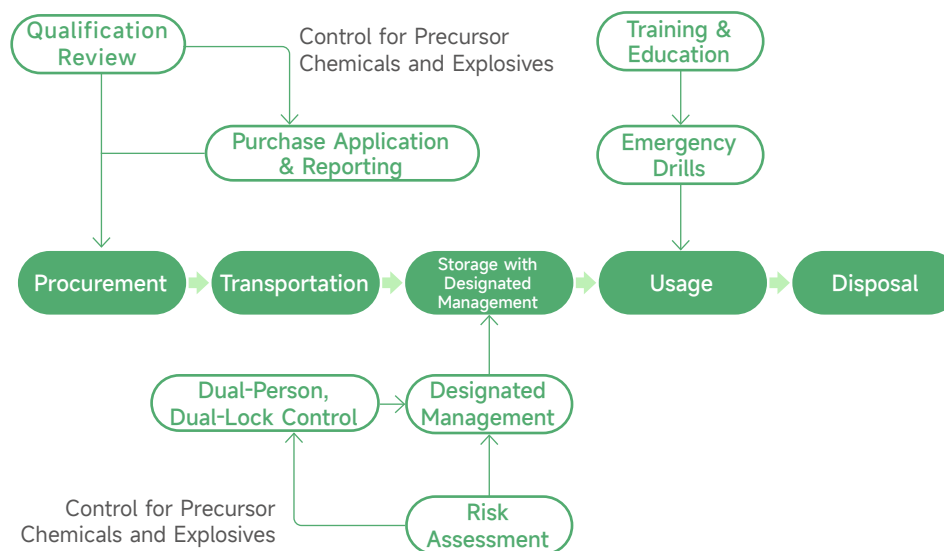
当前进度: 100.00%

结业条件: 课后测试

课程时长: 2.00Mins

★★★★★ 4.5 | 👁 45709 | 👍 5

Management Process



Chemical Spill Emergency Response

To safeguard employee safety, TPK has established the "Emergency Response Procedure for Acid and Alkali Chemical Leaks," which follows a four-step process-reporting the incident & on-site verification → donning protective gear → handling the leak source → post-incident summary-to enable rapid and efficient response to chemical leakage emergencies. All emergency response personnel within the company have undergone professional training, acquiring relevant technical knowledge and mastering the correct usage methods for corresponding emergency equipment and tools. The Emergency Management Station maintains a complete stock of emergency response equipment and performs routine maintenance to ensure these resources are in optimal condition, ready for immediate use by employees during emergencies; additionally, the station conducts monthly checks to verify the status of the emergency response equipment and its available stock levels. Each subsidiary of the Group organizes at least one chemical leakage emergency drill annually to enhance employee's emergency response capabilities, ensuring that employees can respond promptly and effectively when faced with sudden incidents, thereby reducing potential disaster losses.

In the future, we will continue to appoint appropriate professional technical personnel and full-time safety management personnel in accordance with the "Regulations on the Safety Management of Hazardous Chemicals," implement emergency response plans for hazardous chemical accidents that comply with national regulations, equip the facility with necessary emergency rescue equipment and devices, and rigorously execute contingency procedures for toxic hazard incidents within the plant, as well as provide education and training for personnel handling toxic substances.

Emergency Response Case Study

Drill Content and Role Assignments



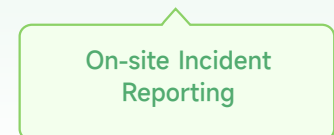
Site Cordoning and PPE Donning



On-site Debriefing and Review



On-site Incident Reporting



Chemical Spill Handling / Hazardous Material Containment



5.6 Nature and Biodiversity

As a global leader in touch technology solutions, TPK consistently prioritizes sustainable development as one of its core corporate strategies, actively engages in nature and biodiversity conservation efforts that align closely with global environmental goals—such as the United Nations Sustainable Development Goals (SDGs) and the Convention on Biological Diversity. All of the Group's production facilities are located within industrial parks, while all operational sites are neither adjacent to nor situated within environmentally protected areas, biodiverse regions, or restored habitats. TPK recognizes that nature and biodiversity form the cornerstone of Earth's life-support system and serve as the foundation for the company's sustainable development. In response to global nature conservation initiatives, TPK has integrated environmental protection and ecological restoration into its corporate strategy, actively fulfills its corporate social responsibilities, and drives its green transformation.

Our Actions:

Enhancing Green Manufacturing and Resource Efficiency

TPK is committed to green manufacturing; through technological innovation and process optimization, it significantly reduces energy consumption and carbon emissions, aligning with the United Nations Sustainable Development Goals (SDG 13: Climate Action). The company has introduced renewable energy sources, such as solar power, in mainland China to reduce its dependence on fossil fuels. Additionally, by adopting a circular economy model, the company minimizes waste generation and promotes the efficient utilization of resources.



Biodiversity Conservation

TPK is actively engaged in biodiversity conservation efforts, aligning closely with the objectives of the Convention on Biological Diversity. The Group's operational areas strictly comply with all relevant ecological protection regulations; not only do they meet the requirements of the "Three Lines and One List" framework, but they also demonstrate the Group's leadership and sense of responsibility in ecological and environmental management.

Green Supply Chain and Sustainable Procurement

To achieve its global sustainability goals, TPK has extended its sustainable development philosophy to supply chain management. The Group requires its suppliers to comply with stringent environmental standards, prioritize the use of raw materials with sustainable certifications, and reduce overexploitation of natural resources.

Employee Engagement and Community Collaboration

TPK is fully aware that nature conservation requires the collective efforts of the entire society. By organizing employees to participate in community activities, the company aims to raise awareness among both its employees and the general public regarding biodiversity conservation. For example, the company regularly organizes employees to participate in Tree Planting Day events, thereby strengthening the interaction between the company and the local community and working together to contribute to nature conservation efforts.

Technological Innovation Supports Nature Conservation

TPK leverages its technical expertise to develop eco-friendly products and solutions, empowering nature conservation efforts.

Global Cooperation and Commitments

TPK actively participates in international environmental protection initiatives, collaborating with global enterprises, governments, and non-governmental organizations to jointly address the challenges of climate change and biodiversity loss. In alignment with the Science Based Targets initiative (SBTi), the Group has committed to reducing its Scope 1 and Scope 2 absolute emissions by 44.6% compared with 2022 levels by 2030, and to reducing its Scope 3 greenhouse gas absolute emissions by 25%.

TPK firmly believes that a company's sustainable development is inextricably linked to nature conservation. In the future, the Group will continue to deepen its green innovation efforts, implement more environmental protection initiatives, leverage the strengths of a technology-driven enterprise to contribute to achieving global nature goals, and work hand-in-hand with global partners to safeguard our shared home on Earth.



5.6.1 Naturally Related Financial Disclosures

In its efforts to protect nature and biodiversity, TPK not only actively implements relevant policies and initiatives but also demonstrates its investments and achievements in environmental protection and natural resource management to stakeholders through transparent financial disclosures and sustainability reports.

TPK places a high priority on transparency regarding its Environmental, Social, and Governance (ESG) information, with particular focus on its financial investments and performance in the field of natural and biodiversity conservation. Through its annual Sustainability Report, the Group provides detailed disclosure of financial information related to nature conservation, ensuring that stakeholders can gain a comprehensive understanding of the company's commitments and achievements in environmental protection.

Natural Related Financial Framework

TPK actively adopts financial disclosure frameworks, including recommendations from the Natural Finance Disclosure Initiative (TNFD), to ensure that natural-related financial information is transparent, comparable, and provides valuable insights for decision-making.

Locate

Define the Assessment Boundary

Location	The Group's main production area is located in Xiamen City, Fujian Province, situated on the southeastern coast, with surrounding ecosystems comprising marine environments, wetlands, and forests.
Operational Activities	The company primarily produces touch panels, involving energy consumption, water resource usage, chemical management, and waste discharge.

Identify Key Nature-related Areas

Water Resources	The Group relies on local freshwater resources, with rivers and groundwater systems in the surrounding area.
Ecosystem	The area is home to mangrove forests, wetlands, and marine ecosystems, boasting significant biodiversity value.
Climate	Xiamen has a subtropical maritime climate and is susceptible to typhoons and extreme weather events.

Evaluate

Utilizing ENCORE ISIC classification tool to identify the ecosystem dependencies and impacts pertaining to the industry in which TPK operates.

Natural Dependency

Items	Level	Dependency Statement
Water Resources	Medium	The production process requires a large amount of fresh water for cooling, cleaning, and manufacturing.
Water Purification and Flow Regulation	Medium	Upstream water intake; downstream wastewater discharge
Flood Mitigation	Medium	Protection of soil and water resources at production bases, riverbank flood control, and mitigation of flood risks
Storm Mitigation	Medium	The production base is located close to the coastline and occupies a low-lying terrain.
Energy	Medium	Dependent on electricity supply, some of which comes from fossil fuels
Raw Materials	Low	Some raw materials are derived from natural resources, such as glass

Nature-related Impacts

Items	Level	Impact Statement
Air Pollution Emissions	High	Emission of exhaust gases may impact surrounding wetlands and marine ecosystems
Wastewater Discharge	Medium	Production raw materials and manufacturing processes involve numerous chemical substances; their discharge will adversely affect the regional water systems and the ecological environment
Noise and Light Pollution Interference	Medium	Production activities generate noise, which may cause harm to nearby organisms
GHG Emissions	Medium	Production activities generate carbon emissions, leading to pollution or an increase in the greenhouse effect
Water Resource Consumption	Medium	Water extraction activities at the industrial site may place pressure on local rivers and groundwater systems
Land Use	Low	The expansion of the factory site may encroach upon ecologically sensitive areas
Solid Waste Emissions	Low	The generation of solid waste at the downstream stage may increase the risk of ecosystem contamination

Assess

Natural-related Risks and Opportunities

Category	Key Issues	Potential Risks or Opportunities	Impact Magnitude	Impact Time-Horizon	Financial Impacts
 Physical Risks	Pollutant Emissions	Air pollutants and wastewater discharges adversely affect air quality, atmospheric health, as well as the environments of regional rivers, lakes, and oceans; they increase pollution risks and impact surrounding ecosystems	High	Medium-term	Increases pollution control costs
	Extreme Weather	Impacts of extreme weather events such as heavy precipitation, typhoons, floods, and severe storms	Medium	Short-term	Production interruptions may increase operating costs by requiring the deployment of emergency personnel and resources; enterprises physical assets may be affected by disasters, leading to increased property losses and higher emergency response costs
	GHG Emissions	Greenhouse gas emissions may contribute to climate change and lead to impacts such as the urban heat island effect	Medium	Medium-term	Increases climate governance costs
	Water Resource Consumption	Industrial wastewater discharge may lead to a reduction in river flow	Medium	Short-term	Increased water resource consumption costs and increased construction costs for water-saving measures
	Energy Consumption	Electricity and fuel consumption increase carbon emissions	Low	Short-term	Resource shortages have contributed to rising electricity prices and increased energy consumption costs
	Noise and Optical Interference	Production noise and building lighting or reflective pollution adversely affect the environment	Low	Short-term	Measures must be taken to reduce noise and light pollution interference, which will increase operating costs
 Transition Risks	Environmental Protection Regulations are being Tightened	The gradual tightening of environmental protection and biodiversity-related regulations and conservation policies may increase compliance costs for enterprises	Medium	Medium-term	Increase compliance costs
	Customer Requirements for Supplier Ecosystem Protection	Customers are placing increasing emphasis on biodiversity conservation and may strengthen their relevant requirements for suppliers	Medium	Medium-term	The growing demand for ecological protection may increase operating costs, potentially impacting customer satisfaction and order volume
	Market Reputation	Both domestic and international markets are increasingly paying attention to biodiversity conservation issues, which may impact a company's corporate image and brand value	Low	Short-term	Affects the increase in financing opportunities by elevating corporate reputation risks
 Opportunities	GHG Reduction	By implementing carbon reduction practices, we can continuously drive greenhouse gas reductions and mitigate climate risks	Medium	Medium-term	By implementing energy-saving and emission-reduction measures, reducing resource consumption, and increasing the utilization of renewable energy, it is possible to reduce operating costs
	Enhanced Resource Efficiency	By implementing energy-saving and water-saving measures, we can improve resource utilization efficiency, reduce waste, and minimize the consumption of natural resources	Medium	Short-term	Implement energy and water conservation measures to reduce energy and water consumption and lower operating costs
	Emission Purification	Reduction of pollution and compliance with emission standards through exhaust gas treatment, wastewater reuse, and purification measures	Medium	Medium-term	Avoid risks of non-compliance penalties or business shutdowns, and reduce compliance costs
	Ecological Restoration	Participate in ecological conservation initiatives, such as wetland protection and afforestation activities, and strengthen ecological restoration efforts	Low	Short-term	Enhance brand reputation and increase revenue
	Green Product R&D	Developing low-carbon and eco-friendly products to meet market demands	Low	Medium-term	Reduces R&D costs while increasing revenue

Prepare

Risk Management Strategy

Key Risk Management	Strategy	Measures
Emissions Management	Reduce pollutant generation at the source; reduce the pollutant content in exhaust gases and wastewater through purification measures; ensure compliant emissions; and continuously reduce pollutant levels	See Chapter 5.4: Green Circular Economy
Resource Management	Enhance the secondary utilization rate of water resources, reduce water consumption, and improve energy efficiency	See Chapter 5.4: Green Circular Economy
Energy Transition	Increase the share of solar energy usage and reduce dependence on fossil fuels	See Chapter 5.3: Energy and GHG Management
Ecological Compensation	Mitigate the ecological impacts of operational activities through afforestation and wetland restoration	For details, see below

Assessment basis source: ENCORE

<https://www.encorenature.org/en/explore?tab=dependencies>



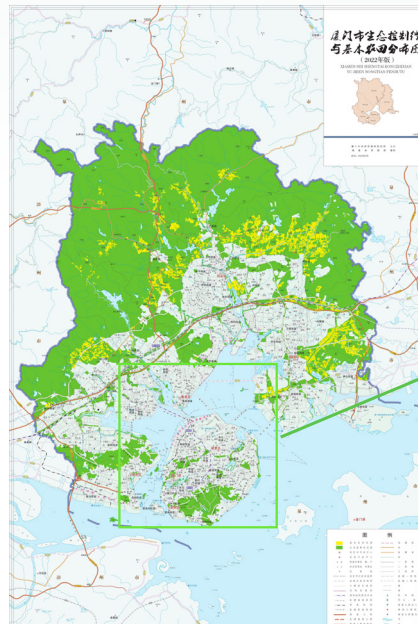
Opportunity Leveraging Strategy

Key Opportunity Utilization	Strategy	Measures
Carbon Reduction Management	Continuously implement scientific and effective management of greenhouse gas emissions, actively pursue net-zero goals and take corresponding actions, and mitigate climate risks	See Chapter 5.2: Climate Change Response
Green Innovation	Increase R&D investment and develop low-carbon, eco-friendly products	See Chapter 4.1: Technological Innovation and Green R&D
Policy Response	Actively respond to environmental protection policies formulated by local governments and strive to secure policy support and financing opportunities	See Chapter 5.1: Environmental Governance and Investment
Ecological Protection	Identify opportunities for ecological protection and restoration, and participate in or support ecological restoration activities such as mangrove and wetland conservation or afforestation	For details, see below

The application of the LEAP method at TPK's operational sites recognizes that impacts arising from natural capital (such as water resources) may vary depending on location or region; therefore, relevant targets and strategies must be tailored to local conditions. The Group employs the LEAP method within the TNFD Disclosure Framework to conduct integrated disclosures. TPK is committed to managing natural and biodiversity-related issues; beyond strengthening its assessment and management practices, the Group also plans to expand the scope of its biodiversity risk assessments, raise employee awareness, and continuously enhance its disclosures to achieve a more sustainable future.

Source of original image: Map of Xiamen's Ecological Control Lines and Basic Farmland Distribution

https://zygh.xm.gov.cn/ztzl/bzdtfwzl/202302/t20230215_2719784.htm



Environmental Investments and Expenditures

TPK's financial investments in nature conservation primarily include:



Green Technology R&D

The Group allocates a portion of its R&D budget to developing low-carbon technologies and eco-friendly products to reduce its dependence on natural resources.



Optimization of the Energy Structure

TPK has successively installed renewable energy facilities, such as solar rooftop photovoltaic systems, at both its XA plant and HL plant.

Natural-related Risk Management

Biodiversity Risk Assessment

The Group regularly assesses its potential impacts on biodiversity as part of its operations.

Supply Chain Sustainability

To ensure a green transition of the supply chain, TPK conducts environmental performance assessments for its suppliers.

Natural Resources and Biodiversity Risk Assessment Analysis

To provide a relatively effective and accurate analysis of how TPK's operational practices impact natural resource depletion and biodiversity, this study employs the ENCORE assessment tool (jointly established by Global Canopy, UNEP-FI, and UNEP-WCMC) in conjunction with the biodiversity risk classification tool developed by WWF (World Wide Fund for Nature), to screen and analyze the distribution of natural resource depletion and biodiversity risks within the company's operational sites, as well as the associated influencing factors. The detailed comprehensive analysis results are as follows:

Combined Hotspots of Natural Capital Depletion

Distribution of Biodiversity Hotspots

According to the ENCORE analysis tool (which classifies biodiversity consumption hotspots by severity from lowest to highest as Grades 0–4), the primary operational hubs in Mainland China are Xiamen and Suzhou; in Taiwan, the operational hubs located in Taipei, Taoyuan, Taichung, and Hsinchu all fall within Biodiversity Grade 2 zones, where the impact of biodiversity depletion has not reached a severe level.



Mainland China-Xiamen



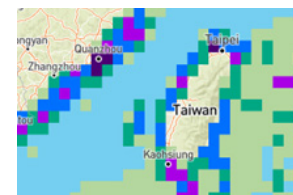
Mainland China-Suzhou



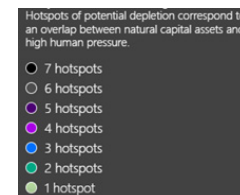
Taiwan

Distribution of Marine Natural-Resource Hotspots

According to the ENCORE analysis tool, marine natural resource hotspots (including marine biological resources) are influenced by factors such as surface water flow and land-based discharges. Hotspots are classified on a severity scale from 0 to 7, from lowest to highest. The Xiamen plant is located in a Level 3–4 hotspot area, while the Taipei, Taichung, Taoyuan and Hsinchu sites are situated in Level 2–3 hotspot areas. The impact of marine natural resource consumption at these locations is assessed as moderate. (Suzhou is an inland city and does not involve the distribution of marine natural resources.)



Taiwan Strait Region



WWF Biodiversity Risk Filter

According to the biodiversity risk screening tool provided by the World Wide Fund for Nature (WWF), TPK's operations and production processes primarily depend on biodiversity through water resource supply and soil conditions. The biodiversity-related impact risks include tropical cyclones (medium-high risk), higher risks from pollution (including water, soil, and air pollution), and medium-level risks from invasive species and impacts on key biodiversity areas.

In response, TPK continues to invest in reducing climate-related impacts, including committing to SBTi emission reduction targets, conducting greenhouse gas inventories, and implementing energy-saving and carbon reduction projects. The Group also maintains close oversight of pollutant monitoring and management, waste disposal, and resource recycling to reduce pollutant emissions. In addition, TPK will progressively promote marine conservation initiatives, including mangrove vegetation restoration projects, to alleviate pressures on natural resource depletion and advance the sustainability of nature and the environment through concrete actions.

Sources of Analysis:

ENCORE Comprehensive Hotspot Analysis:

<https://encorenature.org/en/map?view=hotspots>



WWF Biodiversity Risk Filter:

<https://riskfilter.org/biodiversity/explore/map>



Natural-related Performance Indicators

TPK showcases its achievements in nature conservation through quantitative indicators:

Carbon Emissions Reduction

In 2025, the Group reduced its carbon emissions by 73.08% compared with the baseline year of 2022 through improvements in energy efficiency and increased use of renewable energy.

Resource Utilization Efficiency

The Group has disclosed its water resource and raw material utilization efficiency, with the goal of conserving 400,000 tons of water resources by implementing circular economy measures by 2025.

Ecological Restoration Outcomes

In 2025, the Group completed two ecological restoration projects, with the returns on related investments reflected in the enhancement of ecosystem service values.

Future Commitments and Targets

TPK has pledged to further increase its financial investment in nature conservation in the future and has set clear targets:

Short-term Goals (2026)

- ↓ Reduces water consumption by 35%
- ↓ Carbon emissions (Scope 1 & 2) decreased by 16.8%

Long-term Goals (2035)

- ↓ Reduce water consumption by 40%
- ↓ Promoting the implementation of carbon neutrality goals

Plant for Greenery, Forge New Partnerships - March Tree Planting Day Event

As spring returns to the earth, with lush greenery and birds singing in the air, a tree-planting event themed "Planting Greenness, Watering Friends" was launched at TPK during this vibrant spring season. March 12 marks the statutory Arbor Day; in active response to the national call for ecological civilization construction, TPK has organized its employees to participate enthusiastically, joining hands to add a touch of new greenery to our planet.



06

CHAPTER

Foster a Healthy and Safe Workplace



Performance Results

- 6.1 Occupational Safety and Health ★ 131
- 6.2 Employee Health Promotion 141
- 6.3 Deepening the Safety Culture 144



0.07% Occupational Injury Rate



Contractor Management
0 System Failures;
0 Work Injuries During Construction Activities



Natural Disaster Emergency Response
0 System Failures; **6** Typhoon-related Responses



Fire Safety Equipment Inspection Rate
100% Inspection Rate;
100% Abnormalities Resolved Timely



0 Occupational Disease



Internal and External Training

Internal:

174 Sessions, **100%** Completed

External:

248 Special Equipment Licenses,
283 Special Operation Certificates,
100% Valid Certification Rate

Occupational Safety and Health ★: Material Topics

GRI Standards

403 Occupational Safety and Health

Policy and Commitment

The company adheres to the "People-Oriented" philosophy, placing employee's life and health at the highest priority, and actively implements various measures to prevent occupational safety and health incidents. By enhancing the safety and comfort of the work environment, the company ensures the physical and mental well-being of its employees, reduces the employee injury and illness rate, and minimizes the occurrence of occupational safety and health incidents.

1. Formulate and strictly enforce the Company's rules, regulations, and operating procedures, while revising and improving any unreasonable or unclear provisions to ensure employees' work safety.
2. Comply with national laws and regulations, strictly implementing occupational safety and health management in accordance with government requirements, to ensure that employees enjoy the relevant policies and benefits stipulated by law.
3. Promote the development of a group-wide safety culture by strengthening employees' safety awareness and safe operating practices, comprehensively

enhancing their occupational health and safety consciousness and behavior.

Stakeholder Engagement

Stakeholders: Employees, Suppliers, Government Agencies

1. Through the EHS Committee, the Company convenes occupational safety and health meetings to facilitate communication and reporting on related matters.
 - ◆ In 2025, 20 plant-level occupational safety and health meetings and 1 group-level occupational safety and health meeting were held.
2. Establish feedback channels for employees to report safety hazards or propose improvement suggestions: Daily feedback channels include email, WeChat official account, and telephone hotline, enabling employees to provide timely feedback or suggestions during their work and daily life.

Sustainability Indicators	Management Goals	2025 Targets and Progress		2026 Short-Term Goals	2030 Medium -Term Goals	2035 Long-Term Goals
		Targets	Progress			
 Occupational Injuries	Occupational Injury Incidents	Zero major occupational injury incident		 Zero major occupational injury incident		
 Annual Work Injury Status	Annual Work Injury Rate	Below 0.14‰	 0.07‰	 Below 0.13‰		Below 0.12‰

6.1 Occupational Safety and Health



Governance

TPK Holding established the “Environmental, Health, and Safety (EHS) Management Committee” in 2016. The Committee is fully responsible for formulating and promoting the Company’s environmental protection, workplace safety, and health management policies, as well as supervising and guiding EHS initiatives across all plants. Every quarter, the Committee conducts regular inspections of plant-level occupational safety and health programs, properly handling safety incidents, conducting in-depth analysis of issues such as fire hazards, and implementing preventive measures.



Strategy

The ISO 45001 system covers 100% of workers in TPK Holding’s production areas. Each year, in accordance with the “Group Procedure for Identification, Risk Assessment and Control of EHS Hazards,” comprehensive hazard identification and risk assessments are carried out across production sites. For the identified potential risks, a hierarchical control approach is applied. Medium to high risks are managed following the priority order of elimination, substitution, engineering control, administrative control, and personal protective equipment (PPE). Risk control measures are formulated to reduce risks, including actions such as conducting periodic inspections of equipment air ducts for damage, installing automatic protective devices on machinery, and providing appropriate protective equipment. In terms of occupational injury types, the main categories include other injuries (e.g., falls, sprains, cuts), mechanical injuries, and vehicle-related injuries (traffic accidents). All incidents undergo accident investigation and handling to identify the root causes, with corrective measures formulated to eliminate potential hazards.

* Note: Taiwan has not yet implemented the Occupational Health and Safety Management System plan, and therefore, data is not disclosed. Above information only covers the operational sites in mainland China.

Inspection Type	Employees	Non-Employees	Percentage
Internal Audit	10,756	11	100%
External Verification	10,756	11	100%



Actions and Measures

TPK Group has systematically implemented a series of actions and measures in the field of occupational health and safety: the Environmental, Health and Safety Management Committee, involving joint participation from senior executives and labor representatives, holds quarterly meetings; in 2025, the Groups Safety Committee identified five key priorities: risk prevention and control, internalization of a safety culture, establishment of a safety system for new business lines, integration of ESG principles, and application of digital technologies; throughout the year, the Group completed the identification of 3,449 hazard sources, formulated control measures for 216 of these hazards, and provided comprehensive health services—including 100% medical examinations—for 292 employees working in positions exposed to occupational hazards; through tiered training programs for new hires, current employees, and special operations (with over 4,600 trainings conducted for new employees in mainland China in 2025) as well as onboarding training for outsourced contractors (totaling 970 participants and 949 hours), the Group enhanced the safety competencies of all employees; in 2025, the Group recorded 11 work-related injury incidents, with a work-related injury rate of 0.07%—outperforming the Groups target of 0.14%; simultaneously, the Group implemented closed-loop management processes for outsourced contractors during factory entry, operation, and project completion; conducted full-lifecycle safety assessments and acceptance inspections for machinery and equipment; performed electrical insulation resistance (IR) testing and cross-audits; and independently developed digital platforms for contractor management, fire safety inspections, accident reporting, special equipment management, routine inspection and defect tracking, and the inbound/outbound management of precursor chemicals; specifically, the routine inspection and defect tracking system achieved a rectification rate of over 98% in 2025, thereby realizing a fully integrated closed-loop management process for occupational health and safety spanning from risk identification to digital traceability.

6.1.1 Workers' Participation, Consultation, and Communication in Occupational Safety and Health

Plant-Level EHS Management Committees

At the plant level, TPK Group has established "EHS Management Committees," with a designated proportion of employee representatives participating. Meetings are convened every two months to discuss occupational safety regulations, workplace practices, and to promote safety awareness. Meeting minutes and occupational safety communications are distributed to all employees via internal email.

*Note: As the number of employees at the Taiwan plants does not meet the required threshold, safety and health committees have not been established there. However, occupational health and safety management remains fully compliant with regulatory requirements.

Group EHS Management Committee and Sustainability Development Meeting

In September 2025, the Groups Safety Committee will convene to conduct a phased review of the current status of environmental, safety, and health management across all Group plants, and to outline key priorities for the next phase of work.

The CEO spoke highly of the continuous progress made by all plant sites and departments within the Group in areas such as advancing safety management, implementing legal and regulatory requirements, and fostering a safety culture. At the same time, he emphasized that, given the ongoing updates to relevant regulations, steadily rising customer expectations, and increasingly heightened employee safety awareness, coupled with an increasingly challenging external operating environment and operational challenges, the Group must continue to refine its environmental, safety, and hygiene management practices according to higher standards. Moving forward, the environmental, safety, and hygiene management efforts at all plant sites within the Group will focus primarily on the following areas:

Plant	General Members	Worker Representatives	EHS Members	Total Committee Members	Percentage	Meetings
HL 1	11	10	13	34	29.41%	4
HL 2	15	12	13	40	30.00%	4
JM	10	16	4	30	53.33%	4
XA 1	10	12	13	35	34.29%	4
XA 2	8	12	13	33	36.36%	4

*Note 1: Percentage = (Number of Worker Representatives / Total Committee Members) × 100%

*Note 2: Plants not listed have not yet held Safety Committee meetings.



Strengthen risk prevention and control mechanisms, particularly in high-risk areas such as electrical safety, chemical management, and confined spaces.

Promoting the development of a safety culture from "formal participation" to "behavioral internalization," thereby achieving a cultural transformation where "everyone understands safety."

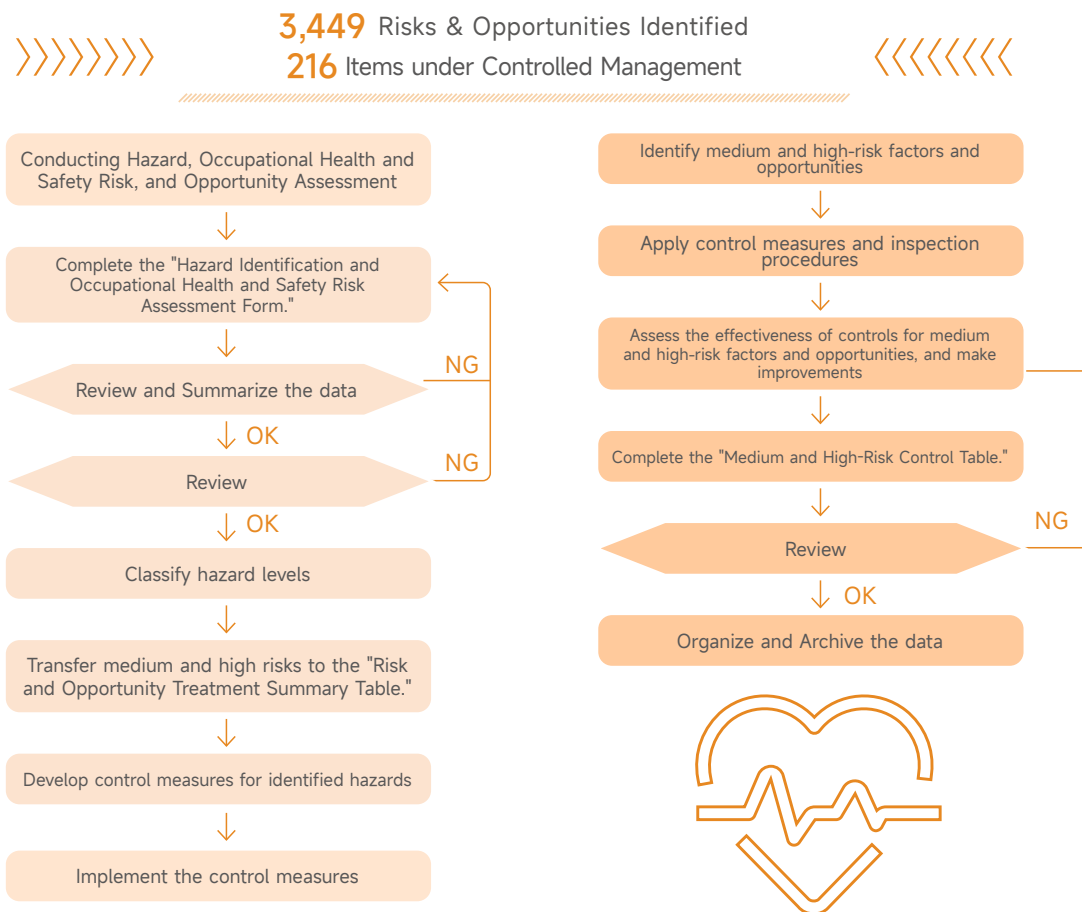
Accelerate the establishment of safety systems for new business initiatives (such as battery production lines) to ensure that these new operations comply with applicable laws and standards from their inception.

We are deepening the integration of ESG and sustainable development, making safety, environmental protection, and social responsibility integral parts of our brand.

Promoting the application of digitalization and intelligent technologies in safety management to enhance early warning capabilities and response efficiency.

6.1.2 Occupational Health Hazard Identification

TPK Group has long implemented the ISO 45001 management system and, in accordance with its standards, established the "Group EHS Hazard Identification, Risk Assessment, and Control Procedure." Each year, hazard sources across all sites are identified and evaluated, with risks classified and corresponding control measures developed for medium- and high-risk items to mitigate their impact on employees' occupational health and safety, thereby safeguarding both physical and mental well-being. As of December 2025, the Group completed its annual hazard identification and risk assessment, identifying a total of 3,449 EHS-related risks and opportunities, of which 216 were incorporated into risk and opportunity management with defined control measures. Among these, 41 significant risks and opportunities were assigned specific management targets, ensuring effective control and mitigation of occupational health and safety risks.



6.1.3 Occupational Health Services

Employees' physical and mental well-being form the foundation of TPK Group's productivity; the Group ensures that 100% of its employees have access to safe drinking water and safe drinking facilities under its safety management framework. Simultaneously, in full compliance with the regulatory requirements applicable to each operational site, the Group provides occupational health examinations-prior to employment, during employment, and upon departure-for employees exposed to occupational hazards, with all costs borne by the Company. TPK Group places strong emphasis on the health of employees in special operations and leverages its systematic management advantages to implement integrated controls for employees in hazardous positions. These measures cover tracking of medical examination results, management of job-related allowances, adjustment of positions during pregnancy and lactation, reminders for periodic health checks, and notifications for voluntary resignations or job transfers. Through these mechanisms, the Group enforces preventive safeguards and achieves comprehensive risk management of employees' occupational health throughout the employment cycle. In 2025, a total of 292 employees were engaged in positions involving occupational hazards, and the annual completion rate of occupational health examinations for these employees reached 100%.



6.1.4 Occupational Safety and Health Education and Training

To safeguard employees' health and safety, TPK Group designs and implements occupational safety and health training programs across all sites, focusing on four key aspects: severity of potential incidents, level of operational impact, process characteristics, and workplace environment. The Group also provides e-learning courses to enhance participation and training coverage, fostering a strong culture of safety awareness in the workplace.

Region	Plant	2023					2024					2025				
		New Hires	Existing Employees		Specialists (Special Operations)		New Hires	Existing Employees		Specialists (Special Operations)		New Hires	Existing Employees		Specialists (Special Operations)	
		Number	Sessions	Number	Sessions	Number	Number	Sessions	Number	Sessions	Number	Number	Sessions	Number	Sessions	Number
Mainland China	HL1	1,584	24	2,869	11	101	2,161	26	2,441	14	95	2,405	38	1,954	7	78
	HL2	4,133	26	5,073	15	127	2,634	28	4,498	16	180	273	32	3,583	7	120
	XA1 (Excluding TPKJ)	503	28	2,049	8	43	1,509	30	1,651	12	102	955	32	1,922	21	72
	XA2	1,415	30	2,485	4	25	1,787	28	2,419	14	113	1,294	2	39	20	62
	JM	1,065	26	1,948	4	11	1,353	27	1,908	8	50	1,258	29	1,490	9	81
	TA	27	12	139	2	4	5	5	46	2	4	5	39	2,099	7	7
	XA1(TPKJ), XA3	521	17	115	5	18	184	2	107	0	0	115	2	222	0	0
Taiwan	TPKT	0	2	69	0	0	2	2	67	0	0	4	2	64	0	0
	TPKHKTW	0	3	106	0	0	11	2	79	0	0	12	2	94	0	0
	AMPTW	102	3	84	0	0	38	5	88	0	38	670	8	156	0	0



Mainland China 2025

Pre-employment Training for
Outsourcing Contractors

Number of Contractors **57**

Number of People **911**

Training Hours **911**



Taiwan 2025

Pre-employment Training for
Outsourcing Contractors

Number of Contractors **11**

Number of People **59**

Training Hours **38**

6.1.5 Occupational Injury Statistics

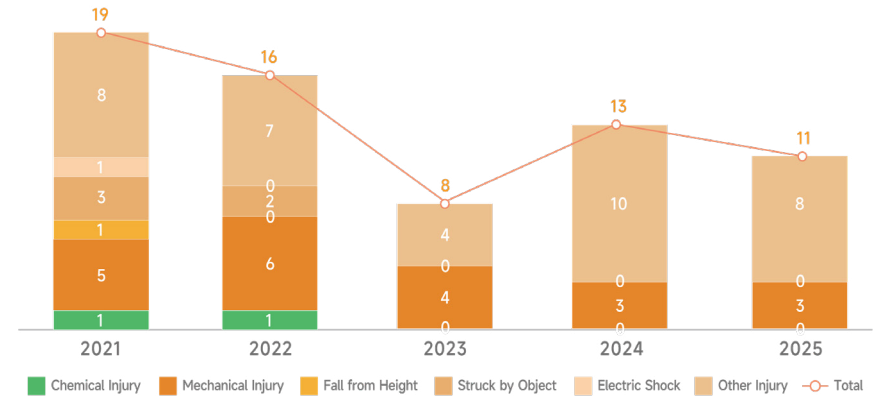
TPK Group has enhanced its safety management practices by implementing measures such as lockout-tagout (LOTO), Job Hazard Analysis (JHA) risk assessments, and electrical safety projects, thereby reducing the incidence of machine-related and other workplace accidents. In 2025, the Group recorded a total of 11 occupational injury cases (see the following statistical table for details, excluding traffic accidents), resulting in an occupational injury rate of 0.07‰ per thousand employees, which met the Group's overall target of 0.14‰. Looking ahead to 2026, the Group will continue advancing initiatives, such as electrical equipment safety projects, and electrical equipment safety projects, with targeted efforts to further reduce accident occurrence. The types of occupational injuries recorded in 2025 are as follows:

* Formula Description:

1. Fatal Occupational Injury Rate = Number of fatalities ÷ Actual working hours × 1,000,000
2. Disability Injury Rate = Number of disability-graded cases ÷ Actual working hours × 1,000,000
3. Serious Occupational Injury Rate (excluding fatalities) = Number of reported occupational injury cases ÷ Actual working hours × 1,000,000
4. Recordable Occupational Injury Rate = Total number of occupational injuries ÷ Actual working hours × 1,000,000
5. Total Working Hours = Scheduled annual working hours of all employees + overtime hours

* Note 1: The occupational injury statistics are based on "working days," with lost workdays counted from the day after the incident. The number of occupational injuries excludes commuting-related traffic accidents and minor injuries that result in less than one day of lost work time.

* Note 2: This table only includes accidents that occurred while employees were performing their job duties; therefore, the 4 commuting-related accidents that occurred during the 2025 fiscal year (3 in Mainland China and 1 in Taiwan) are not included in the work-related injury statistics presented in this table. Such cases are recorded and monitored separately to strengthen employee commuting safety management.



Year	Plant	Total Hours	Fatal Occupational Injuries		Recognized Disability (Work Injury)		Severe Occupational Injuries (Reported Work Injury Recognition Incidents)		Occupational Diseases		Recordable Occupational Diseases	
			Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
2023	Mainland China	33,652,651	0	0%	0	0%	8	23.77%	0	0%	0	0%
	Taiwan	338,643	0	0%	0	0%	0	0%	0	0%	0	0%
2024	Mainland China	31,262,544	0	0%	0	0%	13	41.58%	0	0%	0	0%
	Taiwan	434,433	0	0%	0	0%	0	0%	0	0%	0	0%
2025	Mainland China	29,954,038	0	0%	0	0%	11	36.72%	0	0%	0	0%
	Taiwan	456,204	0	0%	0	0%	0	0%	0	0%	0	0%

6.1.6 Contractor Management

To ensure that contractors and other external personnel comply with the Company's environmental, health, and safety (EHS) management requirements during all activities conducted within Company premises, a stringent closed-loop management system has been established covering the pre-entry, operation, and post-completion stages, thereby achieving effective contractor management.

Pre-entry

Contractor documentation is reviewed and digitally managed, including business licenses, employment certificates, safety certificates, and permits for specialized operations. Personnel are required to complete relevant training and pass examinations, while contractors must provide employees with appropriate insurance coverage. A work permit must be issued before entry, and only when all requirements are met will access be granted.

During operations

Contractors must comply with Company regulations and strictly follow the requirements communicated in pre-construction meetings. Prior to commencing work, relevant inspections and protective measures must be implemented, and a designated supervisor is appointed to oversee on-site activities. For specialized tasks, management is carried out in accordance with specific operational requirements. Any violations will result in disciplinary action, and regular meetings are held to provide timely feedback, resolve on-site issues, and ensure work quality and safety.

Post-completion

Upon completion of work, contractors are required to shut down energy sources at the site, remove warning equipment, and conduct site clearance.

Through this closed-loop management approach, the Company strengthens contractor supervision to ensure smooth and safe construction. In addition, contractors are regularly evaluated to verify qualification compliance and service reliability.

6.1.7 Equipment Safety

In recent years, the frequency of safety accidents has shown a declining trend, and mechanical injury incidents have been brought under control to some extent; however, accidents still occur due to unsafe human behaviors, as well as failures or occupational injuries resulting from the inherent safety performance of the machinery itself. Simultaneously, driven by business expansion, new processes and new manufacturing techniques are being continuously introduced, with numerous new pieces of machinery added to production lines, posing new challenges to the safety management of machinery within the plant. To align with the company's development goals and reduce the incidence of mechanical injuries, TPK Group-building upon its extensive experience and established safety management system over many years, and integrating the "Four New" technical control methodology-has implemented a series of specialized machinery-related initiatives-including refining machine risk assessments, identifying high-risk machines, and adjusting procurement and acceptance requirements for machinery-to enhance the overall level of safety management and ensure production safety.

Specialized machinery-
related initiatives

Refining machine risk
assessments

Identifying high-risk machines, and adjusting
procurement and acceptance requirements

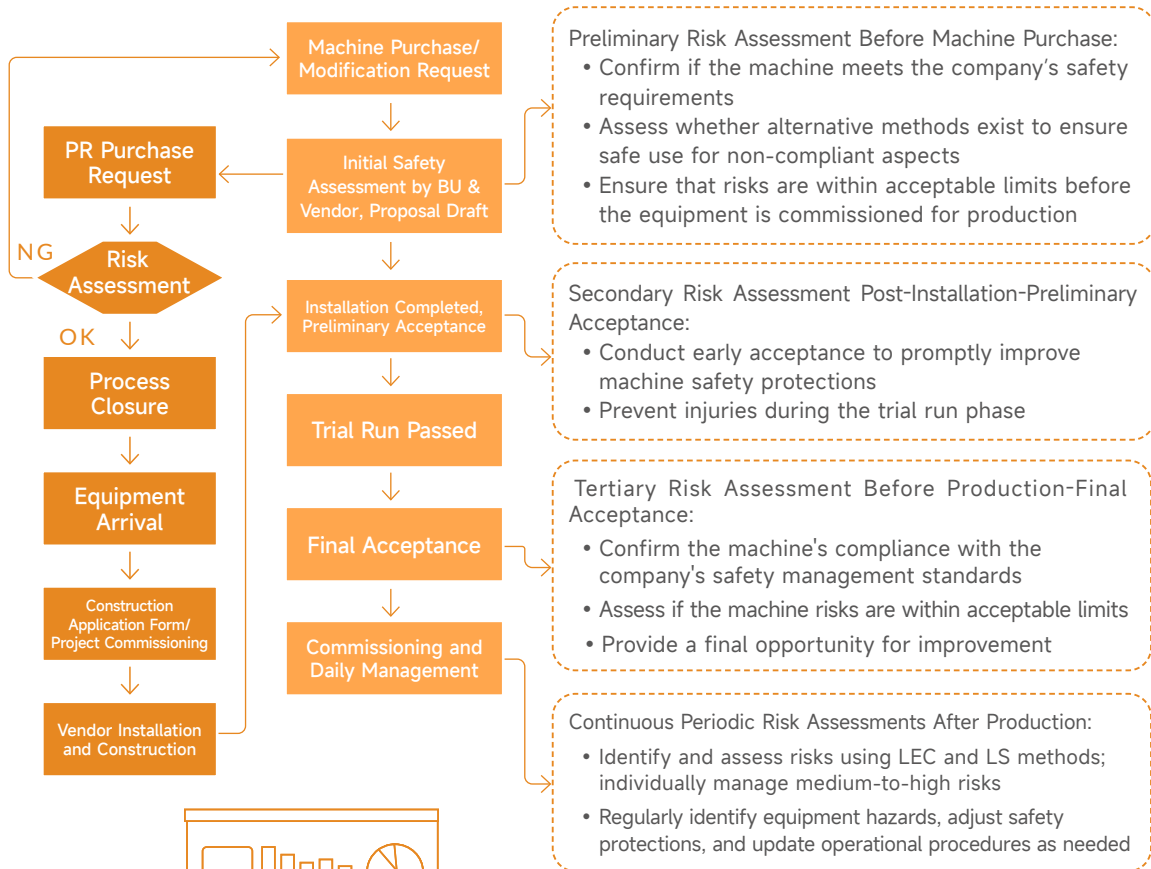
According to the Group's Safety Risk Classification and Control Procedure, all introductions of new processes, technologies, equipment, or materials undergo comprehensive evaluation. This includes identifying hazards and safety protection requirements, defining management systems and operational procedures, predicting potential risks after commissioning, and establishing protective measures and contingency plans.

To reduce mechanical injuries and enhance equipment safety, the Group has developed an equipment management system tailored to its operational model, with a focus on critical stages across the full life cycle of equipment:

New procurement/modification of equipment: Safety control begins at the procurement or contracting stage, ensuring inherent safety as the first line of defense. In accordance with the Company's Equipment Safety Management Standards, preliminary safety evaluations are conducted with end-users and vendors. Only equipment with acceptable risks-or risks that can be mitigated during installation-may be purchased. Following installation, pre-acceptance and trial runs are conducted before formal acceptance. Equipment is put into production only after passing both acceptance checks, creating a "dual-layer safeguard" for equipment safety.

Daily Operations: Using LEC (Likelihood, Exposure, Consequence) and LS (Risk Level Scoring) assessment methods, medium- and high-risk equipment is placed under special management. Gradual implementation of equipment risk classification analysis helps clarify specific hazards and control measures, thereby reducing the likelihood of equipment-related incidents.

Risk Assessment Process for Equipment Purchase



6.1.8 Electrical Safety Management

To strengthen fire safety in the plant and ensure the safe condition of electrical equipment in all areas, TPK Group has established targeted management measures for electrical systems.

IR Inspections

- Each operating unit conducts quarterly IR inspections on relevant equipment, with EHS departments performing re-inspections every quarter.
- Identified issues are tracked until fully resolved.
- IR inspection personnel are required to undergo training, assessments, and obtain certification before taking up their roles.
- Online IR training and assessments are offered to improve training flexibility and reinforce learning outcomes for inspection staff.
- Training frequencies are defined by job seniority and responsibilities. For inspection personnel, a tiered training approach is adopted, with frequency adjusted progressively from quarterly inspections for new employees to annual inspections for experienced staff.



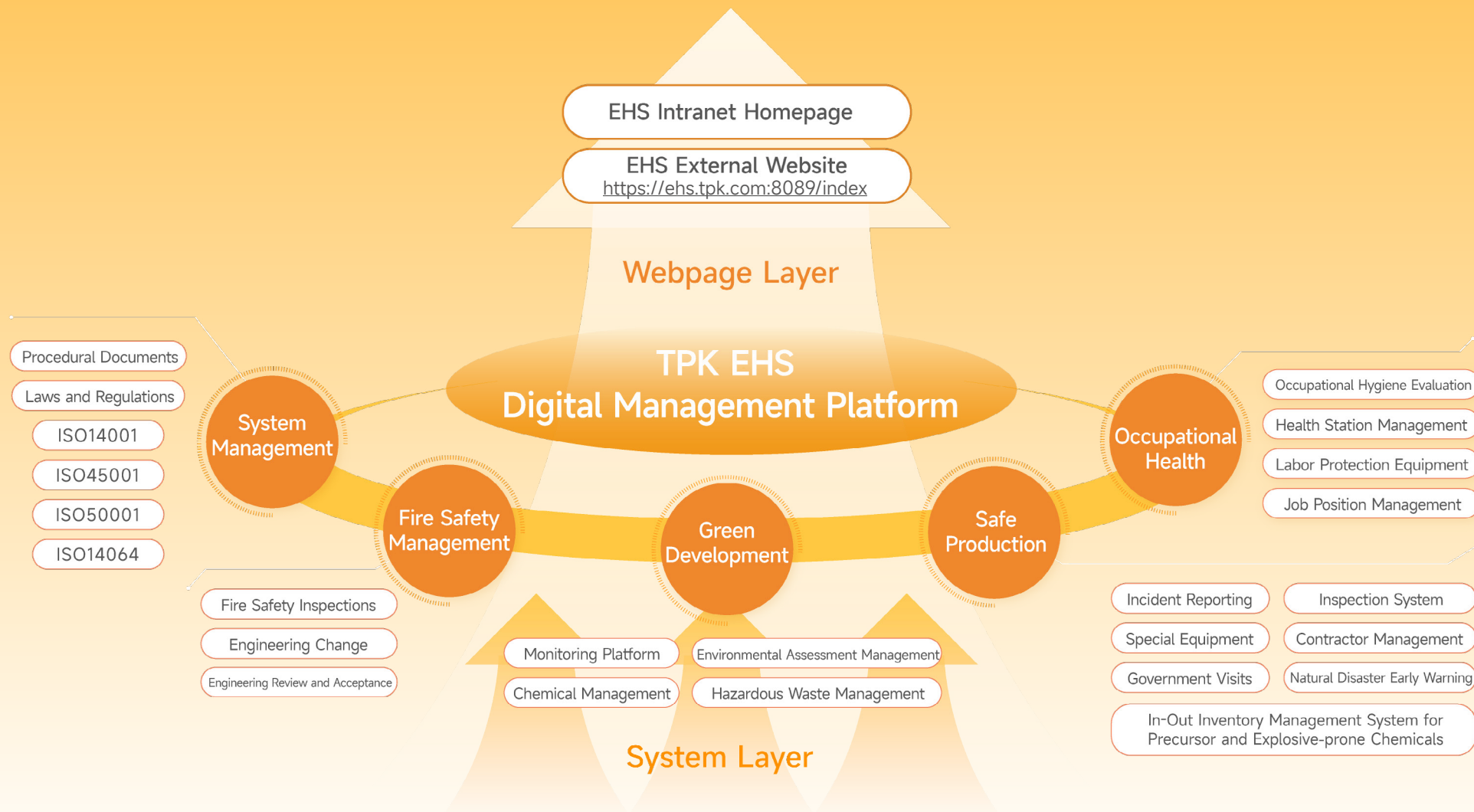
Electrical Audits

- Each plant conducts internal electrical audits, while TPK Group has established an Electrical Safety Audit Team. In 2025, the Group carried out two large-scale cross-audits on electrical safety, with subsequent analysis and corrective actions implemented for all identified issues.



6.1.9 EHS Digital Management Platform

TPK Group, under its corporate culture of "People-Oriented, Innovation, Speed, Pragmatism, Simplicity, and Discipline," strives for high operational efficiency. To this end, the Group has developed multiple digital management platforms that significantly streamline workflows and enhance employee convenience.

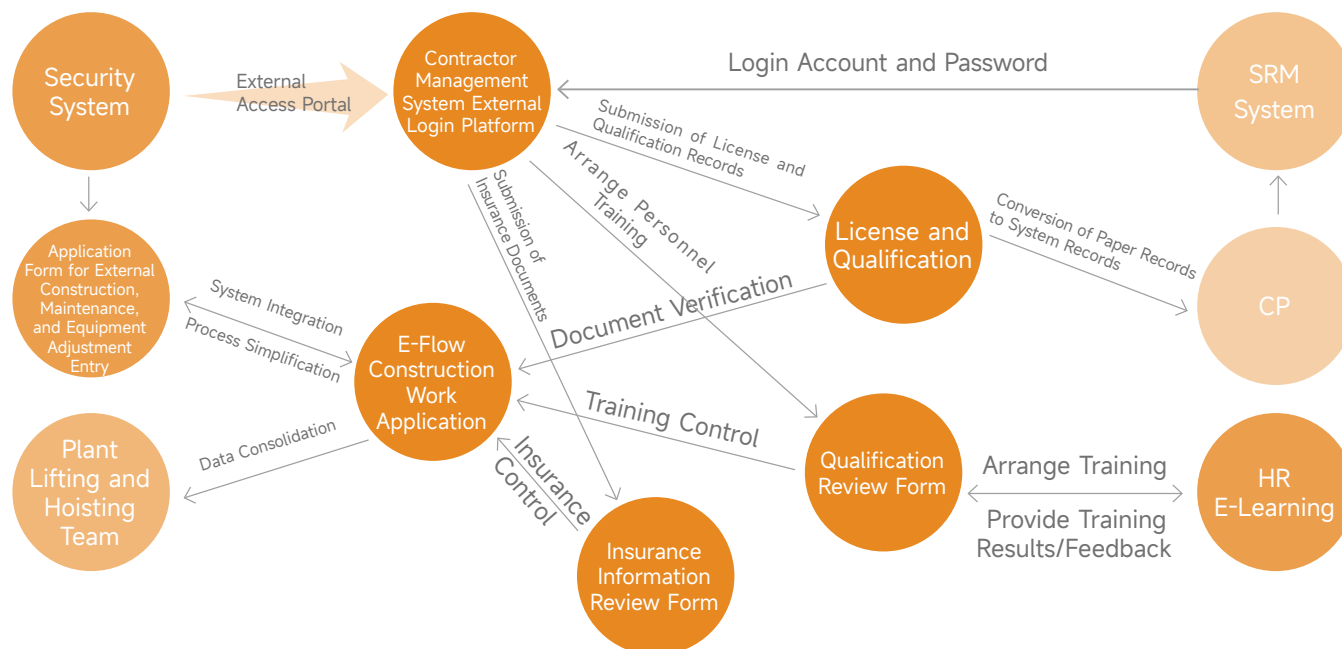
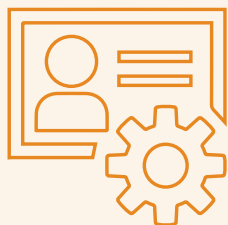


Contractor Management System

Building on traditional management practices, the Group has digitalized construction operations through an integrated platform, enabling resource and information sharing across units.

In 2025, the system delivered significant results. By opening up access, it reduced the manpower required for data collection across relevant units. Through integration, it streamlined the issuance and approval processes for contractors, which substantially improved entry efficiency. Online applications for construction eliminated approximately 1,415 duplicate work orders, while ID-based entry saved about 4,552 instances of manual personnel verification. In addition, online construction training replaced around 25 in-person training sessions that would otherwise have been organized by TPK.

Saved approximately **1,415** duplicate work orders.
Saved approximately **4,552** factory entry personnel verifications.
Saved approximately **25** off-line training sessions.



Fire Safety Inspection System

The safety of the plants relies heavily on various fire protection facilities, and regular maintenance of these facilities is crucial. To ensure the inspection rate of every fire hydrant and extinguisher, a Fire Safety Inspection System was developed. This system guarantees that each plant of TPK Group conducts monthly inspections of fire equipment on schedule, ensuring the effective and reliable use of all fire protection facilities and enabling timely responses to emergencies.

Accident Reporting System

Through the system, accidents and false alarms are reported to management (via SMS and email), while responsible personnel can track incident progress and corrective actions within the platform. The system enables rapid incident reporting, improves response speed, ensures efficient tracking of corrective measures, and archives incident information. By facilitating parallel reviews of incidents, the system helps prevent the recurrence of similar accidents.

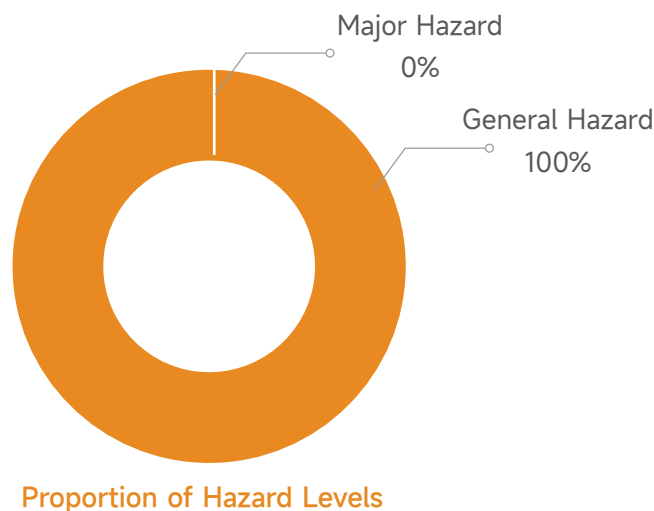
Special Equipment Management System

The system standardizes the management of special equipment information by establishing and maintaining a detailed registration system, ensuring long-term preservation of records and certification documents. When equipment is transferred between plants, the data is synchronized in the system to prevent information loss and confusion in record handover, effectively resolving challenges in equipment change management. In addition, the system includes automated inspection reminders, eliminating the risk of overdue operations and ensuring that the use of special equipment consistently complies with legal and regulatory requirements.

Inspection Deficiency Management System

The system enables the reporting and storage of inspection deficiencies via both mobile and PC platforms, automatically generating deficiency notification forms for responsible personnel and tracking corrective actions in real time. Users can instantly check the progress of rectifications, directly export inspection deficiency records, and automatically compile statistics on deficiencies identified and rectified across plants, saving an estimated 10,400 working hours annually.

Since the inspection system was put into operation two years ago, standardized operations have been fully achieved. In 2025, the inspection system has identified a cumulative total of 517 general accident hazards, with no major accident hazards detected. Leveraging the system's intelligent management capabilities, closed-loop control has been implemented throughout the hazard rectification process; 509 rectification items have been completed, achieving a rectification rate of over 98%. The usage rate of the system continues to grow, successfully transitioning from traditional email-based rectification methods to digital tracking management. This not only significantly enhances work efficiency but also effectively prevents rectification omissions and optimizes the allocation of human resources.



Government Visit Notification System

Through security post notifications, the system alerts responsible department heads of incoming government visits. Reception staff can provide feedback on inspection findings and corrective measures directly in the system. All information is automatically recorded and archived, facilitating the tracking of deficiency rectifications.



Inspection and Testing Management System

The system incorporates insulated tools requiring regular inspection into centralized management, making it easy to review equipment records and inspection schedules. Email reminders are sent for tools nearing their inspection dates, preventing delays in testing and ensuring timely compliance.



In-Out Inventory Management System for Precursor and Explosive-prone Chemicals

By implementing comprehensive control over the entire lifecycle of precursor chemicals and explosive precursors—ranging from procurement and warehousing to usage and outbound distribution (including the application of AI technologies)—this system provides practical management tools for the operational personnel across all plant sites of the Group, enabling systematic control and anomaly alert tracking for the inbound and outbound movements of these chemicals, while simultaneously ensuring the timeliness of new purchases of such chemicals.

6.2 Employee Health Promotion

TPK Group recognizes that employees are the foundation of sustainable development, and their health is a vital corporate responsibility. The Group has established a professional medical team and collaborates with local healthcare institutions to integrate resources and provide comprehensive healthcare services for employees. In addition, TPK Group actively organizes various health promotion and care activities to create a harmonious, friendly, and positive workplace environment, enabling every employee to grow together with the company.

6.2.1 Employee Care

The company has established a counseling room to provide employees with a psychological support platform, formulating and implementing an assistance program with access to professional counselors. These services offer psychological support and consultation for both personal and work-related issues. In addition, the company organizes team-building and parent-child activities to promote mental health interaction, creating opportunities for employees to communicate, relax, and strengthen connections.

Guided by a "people-oriented" corporate culture, TPK Group is committed to protecting the health and safety of its employees. Through diverse health care initiatives, the Group provides care and support for employees' physical and mental well-being.

AED Installation (Automated External Defibrillators):

To improve emergency response and increase survival rates, the Group has installed four AEDs and five health stations.

Maternal Health Care:

To better safeguard the physical and mental health of female employees during pregnancy and lactation, the Group conducted surveys and interviews to understand their needs and difficulties, provided targeted assistance, and established health reminders for pregnant employees. These efforts ensure that female staff feel genuinely cared for and supported.

Employee Health Promotion:

Various health-promotion activities are carried out regularly, including health knowledge campaigns, to deliver scientific and healthy lifestyle concepts to employees.

"Burn Calories " Weight Loss Competition:

This initiative aims to help employees develop healthy habits, improve physical fitness and self-management, enhance corporate image, and consolidate the company's achievements as a "Healthy Enterprise," and launch a six-month weight loss competition, with a total of 64 participants this year.

"Three Highs" Health Care:

The medical office implemented a health care program addressing the "three highs" (high blood pressure, high blood sugar, and high blood lipids), providing employees with medical attention and support.



The poster features a large red heart shape with the Chinese characters "心" (Heart) and "光" (Light) inside. To the left is a smiling sun icon. Below the heart, the text "心理健康人生" (Mental Health Life) and "讲座" (Lecture) are prominently displayed. A red arrow points from the left towards the text.

心理健康宣讲 | **讲师:邱展鸿**

为促进台企职工心理健康, 闽南师范大学教育心理学院将免费向我司职工开展公益性心理促进系列活动, 包括心理健康宣讲、心理测评和沙盘咨询等内容。	国家二级心理咨询师、国际注册心理督导师、中国青少年研究会家庭教育指导师、福建省家庭教育研究会会员兼家庭教育讲师团成员。
一: 时间: 2025年7月16日 下午15:00-17:00	厦门市总工会 "送教下基层" 特邀心理讲师、福建省家庭教育指导师、厦门市总工会评为 "最受欢迎讲师"
二: 地点: 湖里二厂 F栋六楼 阶梯教室	

心理测评和沙盘咨询

此部分活动针对台籍职工开展。心理测评采取不记名形式, 数据仅用于学术研究, 汇总统计分析, 绝不泄露任何个人信息。参与心理测评的台籍职工, 可以有机会参加心理访谈和沙盘咨询。咨询由资深专家1对1形式开展, 严格遵循保密原则。对每人开展沙盘咨询大概6-8次, 活动全程不收取任何费用。欢迎踊跃报名。

“关注心理健康, 给心灵一个空间, 给自己寻找一个方向, 给生活一份希望”

鹿鸿科技集团Admin环安处 廖芳莹 (宣)

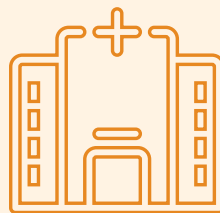
6.2.2 Health Promotion

To enhance employees' physical and mental well-being, TPK Group develops an annual health promotion program while actively seeking external resources to foster collaboration between the company and hospitals.

1. Hospital Collaboration:

TPK partners with 8 local medical institutions to offer employees various services, including green channels for medical appointments, public health check-ups, and health consultations.

8 Local Medical Institutions to Offer Employees



2. Health Seminars:

In 2025, one occupational health seminar was organized to promote knowledge on occupational hazard prevention and control regarding dust, chemical toxins, noise, vibration, high temperatures, and radiation, with a total of 53 participants.

53 Participants



3. Free Health Clinics:

In June 2025, to enhance employees health awareness and provide them with convenient medical services, the Huli Maternal and Child Health Hospital was specially invited to host the "Caring for Health: Free Medical Consultation Without Worries" free health consultation event. The consultation services covered gynecology, auricular acupuncture, internal medicine, and postpartum rehabilitation, with 87 participants attending the event.



- Auricular Acupuncture Department: 37 Patients
- TCM Department: 29 Patients
- Obstetrics and Gynecology Department: 10 Patients
- Internal Medicine Department: 11 Patients

4、Health Activities:

Occupational Health Knowledge Competition

TPK Group attaches great importance to occupational health, prioritizing workplace health protection. Since 2020, the Group has integrated activities with Occupational Health Week, focusing on occupational health protection initiatives. Each April, an occupational health knowledge competition is held to raise awareness of occupational health protection, foster a strong corporate health culture, and build a new framework for joint management of occupational health. In 2025, the 6th Occupational Health Knowledge Competition was successfully held, with 737 enthusiastic participants. Simultaneously, to further improve the protective knowledge of frontline employees and increase their direct participation rate, the XA Plant conducted an offline occupational health Q&A session, which attracted 85 participants.



5、Health Communication:

Employees can access a wide range of health knowledge and information about health activities through multiple channels, including the Group's public email, WeChat official account, and posters, thereby raising their health awareness.

Health Influencer Awards

To enhance employees health awareness, encourage a healthy lifestyle, and promote a corporate culture of health, TPK Group held its annual "Health Expert" selection event at both the HL and XA plant sites. The event aimed to advocate for healthy living concepts, prevent, control, and eliminate occupational disease hazards, and fully leverage the exemplary role of these recognized individuals in promoting health. In 2025, a total of 16 individuals were honored with the "Health Expert" title, marking the complete success of the event.



Health-Focused Weight Loss Competition

In response to the national call for the "Weight Management Year" and to foster a company-wide environment that emphasizes weight management, promotes healthy eating habits, encourages active physical exercise, and enhances the overall well-being of all employees, we are pleased to announce the second Weight Loss Competition. The event officially commenced in March 2025; 87 individuals registered, with 64 participants attending—representing a participation rate of 74%. This figure represents an increase of 10 percentage points compared to the 63% participation rate recorded in 2024.



6.3 Deepening the Safety Culture

Safety is the cornerstone of corporate development, and safety culture is the foundation for enhancing safety management. TPK Group has long adhered to the vision of "Safety Awareness for All, Zero Accidents," embedding safety culture as a key strategic priority for sustainable growth.

In response to national safety management requirements and emerging industry trends, the Group actively advanced the digitalization and informatization of safety management. This initiative encouraged employees to participate in reporting potential hazards and near-miss incidents, as well as in overall safety management. At the same time, leveraging new media platforms, the Group promoted safety awareness through multi-channel, multi-perspective, and diversified communication methods. These efforts guided employees from a mindset of "being told to be safe" toward "wanting to be safe and knowing how to be safe." By fostering a strong safety culture, the Group created a sound environment that eliminates hidden risks at their source and fundamentally improves safety management.

6.3.1 Visible Safety Culture – Themed Wallpapers and Safety Posters

Each season, the Group launches themed safety wallpapers that are displayed daily on employees' computers. Seasonal and priority-focused safety themes are also highlighted, including the Spring Festival, "Painting Safety," Safety Month, and Traffic Safety. These efforts strengthen supervisors' safety awareness and train employees in safety practices. In addition, safety culture and knowledge are promoted visibly through weekly updates on the "TPK Technology" WeChat account and via the Group's internal EHS email system.



6.3.2 Audible Safe Culture – Daily Safety Broadcasts

During peak commuting hours, multiple broadcast points are set up across the plant. The broadcasts address on-site safety management challenges and seasonal safety priorities, with content primarily focused on positive guidance and supplemented by warnings. The messages include catchy safety culture and knowledge slogans, such as hazard identification, rectification of unsafe practices, traffic safety topics, and seasonal themes for summer, autumn, and winter. The broadcasts aim to ensure that employees begin and end each workday with safety awareness, while also fostering communication on safety management and strengthening employees' sense of identification with the Group's safety culture.

6.3.3 Accessible Safety Knowledge – "Safety in Practice" WeChat Module

The "Safety in Practice" module on TPK Group's WeChat official account consists of six sections: safety posters, emergency procedures, evacuation guidelines, near-miss incidents, employee feedback, and hazard reporting. Employees can access the latest safety posters and emergency information anytime via their mobile devices, as well as report hazards on-site in real time. This enhances convenience in participating in safety management and helps foster a strong safety culture of collective engagement.

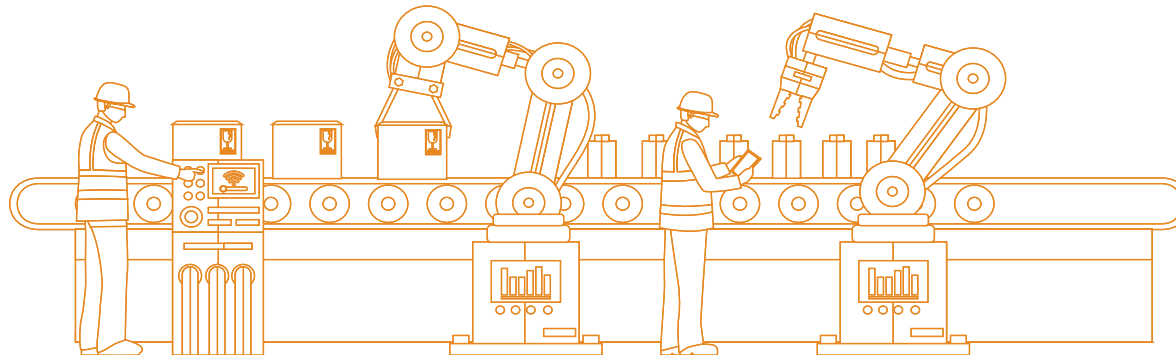
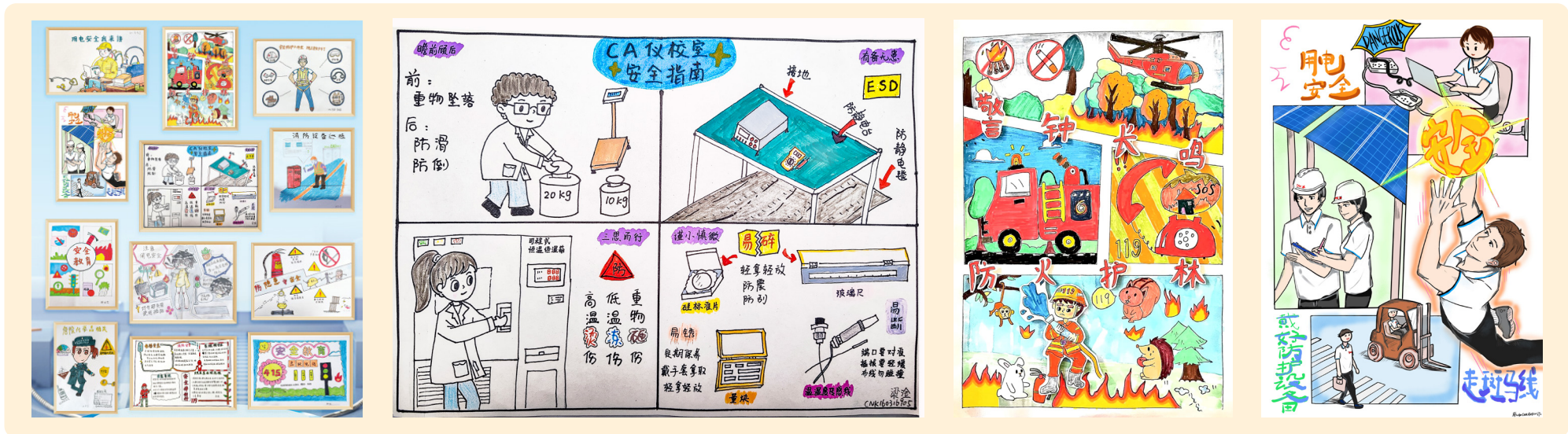


6.3.4 Safety Activities: Safety Theme Painting Activities, Safety Month Events and Safety Knowledge Competition

Safety Theme Painting Activities

From August 2023 to the 2024 fiscal year, EHS has continued to promote safety knowledge and convey safety principles among employees through a variety of initiatives-including the 82th "I Want Safety" poster campaign, safety knowledge competitions, and safety broadcasts-to strengthen the foundational safety culture. To further guide employees in shifting from passively adhering to safety regulations to proactively practicing safe behaviors, EHS will launch the "I Will Be Safe" special issue in 2025, alongside the "Drawing Safety"-an employee-engaged interactive event with prizes.

This initiative collected a total of 36 employee-created works covering various domains, including fire safety and laboratory safety; participants included team leaders, frontline operators, and employees from multiple positions, fully demonstrating the deep reflection and practical understanding of safety issues among grassroots employees. This initiative innovates the interactive model for building a safety culture by utilizing employee drawings to visually showcase their mastery of safety knowledge, while simultaneously assisting management in effectively assessing the current level of safety literacy among employees. This initiative encourages employees to proactively learn about and master safety practices, facilitating a transformation in employees safety awareness-from "I want to be safe" to "I can be safe," thereby injecting new vitality and momentum into the enterprises safety culture development.



Safety Month Events and Safety Knowledge Competition

In June 2025, in response to the 24th National "Safety Month" under the theme "Everyone Speaks of Safety, Everyone Knows Emergency Response-Identifying Safety Hazards Around Us," and upholding the Group's "people-oriented" corporate culture, TPK Group organized a series of safety knowledge and cultural promotion activities. These efforts significantly enhanced the influence of Safety Month, strengthened cohesion around safety knowledge and culture, and fostered an environment across the Group where everyone learns and understands safety, thereby creating a strong corporate safety culture.

Theme Wall

Safety culture and emergency knowledge displays were set up in the plants for exhibitions, making safety knowledge and culture "visible";

2025年安全生产月主题
人人讲安全，个个会应急——查找身边安全隐患

安全生产意味着什么

- 对于个人，安全生产意味着健康
- 对于家庭，安全生产意味着和睦
- 对于企业，安全生产意味着发展
- 对于国家，安全生产意味着强大

我的安全我负责

机台操作员 安全是不违规操作，按照SOP执行；	设备工程师 安全是做好检修保养，避免设备异常；	车间班组长 安全是做好风险评估告知，确保防护到位；
施工管理 安全是监督落实安全防护措施，检查现场安全；	安全巡管员 安全是做好现场巡检，及时排除隐患；	ERT成员 安全是做好每一次演练，演练即实战，防患于未然；

必备应急技能

- 01 火灾**
火势小 → 拿灭火器灭火 → 上报主管
火势大 → 迅速逃生 → 拨打119报警
- 02 化学品伤害**
☑ 溅入眼睛 → 立即用洗眼器冲洗15分钟 → 就医
☑ 灼伤皮肤 → 立即用大量清水冲洗皮肤 → 就医
☑ 误食 → 根据MSDS要求，催吐或避免催吐的方式处理 → 就医
- 03 触电**
切断电源 → 脱离带电环境 → 评估生命体征 → 心肺复苏与人工呼吸 → 送医
- 04 车辆伤害**
使伤员脱离危险源 → 拨打急救电话 → 依伤者情况开展急救 → 做好现场隔离及人员疏散 → 送医

隐患是什么

对于安全生产来说，隐患指的是生产经营活动中存在的可能导致事故发生的人的不安全行为、物的不安全状态、管理缺陷或环境风险。

隐患的核心特征

- 隐蔽性（不易察觉）
- 潜在危害性（可能引发事故）

把隐患消灭在事故发生之前！

常见安全隐患

- 机台转动部件无防护；
- 私拉乱接电线；
- 危险作业前未经审批，作业人员未佩戴安全防护用品；
- 禁忌物料（如酸性与碱性药液）混放；
- 消防通道被货物、设备堵塞等

我的安全承诺

- 严格遵守安全操作规程，不违规作业
- 主动排查身边安全隐患，及时上报处理
- 积极参与安全培训，熟练掌握应急技能
- 互相提醒监督，共同营造安全工作环境

人人值安全，时时保平安，一起扫码穿越底线的安全星球。

更多资讯，请扫码。

发现隐患，微信扫码，即刻报警。



The Safety Knowledge Competition combined education with entertainment, helping employees deepen their understanding of laws and regulations related to environmental, occupational health, and fire safety, as well as basic knowledge of workplace safety.

The “Safety in Practice” team received strong support from senior executives of the Group, both on-site and online. The competition featured live-streaming and online voting, creating a vibrant atmosphere of safety learning and reinforcing the Group’s safety culture. More than 12,767 online votes were cast across the Group, and the live photo stream attracted 71,495 views. Government officials also attended the event, with representatives from the Torch Safety Committee Office and the Safety Supervision Station recognizing and supporting TPK’s Safety Month activities, further broadening participation and influence.



Outstanding teams were selected to participate in the Torch Cup organized by government authorities. The TPKC and TPKD representative teams ultimately stood out among 32 teams, winning the championship and runner-up titles, respectively.



6.3.5 Emergency Response Drills

At the beginning of each year, TPK Group develops emergency drill plans tailored to the needs of each plant. Drills are carried out monthly according to the plan, ensuring thorough understanding of potential accident hazards and enabling timely responses to emergencies.



Confined Space Emergency Drill



Fire Emergency Drill



X-ray Emergency Drill



Food Poisoning Emergency Drill



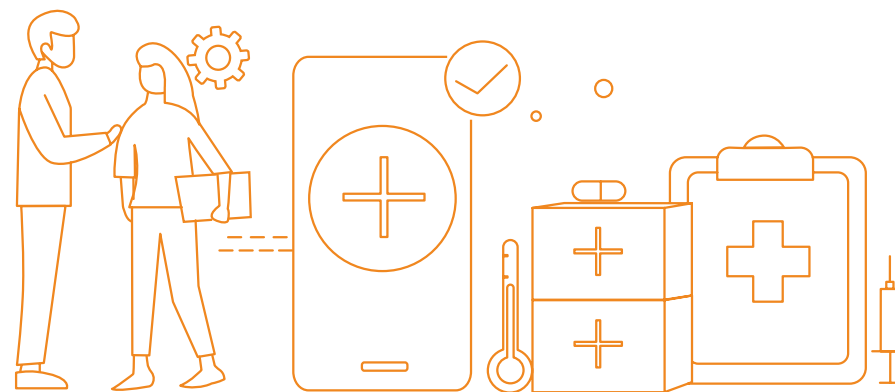
Pressure Vessel & Pipeline Emergency Drill



Elevator Failure Emergency Drill

Number of Safety Emergency Drills

Region	Plant	2023	2024	2025
Mainland China	HL1	14	16	20
	HL2	16	19	19
	JM	14	15	15
	XA1	21	24	22
	XA2	21	22	23
Total		86	96	99



07

CHAPTER

People-Oriented, Social Prosperity



Performance Results

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Respect for Human Rights

Due Diligence & Risk Assessment Conducted

100% Sites Rated Low-Risk



Talent Attraction & Retention

Female Managers Accounted for **31%** of the Management Ranks, an Increase of **↑3%** Compared with 2024



Education & Training

Total Participants Throughout the Year:

336,708



Public Welfare

Consecutive 8 Years of Blood Donation

Events; Total Blood Donated **560,000**ml



Talent Development

Compared to 2024 Local Senior Management

Ratio in Xiamen Plant Increased by **↑8%**

Talent Attraction and Retention ★: Material Topics

GRI Standards

202 Market Presence

401 Employment

Policy and Commitment

TPK adheres to a "people-oriented" management philosophy, committing itself to strictly complying with all labor-related laws and regulations, safeguarding and protecting the legitimate rights and interests of its employees, providing a healthy and safe working environment, establishing diverse and open channels for labor-management communication, and offering fair compensation and promotion opportunities, a comprehensive training and development system, a robust welfare package, and a transparent profit-sharing mechanism. These efforts enable employees to contribute their abilities and performance with confidence, allowing them to grow and develop alongside the company, thereby fostering positive labor-management relations and creating a warm and harmonious workplace atmosphere—thereby laying a solid foundation for sustainable business operations.

Stakeholder Engagement

Stakeholders: Shareholders, Investors, Employees, Customers, Government Agencies

Communication channels: We provide a variety of channels, including but not limited to WeChat, email, telephone, physical suggestion boxes, and monthly employee forums, enabling both internal and external personnel to voice their opinions or suggestions.

Sustainability Indicators	Management Goals	2025 Targets and Progress		2026 Short-Term Goals	2030 Medium-Term Goals	2035 Long-Term Goals
		Targets	Progress			
 Talent Attraction and Retention	Attracting and Retaining Outstanding Talent	1. Monitor market compensation levels and adjust salary and benefits policies accordingly.		1. Continuously monitor market compensation levels and adjust salary and benefits policies as needed.	1. Continuously monitor market compensation levels and adjust salary and benefits policies as needed.	1. Continuously monitor market compensation levels and adjust salary and benefits policies as needed.
		2. The salary adjustment amount shall be determined based on employee performance evaluations; key talent will receive retention bonuses to attract and retain outstanding employees.		2. Enhance employees' professional skills and management competencies, actively cultivate internal successor candidates, and lay a solid foundation for the organization's stable development.	2. Developing a pipeline of successors for key positions, thereby enhancing the organizations sustained competitiveness and ensuring seamless transitions and continuous innovation at these critical roles.	2. Building comprehensive organizational capabilities, achieving deep integration between talent capital and business strategy, and driving transformative growth and development through an exceptional talent ecosystem.
				3. Continuously strengthen organizational competitiveness, foster positive employee relations, and enhance the alignment between the organization and its talent pool.	3. Continuously strengthen the organizations competitiveness, foster positive employee relations, and enhance the alignment between the organization and its talent pool.	3. Continuously strengthen the organizations competitiveness, foster positive employee relations, and enhance the alignment between the organization and its talent pool.
				4. Establish an effective labor-management communication mechanism to safeguard employees' legal right to collective bargaining.		4. Develop multi-dimensional talent attraction and retention strategies to ensure the stability of the core team.
						5. Continuously refine the compensation system and universal healthcare coverage, thereby the competitiveness of the compensation market and expanding the scope of employee healthcare benefits.

Respect for Human Rights ★: Material Topics

GRI Standards

406 Non-discrimination

407 Freedom of Association
and Collective Bargaining

408 Child Labor

409 Forced or Compulsory Labour

Policy and Commitment

TPK strictly complies with the laws and regulations applicable to its place of incorporation, adheres to the fundamental spirit of respecting and supporting the International Human Rights Conventions, formulates its human rights policy and guidelines in accordance with these guiding principles, and publishes them on the company's website. The Company also conducts awareness campaigns regarding its human rights policy and, through its internal management processes, ensures the full and effective implementation of these policies and guidelines; simultaneously, it requires its partner suppliers to comply with the corresponding human rights policy requirements.

Stakeholder Engagement

Stakeholders: Shareholders, Investors, Employees, Customers, Government Agencies

Communication channels: We provide a variety of channels, including but not limited to WeChat, email, telephone, physical suggestion box, employee interviews, and human rights surveys.

Sustainability Indicators	Management Goals	2025 Targets and Progress		2026 Short-Term Goals	2030 Medium-Term Goals	2035 Long-Term Goals
		Targets	Progress			
 Protection of Human Rights	Comply with international human rights standards and the laws and regulations of the company's place of incorporation, and take measures to eliminate human rights risks such as forced labor, child labor, and discrimination.	Ensure compliant labor practices: no child labor, no forced labor, no illegal seizure of documents, no discrimination; and eliminate all forms of improper management practices, including corporal punishment, verbal abuse, sexual harassment, and psychological abuse.	 Incidents violating human rights protections, such as child labor, forced labor, illegal seizure of documents, discrimination, corporal punishment, and verbal abuse	Ensure compliant labor practices: no child labor, no forced labor, no illegal seizure of documents, no discrimination; and eliminate all forms of improper management practices, including corporal punishment, verbal abuse, sexual harassment, and psychological abuse.	Continuously ensure labor compliance: no child labor, no forced labor, and no illegal seizure of documents. Continue to promote anti-discrimination policies and eliminate discriminatory behavior.	
	Establish and continuously improve a human rights management system, integrating human rights requirements throughout all stages of procurement, production, and employment.	The employment contract signing rate, social insurance contribution rate, as well as compliance rates for working hours, rest and leave provisions, and salary payment, all reach 100%.	 100% Completed	The labor contract signing rate, social insurance contribution rate, and compliance rates for working hours, rest and leave provisions, and salary payment have all reached 100%.	1.Continuously fostering a work environment characterized by respect, inclusivity, and freedom from harassment. 2.The supplier compliance review coverage rate reaches 90%. 3.The supplier rectification completion rate for identified human rights risks is 100%.	
	Protecting employees' dignity, safety, health, and legal rights	Protect employees' right to form trade unions and their right to collective bargaining; safeguard employees' privacy and personal information security; and ensure that special groups (such as pregnant women and employees with disabilities) receive protection and facilitation in accordance with the law.	 No incidents involving the illegal collection or disclosure of employee privacy or personal information; no complaints have been filed regarding special groups (pregnant employees, employees with disabilities).	Protect employees' right to form trade unions and collective bargaining rights; safeguard employees' privacy and personal information security; and ensure that special groups (such as pregnant women and employees with disabilities) receive protection and facilitation in accordance with the law.	Regularly disclose human rights and social responsibility information and accept both internal and external supervision.	1.Regularly disclose human rights and social responsibility information and accept both internal and external supervision. 2.At least one human rights risk assessment and compliance audit shall be conducted annually.
Establish a seamless grievance reporting channel, ensuring that the employee grievance response rate and resolution completion rate both reach 100%.		 1.The employee complaint and feedback response rate, as well as the resolution completion rate, are both 100%. 2.The Group's human rights risk assessment results indicate a low risk level.	Establish a seamless employee grievance reporting channel, ensuring that both the employee grievance response rate and the resolution completion rate reach 100%.			

7.1 Social Responsibility Policy and Management

Driven by its commitment to social responsibility and in accordance with the "Responsible Business Alliance (RBA) Code of Conduct", the SA8000 international social responsibility standard, international conventions, and national labor laws and regulations, TPK has developed management policies such as the "Corporate Social Responsibility Management Manual" and the "The Handbook on Social Responsibility Standards for Suppliers," to promote various social responsibility initiatives across the company—including but not limited to child labor, forced or compulsory labor, health and safety, freedom of association and collective bargaining rights, discrimination, punitive measures, working hours, wages and benefits, management systems, as well as supplier and subcontractor management.

The "Corporate Social Responsibility Management Manual" outlines the company's policies, principles, objectives, procedures, and practices regarding social responsibility. These serve as the foundation for the company to fulfill its social responsibilities, maintain positive labor-management relations, improve working conditions, and continuously enhance employee welfare. The manual mandates the regular conduct of internal audits and management reviews to ensure that the company's business operations comply with RBA standards, international labor standards, and national labor laws and regulations.

TPK consistently adheres to a responsible business philosophy, engaging with all stakeholders—including employees, customers, government authorities, supply chain partners, and the broader society—by upholding the core principles of authenticity, transparency, and openness in its labor-related information disclosure practices. The Group ensures that all relevant data concerning attendance management, working hour recording, payroll accounting, and labor compliance is complete, traceable, accurate, and unaltered; it strictly complies with applicable laws, regulations, and ESG information disclosure requirements; proactively standardizes the channels and scope of information disclosure regarding labor issues; and welcomes supervision and review from all parties. Through this approach of candid and transparent information disclosure, the Group fulfills its corporate social responsibility and safeguards the right to information and legitimate rights and interests of all stakeholders.

TPK Group Social Responsibility Policy Guidelines



Respect for
Human Rights



Compliance and
Self-discipline



People-
oriented



Continuous
improvement

External Standards Basis

- RBA Responsible Business Alliance Code of Conduct
- SA8000 Social Responsibility Standard
- International Conventions; Domestic Labor Laws and Regulations

Institutional Establishment

- TPK Corporate Social Responsibility Management Manual
- The Handbook on Social Responsibility Standards for Suppliers

Management Dimensions

- Working Conditions (Working Hours, Wages, Disciplinary Measures, Health and Safety)
- Labor Rights (No Child Labor, No Forced Labor, Freedom of Association, Right to Collective Bargaining, No Discrimination)
- Management System and Supplier Management

Management Actions and Implementation

- Establish CSR Policies and Objectives
- Establish Management Procedures and Systems
- Employee and Supply Chain Training
- Regular Internal Audits and Management Reviews

Outcomes and Achievements

- Comply with International Standards and Regulations
- Maintain Good Labor-Management Relations
- Improve Working Conditions
- Continuously Improving Benefits
- Implement Supplier CSR Management

7.2 Talent Attraction and Retention



Governance

TPK has established and refined a comprehensive talent attraction and retention management system, clearly defining the Human Resources Departments core responsibilities-including talent recruitment, compensation incentives, career development, and employee well-being. All departments collaborate to implement talent cultivation, performance management, and team culture building initiatives. Through a clear delineation of organizational authority and responsibilities coupled with standardized management mechanisms, the company continuously optimizes its recruitment channels, refines its compensation and benefits framework, establishes diversified career progression pathways, and strengthens employee communication and sense of belonging. This approach has resulted in a systematic and actionable talent attraction, development, and retention management mechanism that provides stable talent support for the company's sustainable growth.



Strategy

As an organization centered around people, TPK adopts a "people-oriented" management philosophy to foster sustainable corporate development. The Group has established a comprehensive system for employee care and support, cultivated a friendly workplace environment, and enables every employee to grow alongside the company without any concerns.

TPK strictly complies with all labor-related laws and regulations; it has established clear work codes to legally safeguard and protect employees' rights; provides a healthy and safe working environment for its employees; establishes diverse and open channels for labor-management communication; and implements fair compensation and promotion mechanisms, a comprehensive training and development system, a robust employee benefits package, and a transparent profit-sharing scheme. These measures enable employees to contribute their abilities and performance with confidence, allowing them to grow and develop alongside the company, thereby fostering positive labor-management relations, creating a warm and harmonious workplace atmosphere, and laying a solid foundation for sustainable business operations.



Actions and Measures

TPK has systematically implemented a series of initiatives and measures in its human resource management: through fair and transparent recruitment channels and the principle of matching talent with appropriate positions, the company hired 3,504 new employees in 2025; simultaneously, the company established dual-track career progression pathways for both managerial and technical roles, providing employees with a stable development platform. Regarding departing employees, the company has implemented exit interviews and retention strategies, resulting in a gradual decline in the turnover rate from 50% over the past three years to 39%. In terms of benefits, the company provides employees with market-competitive group accident insurance, marriage and childbirth bonuses, funeral allowances, birthday and traditional festival gifts, annual bonuses, and regular health check-ups; it fully implements all statutory leave policies related to marriage and childbirth, has set up dedicated maternity and childcare rooms within the office premises, and conducts anti-marriage and childbirth discrimination training to ensure high leave fulfillment rates and high return-to-work rates among female employees, thereby fostering a workplace environment that is supportive of marriage, childbirth, and family care. Additionally, the collective bargaining agreement covers 87.04% of employees, while employees not covered by the agreement are provided with equivalent working conditions. Through these comprehensive measures, the company has effectively improved employee retention rates and satisfaction levels, thereby strengthening its corporate social responsibility image.

7.2.1 Human Resource Management

Employee Statistics

Statistics / Year		2023		2024		2025	
Total Employees ^{Note 1}		12,744		11,025		10,767	
Employment Contract ^{Note 2}		Non-fixed	Fixed	Non-fixed	Fixed	Non-fixed	Fixed
Gender	Male	1,514	6,110	1,425	5,069	1,619	4,800
	Female	1,157	3,963	1,094	3,437	1,198	3,150
Region	Taiwan	445	28	358	5	353	0
	Mainland China	2,220	10,041	2,155	8,501	2,460	7,947
	South Korea	6	0	6	0	4	0
	Thailand	0	4	0	0	0	3
Employment Type ^{Note 3}		Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Gender	Male	7,463	161	6,422	72	6,416	3
	Female	5,004	116	4,335	196	4,340	8
Region	Taiwan	473	0	361	2	353	0
	Mainland China	11,984	277	10,390	266	10,396	11
	South Korea	6	0	6	0	4	0
	Thailand	4	0	0	0	3	0

* Note 1: Total employee count as of December 20th each year.

* Note 2: Employment contracts are categorized as non-fixed-term (permanent) and fixed-term (contract).

* Note 3: Employment types include full-time and part-time (e.g., re-hired retirees, interns).

* Note 4: During the statistical period, the Vietnamese factory had no full-time employees.

2025 Employee Statistics by Gender and Job Category

Job Category	Taiwan		Mainland China		South Korea		Thailand		Proportion	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Management ^{Note1}	93	25	135	81	2	0	0	0	68%	32%
R&D ^{Note2}	72	14	235	97	0	0	0	0	73%	27%
General Staff ^{Note3}	74	75	5,806	4,053	1	1	1	2	59%	41%
Total	239	114	6,176	4,231	3	1	1	2	60%	40%

* Note 1: Management level refers to managers and above, excluding R&D department managers.

* Note 2: R&D personnel include both R&D department managers and general R&D staff.

* Note 3: General employees refer to staff not categorized as management or R&D personnel.

* Note 4: All employees of TPK are of Asian descent.

TPK strictly adheres to gender equality employment principles, continuously advances the promotion of gender diversity among its management team, and actively encourages female management professionals to participate in business decision-making and team management. Within the statistical scope at the end of the period, **there were a total of 106 female managers across all levels of management positions, with the total number of managers standing at 336, representing a female manager ratio of 31%.** The company will continue to refine its mechanisms for equal recruitment, promotion, and professional development, eliminate barriers hindering gender progress, and strengthen a diverse and inclusive governance structure.

Non-employee Workers

Statistics / Year		2023		2024		2025	
Total Workers ^{Note1}		1,332		877		646	
Contract Type		Dispatched	Other ^{Note2}	Dispatched	Other ^{Note2}	Dispatched	Other ^{Note2}
Gender	Male	747	122	436	108	220	107
	Female	234	229	104	229	103	216
Region	Taiwan	5	14	5	11	133	11
	Mainland China	956	337	535	326	190	312
	Myanmar	20	0	0	0	0	0
Work Type		Operator	Other ^{Note2}	Operator	Other ^{Note2}	Operator	Other ^{Note2}
Gender	Male	747	122	436	108	220	107
	Female	234	229	104	229	103	216
Region	Taiwan	5	14	5	11	133	11
	Mainland China	956	337	535	326	190	312
	Myanmar	20	0	0	0	0	0

* Note 1: The total number of workers is based on the count at the end of the year (12/20).

* Note 2: "Other" refers to on-site contractors such as cleaning staff, restaurant service workers, and landscaping personnel.

Collective Agreement

Percentage of employees covered by the collective agreement (%)

87.04%

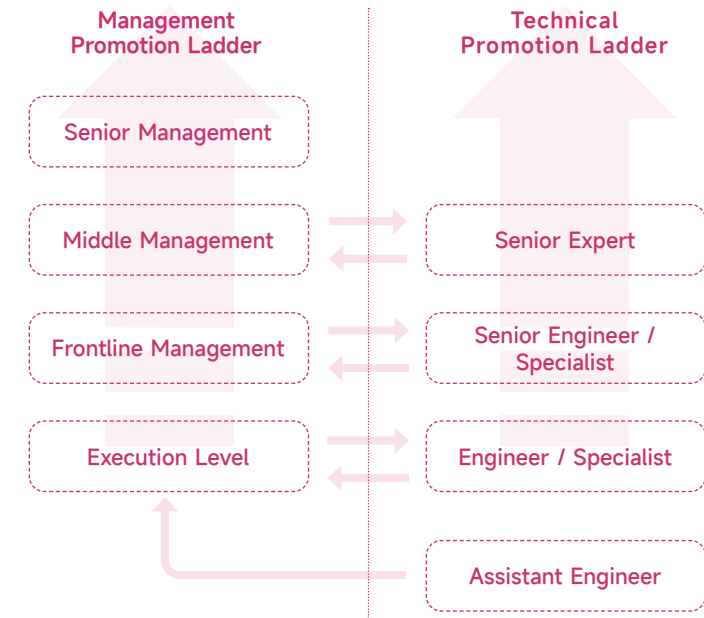
Are the same working conditions applied to employees not covered by the agreement

Same working conditions are provided to employees not covered by the agreement

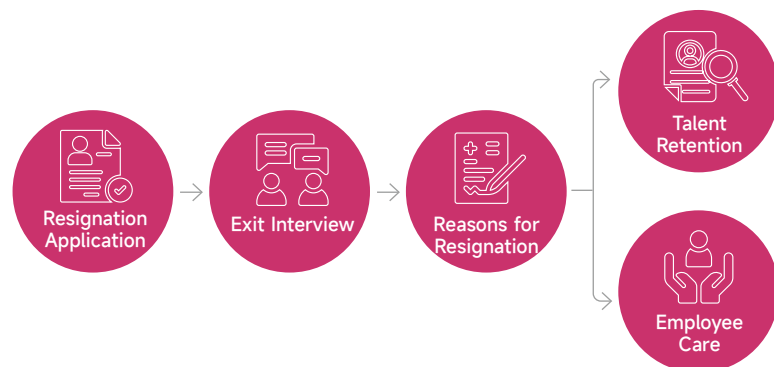
* Note: The percentage refers to the total number of employees covered by the collective agreement, not the percentage of employees participating in the union. Collective bargaining refers to negotiations between employers (single, multiple, or employer organizations) and worker organizations (single, multiple, or unions) to establish working conditions or regulate relationships between employers and workers. Thus, collective agreements represent a mode of joint decision-making in organizational operations.

New Hires and Separated Employees

TPK holds the belief that employees are the company's most valuable asset; therefore, it employs only the most qualified candidates through fair and transparent recruitment processes. In 2025, the company will continue to hire 3,504 new employees to meet its overall operational needs and to foster employment development opportunities.



In 2025, a total of 4,216 employees resigned, resulting in a total resignation rate of 39%. The overall resignation rate for 2023 was 50%, and for 2024, it was 48%; over the past three years, the resignation rate has declined year by year. Compared with the 2023 resignation rate, based on age distribution, the resignation rate among employees aged 50 and above showed the most significant decrease, dropping by 24.22%; followed by employees aged between 30 and 50, whose resignation rate decreased by 8.97%. From a gender perspective, the decline in the resignation rate among male employees was slightly lower than that among female employees, decreasing by 10.68% and 11.13%, respectively. Over the past three years, the economy has been in a post-pandemic recovery phase; coupled with a complex and volatile international environment and increasing uncertainty in the economic landscape, the stability of the job market has diminished, prompting employees to adopt more conservative employment choices. Amidst this complex and volatile economic backdrop, TPK has maintained lean operations, steadfastly focused on its core business while simultaneously pursuing innovation and developing new ventures, thereby creating a stable employment platform for employees, safeguarding their welfare benefits, strengthening their sense of identification with the company, and enhancing employee stability. When employees submit resignation applications, the Human Resources department will coordinate with the respective supervisors to confirm the request, arrange a formal resignation interview to understand the reasons for resignation, and implement retention strategies and personnel support measures.



* Note 1: New Hire Rate = (Total number of new hires of a specific category during the year ÷ Total number of employees in that category at year-end) × 100%. Example: Female New Hire Rate = (Total number of new female hires during the year ÷ Total number of female employees at year-end) × 100%.

* Note2: Turnover Rate = (Total number of employees who resigned in a specific category during the year ÷ Total number of employees in that category at year-end) × 100%. Example: Turnover Rate of Employees Under 30 = (Total number of employees under 30 who resigned during the year ÷ Total number of employees under 30 at year-end) × 100%.

Annual New Hires and Turnover Rates

Statistics of Employee Hires and Turnover/Year		2023		2024		2025	
		Total	Rate ^{Note}	Total	Rate ^{Note}	Total	Rate ^{Note}
New Hires							
Age	Under 30	2,405	53.44%	2,447	64.53%	2,263	66.11%
	Over 30 but under 50	1,156	14.63%	1,106	16.06%	1,221	17.68%
	Over 50	20	5.85%	9	2.59%	20	4.58%
Gender	Male	2,324	30.48%	2,401	36.97%	2,358	36.73%
	Female	1,257	24.55%	1,161	25.62%	1,146	26.36%
Education	Postgraduate	18	8.00%	19	10.00%	31	15.20%
	Undergraduate	104	6.31%	90	6.55%	87	6.28%
	College Diploma	35	2.80%	72	7.03%	88	8.77%
	Other	3,424	35.59%	3,381	40.07%	3,298	40.35%
Region	Taiwan	37	7.82%	23	6.34%	45	12.75%
	Mainland China	3,543	28.90%	3,539	33.21%	3,456	33.21%
	South Korea	1	16.67%	0	0.00%	0	0.00%
	Thailand	0	0.00%	0	0.00%	3	100.00%
Turnover							
Age	Under 30	3,620	80.44%	2,952	77.85%	2,464	71.98%
	Over 30 but under 50	2,593	32.81%	2,128	30.90%	1,647	23.85%
	Over 50	165	48.25%	212	61.10%	105	24.03%
Gender	Male	4,197	55.05%	3,484	53.65%	2,848	44.37%
	Female	2,181	42.60%	1,808	39.90%	1,368	31.46%
Education	Postgraduate	30	13.33%	54	28.42%	32	15.69%
	Undergraduate	424	25.73%	332	24.16%	145	10.46%
	College Diploma	254	20.32%	257	25.10%	155	15.45%
	Other	5,670	58.93%	4,649	55.10%	3,884	47.52%
Region	Taiwan	78	16.49%	119	32.78%	59	16.71%
	Mainland China	6,300	51.38%	5,173	48.55%	4,156	39.93%
	South Korea	0	0.00%	0	0.00%	1	25.00%
	Thailand	0	0.00%	0	0.00%	0	0.00%

7.2.2 Benefits Provided to Full-time Employees that are not Provided to Temporary or Part-time Employees

TPK Group values employee welfare and adheres to the principle of profit-sharing with employees. Through regular market surveys, the Group seeks to provide competitive benefits packages to attract outstanding talent to join its workforce. The company's welfare policies are formulated based on the following principles:

Employee Benefit Items	Full-time Employees					
	Taiwan		Mainland China		Thailand	
	Benefit Item	Number of Recipients	Benefit Item	Number of Recipients	Benefit Item	Number of Recipients
Group Accident Insurance	✓	353	✓	10,990	x	--
Marriage/Birth Bonus	✓	2	✓	438	x	--
Funeral Allowance/ Compensation/Emergency Relief	✓	9	✓	253	x	--
Birthday Gift	✓	315	✓	7,104	✓	3
Holiday Bonus	✓	329	x	--	x	--
Year-end Bonus	✓	353	✓	9,091	✓	3
Regular Health Check-up	✓	192	✓	4,281	x	--

Childcare Leave in Mainland China

In accordance with the "Fujian Provincial Population and Family Planning Regulations" in mainland China, legally married couples are each entitled to ten days of childcare leave per year until their child reaches the age of three. This policy has been in effect since March 30, 2022. Unlike in Taiwan, there are almost no cases in mainland China where employees fail to return to work after childcare leave. Therefore, in mainland operations, only the number of employees entitled to and actually applying for childcare leave is reported.



Employee Childcare Leave/Year	Gender	2023	2024	2025
		Mainland China	Mainland China	Mainland China
Number of Employees Eligible for Childcare Leave	Male	439	377	295
	Female	347	300	278
Number of Employees Applying for Childcare Leave	Male	439	377	295
	Female	347	300	278

Parental Leave in Taiwan

In accordance with the “Taiwan Gender Equality in Employment Act”, employees who have served for at least six months may apply for unpaid parental leave before their child reaches the age of three. The leave may last until the child turns three but shall not exceed two years. For employees raising two or more children simultaneously, the total parental leave shall be calculated cumulatively and may not exceed two years in total, limited to the youngest child. In 2025, the number of employees in Taiwan taking parental leave and their reinstatement status were as follows:

Employee Parental Leave / Year	Gender	2023	2024	2025
		Taiwan	Taiwan	Taiwan
Number of Employees Eligible for Parental Leave	Male	18	6	5
	Female	6	7	4
Number of Employees Applying for Parental Leave	Male	1	1	0
	Female	1	4	1
Number of Employees Required to Return to Work After Parental Leave Expiry (A)	Male	0	1	0
	Female	2	2	1
Number of Employees Who Actually Returned to Work After Parental Leave Expiry (B) (Including those who returned early)	Male	0	0	0
	Female	2	2	0
Return Rate (B/A)	Male	-	0%	-
	Female	100%	100%	0%
Number of Employees Who Remained Employed 12 Months After Returning from Parental Leave the Previous Year (C)	Male	2	0	0
	Female	0	2	1
Retention Rate (C/Previous Year B)	Male	100%	-	-
	Female	-	100%	50%

* Note 1: The number of employees eligible for parental leave is based on the number of male and female employees who have applied in the past three years.

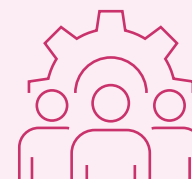
* Note 2: Return Rate = (Number of Employees Who Actually Returned to Work / Number of Employees Required to Return to Work) * 100%.

* Note 3: Retention Rate = (Number of Employees Who Remained Employed 12 Months After Returning / Number of Employees Who Actually Returned the Previous Year) * 100%.

TPK places great importance on creating a workplace environment that is supportive of marriage, childbirth, and family care, and continues to refine relevant policies and safeguard measures. The company implements statutory leave entitlements-including marriage leave, pre-pregnancy check-up leave, maternity leave, paternity leave, breastfeeding leave, and childcare leave-to provide convenience for employees during their pregnancy and breastfeeding periods. The company has established dedicated mother-and-baby rooms within its office premises to safeguard breastfeeding rights. Additionally, the company provides maternity bonuses to alleviate the financial burden on employees' families. The company also conducts training sessions on combating gender-based discrimination related to marriage and childbirth to foster a respectful and inclusive workplace atmosphere. The company's relevant policies have been integrated into its human resources management system and are publicly implemented for all employees; the application processes for leave and benefits are convenient and efficient; mother-and-baby facilities undergo regular maintenance; and relevant awareness campaigns and training sessions are conducted on a regular basis. In the 2025, the leave fulfillment rate reached 100%, the post-maternity return-to-work rate among female employees remained at a high level, employee work-family balance improved significantly, and both talent retention and workplace satisfaction continued to improve, further shaping a responsible and warm corporate image.

7.2.3 Working Time Statistics

In 2025, the cumulative total working hours for employees of TPK reached 27.9 million hours. The company has established a comprehensive working hour management system, utilizing annual total working hours and average working hours per employee as key monitoring indicators; it strictly adheres to local labor laws and regulations as well as the requirements of its brand clients in managing employee working hours, continuously mitigating the health risks associated with prolonged work durations, safeguarding employees' rights to decent work, and implementing the Sustainable Development Goal (SDG) 8: Decent Work and Economic Growth.



27,900,000hours

The Cumulative Total Working
Hours for Employees

7.3 Invest in Talent Development

7.3.1 Compensation Policy

TPK places great importance on safeguarding employees' compensation rights and fostering a dignified working environment; the company has established a compensation determination mechanism that sets salary standards by strictly referencing local cost of living, basic living expenses, and other relevant dimensions. When determining salaries for various positions or adjusting the compensation structure, the company implements its compensation system based on the core principle of setting salaries above the local statutory minimum wage standard and ensuring they align with the basic living needs of the local community. Following a comprehensive review and verification of the compensation data for all current employees, it has been confirmed that no employees' compensation falls below the subsistence wage standard.

At TPK's operational sites in Taiwan, mainland China, South Korea, and Thailand, the proportion of local talent employed as senior executives is 100%, 75%, 100%, and 0%, respectively. This demonstrates the company's commitment to collaborating with local communities to identify and recruit talent, attracting outstanding professionals to work locally; this approach not only helps build local community rapport but also further contributes to enhancing the local economic landscape.

Location	Total Senior Managers	Local Senior Managers	Percentage
Taiwan	75	75	100%
Mainland China	344	257	75%
South Korea	2	2	100%
Thailand	2	0	0%

* Note 1: "Senior Managers" refers to managers at the level of Manager and above.

* Note 2: "Significant operational sites" refer to the headquarters or major production bases.

* Note 3: The formula for calculating the proportion of local senior management is: (Number of senior managers who are local residents at each site ÷ Total number of senior managers at each site) × 100%.

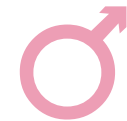
TPK continues to advance equitable compensation management by establishing a standardized position-based salary grading system, wherein salary standards are determined based on job responsibilities and performance contributions. According to statistical data, the average salary of female management personnel is 28% lower than that of their male counterparts, while for general-level employees, the average salary of female employees is 4% lower than that of their male counterparts. The company will further promote balanced salary development across all levels by broadening recruitment channels for female managerial talent, continuously optimizing its compensation system, and enhancing training and career development pathways for female managers; furthermore, it will steadily implement the Sustainable Development Goal (SDG) 5 on Gender Equality, thereby safeguarding the right of all female employees to equal access to labor remuneration.

Key Operations Sites Entry-Level Staff



Male

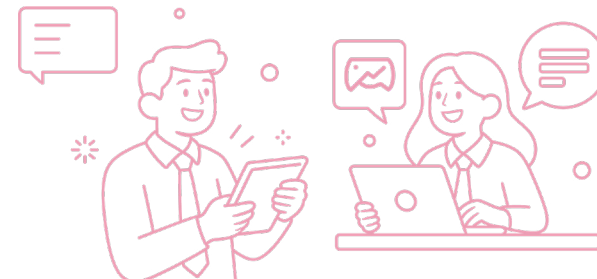
- The standard starting salary for frontline staff is **1.03** times the basic salary.
- The average total compensation for frontline employees (monthly base salary + overtime pay + allowances and bonuses) is **2.4** times the base salary.



Female

- The standard starting salary for frontline staff is **1.01** times the basic salary.
- The average total compensation (monthly base salary + overtime pay + allowances and bonuses) for frontline employees is **2.5** times the base salary.

*Note: Key operational sites refer to major production bases. Junior-level employees are treated the same as significant proportion workers.



7.3.2 Employee Skills Enhancement and Diversified Development Program

TPK Group provides a platform for continuous development and diverse learning opportunities. We have established dual professional and managerial development paths to facilitate career growth and help employees achieve their goals at various stages. We encourage mutual growth and long-term development within the company. TPK has built a talent cultivation structure that includes a comprehensive learning system for general competencies, professional skills, and managerial abilities, offering courses and exchange platforms for employees at different positions and levels. We also encourage employees to enhance their skills through personal learning and on-the-job practice, aiming to improve their self-competitiveness.

★ Internal Trainer Team

TPK's skilled internal trainers develop an ecosystem for knowledge or experience transfer and talent growth through external knowledge transfer and internal experience extraction. The combination of teaching and practical application is realized by transferring and helping, employees are motivated to learn through guidance and encouragement.

★ Employee Skill Development

TPK's extensive curriculum resources provide employees with targeted mandatory courses at various career stages, enabling them to quickly master key skills, integrate effectively into their roles, and enhance both their learning and work efficiency. Simultaneously, the company offers a diverse range of elective learning modules to comprehensively empower employees' overall competency development. Centered around the core theme of AI innovation and practical application, the company, on one hand, consolidates its AI application achievements by identifying and distilling exemplary cases of successful AI-driven innovation implementation-through specialized training sessions and experience-sharing events-to broaden employees' innovative thinking; on the other hand, it strengthens the AI knowledge and tool-application capabilities of its internal training team, thereby extending this empowerment to a broader pool of employees and stimulating the collective vitality for digital and intelligent innovation across the organization.

★ Enhancement of Employees' Comprehensive Competencies

The SEED Program annually enhances key employees' cultural and technical skills by using external resources combined with practical applications, so that employees can learn and put what they have learned into work.

★ Diverse University-Enterprise Cooperation

TPK partners with institutions like Xiamen University of Technology, Xiamen University Tan Kah Kee College, Open University of China and others to foster industry-education integration and develop versatile talent.

Highlights of the Training Activities



AI-Enabled Course



National Open University Research Initiative



SEED Academic Advancement

Average Annual Training Hours per Employee

In 2025, the training overview of employees in TPK Group's Taiwan and mainland China operations is shown in the table below, reflecting the continuous improvement in employees' willingness to learn.

Statistics / Year		2023	2024	2025
Average Hours per Employee ^{Note1}		22.11	19.38	17.22
Average Hours by Gender ^{Note2}	Female	19.35	16.55	15.18
	Male	23.97	21.35	18.61
Average Hours by Category ^{Note3}	Direct	24.39	21.72	19.85
	Indirect	16.28	12.51	9.33

* Note 1: Average training hours per employee: Total training hours for all employees / Total number of employees at year-end.

* Note 2: Average training hours for female employees: Total training hours for female employees / Total number of female employees at year-end.

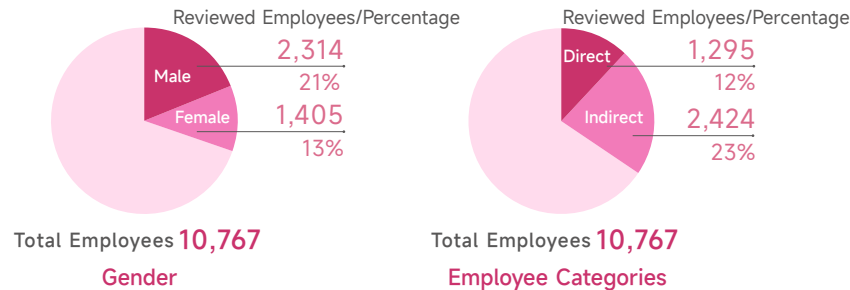
* Note 3: Average training hours by category: Total training hours for each category / Total number of employees in that category at year-end.

The company has established a systematic employee training and assessment mechanism, conducting regular training sessions focused on dimensions such as job-specific skills and safety protocols, followed by qualification assessments upon completion of the training. For this session, the overall assessment pass rate reached 99.97%, maintaining a stable and high pass rate; this result clearly demonstrates the effectiveness of the training content in practical implementation and the extent to which employees have absorbed and applied their knowledge and skills. Moving forward, the company will optimize its training model based on these assessment results to continuously enhance the comprehensive competency of all employees in fulfilling their duties.

Percentage of Employees Receiving Regular Performance and Career Development Reviews

Annual KPI setting and performance reviews assess employee's work ability and quality, providing a basis for targeted skill training.

Employees Evaluated in 2025



* Note: The review includes formal employees who passed their probation by November 20 of the year. The lower percentages are due to the exclusion of junior staff and those on unpaid leave.

7.3.3 Benefits and Retirement

TPK Group complies with relevant local laws and regulations to establish welfare and retirement plans that not only safeguard employee benefits during their employment but also ensure a secure standard of living after retirement.

Defined Benefit Plans

In Taiwan, TPK Group established an Employee Welfare Committee in accordance with local laws and the organizational guidelines for such committees. The EWC consists of seven members. Its funding sources include a proportion of the company's business revenue and employees' salaries, which are allocated monthly into a dedicated welfare fund account. The EWC is responsible for planning and implementing various employee welfare initiatives. Current benefits include holiday bonuses (Labor Day, Dragon Boat Festival, and Mid-Autumn Festival), birthday gifts, travel subsidies, and wedding gifts. The Committee continuously works to enhance employee benefits and foster harmonious labor relations.

In mainland China, the Trade Union Federation has established a framework to organize employee activities annually based on the annual activity budget. According to traditional festivals or specific occasions, the federation conducts a series of diverse online and offline employee events aimed at further enhancing organizational cohesion and boosting employee morale. In 2025, the trade union organized a variety of employee activities, including the Spring Festival lucky bag distribution event, the Dragon Boat Festival carnival, a basketball league, an athletic competition, an online vocational health knowledge contest, a safety production knowledge contest, a parent-child celebration, parent-child educational tours, and a Mid-Autumn Festival cake-making party; it also conducted evaluations and awards for outstanding employees and collective units, and extended greetings to employees facing difficulties prior to the Lunar New Year, delivering New Year wishes and corporate care to them.

Employee Health and Well-being

A healthy physique is the foundation for efficient work; TPK encourages all employees to prioritize their personal health and cultivate a strong physical well-being. The company organizes a diverse range of health initiatives, including health awareness campaigns, mental health seminars, free medical consultations hosted by physicians at the factory, online occupational health knowledge competitions, sports meets, and basketball tournaments—all aimed at encouraging every employee to get moving and collectively enhancing our collective health.



Swimming Competition



Tug-of-war



Fun Sports Activities



Table Tennis Competition



Badminton Competition



Basketball Competition

Care for Female Employees

Female employees are an essential part of the workforce, bearing dual responsibilities at both work and home. TPK Group cares for female employees by regularly organizing women's health initiatives in collaboration with local maternal and child health hospitals. These activities include free medical consultations, cancer screenings, and educational seminars to promote women's health. In addition, each campus of the Group is equipped with a nursing room, or "Mother's Cabin," providing breastfeeding employees with a warm, convenient, hygienic, and private space for rest and nursing.



Diverse Festive Activities

On every major holiday, TPK meticulously organizes a variety of vibrant celebrations, such as distributing Spring Festival lucky bags, hosting Dragon Boat Festival funfair events, organizing parent-child festivals, arranging parent-child educational tours, and hosting Mid-Autumn Festival cake-sharing parties, all aimed at creating a festive atmosphere and strengthening employees' sense of belonging.



Distribution of New Year Gift Bags



Dragon Boat Festival Happy Garden Fair



Family Carnival



Mid-Autumn Festival Dice Game Gala

Annual Outstanding Employee and Team Selection

To promote the spirit of TPK employees' dedication, proactive attitude, integrity, teamwork, and collective progress, the Group organizes the annual selection of outstanding employees and outstanding teams at the end of each year. The purpose is to establish role models, inspire all employees to benchmark against the best, and encourage them to strive for excellence.



Defined Contribution Pension Plan

Employees in Taiwan are covered by the "Labor Standards Act" and the relevant retirement regulations, under which the Company contributes 2% of total paid salaries to a designated retirement fund account managed by the Supervisory Committee of Workers' Retirement Fund (the "Old System"). Since July 1, 2005, with the implementation of the Labor Pension Act of the Republic of China (the "New System"), employees originally under the Old System who chose to adopt the New System, as well as new employees hired after its implementation, have their service years governed under a defined contribution scheme. Under this scheme, the Company contributes 6% of each employee's monthly wages to their individual labor pension account.

In Mainland China, the Company's subsidiaries contribute to pension insurance in accordance with local government regulations. A total of 24% of an employee's monthly salary (16% by the Company and 8% by the employee) is paid to the relevant government authorities, under a system that combines social pooling with individual accounts. Retirement benefits are managed by the local Social Security Bureau, and retirees receive pensions according to the regulations of the subsidiary's location. Employees who reach the statutory retirement age and have accumulated at least 15 years of contributions are entitled to basic pension benefits.

7.4 Respect for Human Rights

7.4.1 Human Rights Management Strategy

TPK Group adheres to local regulations and international human rights standards, including the Universal Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

TPK Human Rights Policies



TPK Human Rights Policy Framework

TPK has formulated various management policies, including the "TPK Corporate Social Responsibility Management Manual," "Employee Handbook," "TPK Recruitment Management Measures," "TPK Anti-Discrimination Management Measures," "TPK Anti-Harassment and Abuse Management Measures," "Measures for the Prevention of Sexual Harassment, Complaint Handling, and Disciplinary Actions," "TPK Management Measures for Preventing the Employment of Child or Minors," and "Employee Feedback Handling Management Measures"; the Group also conducts awareness campaigns on human rights policies and ensures the full and effective implementation of these policies and guidelines through internal management mechanisms. Additionally, the Group has developed "The Handbook on Social Responsibility Standards for Suppliers," which requires all partner suppliers to adhere to consistent human rights policies.

7.4.2 Human Rights Risk Identification and Assessment

TPK Group strictly complies with the laws and regulations of the jurisdictions where it operates, while upholding and supporting the fundamental spirit of international human rights conventions. The Group has established relevant human rights policies to ensure that all individuals are treated fairly and with dignity. In employee recruitment, management, and development, the Company is committed to adhering to human rights-related policies.

Assessment Mechanism and Results

TPK Group refers to international human rights conventions, relevant human rights guidelines, and human rights due diligence reports published by peer benchmark companies to compile potential human rights risk issues. These issues are then evaluated and incorporated into the Group's human rights risk assessment process.

The questionnaire evaluated each human rights risk issue based on two dimensions: likelihood of occurrence and severity. The scoring criteria were defined as follows:

- Likelihood of Occurrence: 0 = Will not occur; 1 = Low probability (1%–30%); 2 = Moderate probability (31%–60%); 3 = High probability (above 61%)
- Severity: 0 = No impact; 1 = Minor; 2 = Severe; 3 = Very severe

Based on the survey results, a Human Rights Risk Matrix was developed, and human rights risks were categorized into three levels according to the following standards:

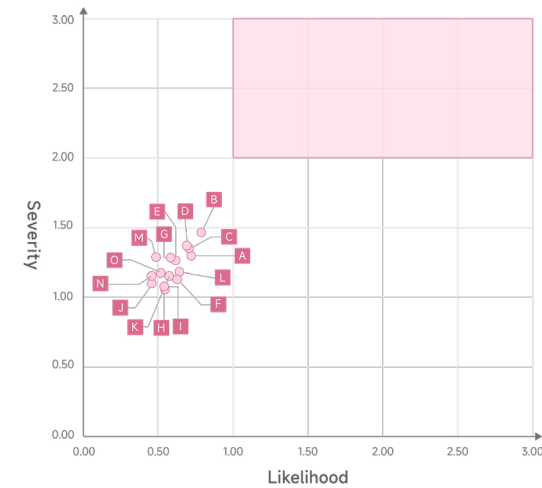
- High Risk: Likelihood ≥ 1 and Severity ≥ 2
- Medium Risk: Likelihood ≥ 1 and Severity < 2
- Low Risk: Likelihood < 1



A total of 1,191 questionnaires were collected; the evaluation results are as follows:

According to the results of the 2025 employee human rights due diligence survey, **no human rights issues of medium or higher risk were identified**, TPK Group will continue to conduct human rights risk assessments and implement preventive and mitigating measures to manage potential risks.

Employee human rights risks



Low Risk

Risk Issues		Product	Ranking
B	Personal Liberty and Security	1.13	1
L	Non-Discrimination (2) – Promotion	0.93	2
C	Safeguards for Working and Labor Conditions	0.93	3
A	Privacy Protection	0.92	4
M	Forced Labor	0.75	5
E	Right to Health (2) – Health-Safeguarding Measures	0.74	6
O	Right to Family Life (2) – Protection Against Infringement	0.73	7
N	Right to Family Life (1)–Provision of Childcare Support and Benefits	0.69	8
D	Right to Health (1) – Occupational Safety and Health Training	0.65	9
F	Freedom of Speech and Expression (1) – Provision of Employee Communication Channels	0.61	10
K	No Discrimination (1) – Recruitment	0.59	11
H	Freedom of Assembly and Association (1) – Establishing of Collective Bargaining Mechanisms	0.58	12
G	Freedom of Speech and Expression (2) –Safeguarding Freedom of Speech and Expression	0.57	13
J	Child Protection	0.52	14
I	Freedom of Assembly and Association (2) –Safeguarding the right to Assembly and Association	0.49	15

7.4.3 Human Rights Management Measures

TPK Group conducts annual internal CSR audits, employee interviews, and regular employee forums. Multiple channels for complaints are provided, such as WeChat, email, phone, and physical suggestion boxes, with dedicated personnel managing and following up on all feedback to identify and assess potential human rights risks. Since its establishment, the company has not encountered any human rights violations. The 2025 human rights due diligence assessment indicated no human rights risks.

TPK's Specific Management Measures for Human Rights Protection

Human Rights Management Policy	Specific Measures
 Privacy Protection	- Strengthen security measures in the collection, processing, and management of employees' personal data. ✓ Electronic data protection: Add watermarks to documents, encrypt documents, restrict email sending permissions, control access to employee database systems, and only release approved information externally. ✓ Paper data protection: Establish a dedicated HR file archive room managed by designated personnel; all personal data inquiries must be applied for and recorded. - Emphasize data security control and protection, in compliance with the ISO27001 Information Security Management System. ✓ Enhanced information security system: Establish a comprehensive data protection control system to address continuous and complex cyberattacks and data breaches, introducing endpoint data control, data encryption and access restrictions, anti-tampering mechanisms for critical data, and implementing zoned threat monitoring for prevention, mitigation, and avoidance of data leakage incidents. ✓ Strengthen security awareness: Create a dedicated information security website and conduct ongoing awareness campaigns through emails, WeChat, announcements, and even safety cartoons on computer standby screens. Topics include regulatory interpretations, case sharing, alerts, prevention measures, and data and privacy protection.
 Anti-discrimination and Anti-harassment	- Require all employees to comply with the Employee Handbook, TPK Anti-Discrimination Policy, TPK Anti-Harassment and Abuse Policy, and the Sexual Harassment Prevention, Complaint, and Disciplinary Measures. These regulations are published on the company intranet for employee awareness and easy reference. - All new employees complete human rights policy training on their first day. - Provide diverse and accessible complaint channels (WeChat, email, phone, physical suggestion boxes) for timely and adequate employee feedback. A dedicated unit manages and follows up on complaints, ensures effective response, and guarantees complainants are free from retaliation. - Establish a psychological counseling hotline to provide mental health support. <u>In 2025, there were 0 discrimination-related complaints.</u>

Human Rights Management Policy

Specific Measures



Prevention of Child Labor and Underage Workers

- The "Measures for Preventing the Employment of Child Workers and Minors" shall be formulated to regulate recruitment activities and protect the lawful rights and interests of child workers and minors.
- Preventing the employment of child labor.
 - ✓ Neither the company nor labor providers (e.g., HR service firms) may employ or support the use of child labor (defined as under 16).
 - ✓ At the interview stage, ID scanners and manual checks verify candidate identity. If an applicant is under 16 or not the actual person, the system issues an alert. Employee ages are regularly reviewed.
 - ✓ Remedial measures: If child labor is discovered, employment is terminated immediately, a health check is arranged, and the company provides financial aid and resources to ensure the child completes compulsory education. Root causes are analyzed, and corrective measures are implemented to prevent recurrence.
- Underage worker management:
 - ✓ If hiring underage workers, the company strictly follows the Special Protection Regulations for Underage Workers in job assignment and supervision.
 - ✓ Work hours must comply with laws: no overtime, no night shifts, and no hazardous work.



Prohibition of Forced Labor and Working Hours Management

- Establish the "TPK CSR Manual" and "Employee Handbook" to protect labor rights.
- Implement a working hours management system with attendance and overtime reporting. Overtime requires employee consent to safeguard work-life balance and rights.
- Sign compliant Labor Contracts, ensuring employees have the right to resign freely under lawful conditions.
- Provide a psychological counseling hotline for employee mental health support.



Freedom of Association

- Develop the "TPK CSR Manual" to support employees' freedom of assembly and association.
- Identify employees' religious beliefs and workplace requirements on their first day.
- Respect employees' rights to association and collective bargaining without interference, discrimination, retaliation, or harassment.



Safe and Healthy Workplace

- All sites are certified under ISO 45001 Occupational Health and Safety Management System.
- Regularly identify hazards, monitor operational risks and environments, and use digital systems and modern tools to minimize safety risks, ensuring the safety of employees, partners, and other stakeholders.
- Provide qualified PPE free of charge, conduct regular inspections, and implement 100% health monitoring for pre-employment, on-the-job, and exit physical examinations.



Supplier Human Rights Policy Promotion and Implementation

- Promote the Group's Human Rights Policy to suppliers and require them to sign the "Supplier CSR and Code of Ethics Commitment".
- Assess suppliers through CSR self-assessment forms and audits to identify and evaluate human rights risks, requiring corrective and preventive actions to protect human rights.

7.5 Social Contribution and Diversity of Cultures

7.5.1 Fulfilling Social Responsibilities

"In the Name of Love: Spreading TPK's Hope" – TPK Blood Donation Event

The TPK Trade Union Federation has jointly agreed with the Xiamen Central Blood Station to designate September 9 as the "TPK Blood Donation Day." Through this blood donation campaign, the company encourages its employees to uphold the traditional virtue of mutual assistance and actively participate in charitable public welfare activities. For eight years, TPK and the Xiamen Central Blood Station have collaborated to organize free blood donation events, mobilizing over 2,200 participants and collecting a total blood volume exceeding 560,000 milliliters. On September 9 and 10, 2025, a total of 222 employees participated in the blood donation event, with 166 employees successfully donating blood, contributing a total of 50,000 milliliters of blood. Additionally, 166 employees who have participated in the TPK blood donation initiative for five consecutive years were awarded the honorary title of "TPK Blood Donation Hero." Through these acts of kindness, TPK supports the supply of blood for public healthcare needs, contributes to the achievement of Sustainable Development Goal (SDG) 3—Good Health and Well-being—while continuing to support and advance public welfare initiatives.



"Bringing Good Fortune and Joy: Walking Together with Love" Public Welfare Campaign

In October 2025, TPK collaborated with Jimei Fule Jiayuan (Home for Persons with Disabilities) and the Huli Subdistrict Employment Assistance Center to launch the "Bringing Blessings and Joy: Walking Together with Love" public welfare initiative. During this event, the group donated 26 charity tables, 56 charity gift packages, and various fun sports equipment; through these acts of kindness, collective strength was pooled to ignite hope. In November 2025, at the company's Parent-Child Carnival event, the group organized a "Charity Artisanal Goods Charity Sale" for these special partners. By providing material support and hosting charity sales, the company supported vulnerable groups and contributed to the United Nations Sustainable Development Goals (SDGs)—specifically SDG 1 (No Poverty) and SDG 10 (Reduced Inequalities). Under the banner of love and driven by a commitment to doing good, the charitable efforts of the TPK team continue to advance on their journey.



7.5.2 Building a Diverse and Inclusive Culture

TPK Group values cultural diversity and inclusion. Relevant initiatives are reported to the CEO for decision-making and subsequently implemented by the Administrative Director. The company is committed to creating a workplace that respects differences and treats every employee equally, enabling talents from diverse cultural backgrounds to fully realize their potential.

Diversity Policy

TPK Group strictly complies with local laws and regulations while upholding the principles of international human rights conventions, including 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 International Labour Organization Declaration on Fundamental Principles and Rights at Work. Guided by these principles, the company has formulated its own human rights policies. In addition, the company has established several internal management guidelines such as the Group Corporate Social Responsibility (CSR) Manual, Employee Handbook, TPK Recruitment Management Measures, TPK Anti-Discrimination Policy, TPK Anti-Harassment and Abuse Policy, Sexual Harassment Prevention, Complaint and Disciplinary Measures, TPK Child and Underage Labor Prevention Policy, and Employee Complaint Handling Procedure. These policies ensure the effective promotion, communication, and implementation of human rights within the organization.

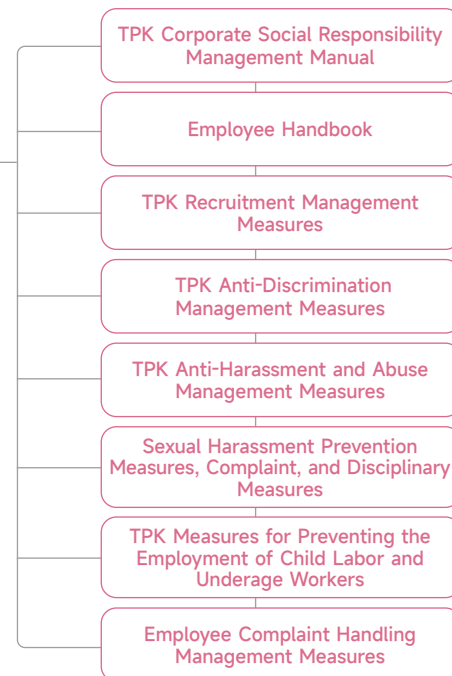
Comply with International Human Rights Standards



Basis for Internal Company Policies

Formulation of Human Rights Policies and Guidelines

Supporting Management Systems



✓ Advocacy & Dissemination ✓ Internal Management Mechanism ✓ Effective Implementation Monitoring

Multicultural Activities

- ✓ TPK Group upholds a corporate culture of “People-oriented, Fast, Simple, Practical, and Disciplined,” encouraging employees to take “Integrity, Love, Responsibility, and Respect” as guiding principles in conduct, jointly creating a diverse and inclusive environment for work and growth. The company promotes fraternity in its corporate handbook and advocates seamless cooperation among all employees, as if belonging to one big family.
- ✓ In cultivating diverse competencies, the company provides a platform for mutual learning, motivating employees to think from different roles and perspectives to enhance professional literacy. Training courses such as “Listening,” “Effective Communication,” “Teamwork,” and “Problem-Solving and Conflict Resolution” are conducted, where employees simulate real-life cases in class, express their concerns and thoughts, and are encouraged to jointly reflect and share feasible solutions. Through exchange and interaction, diversity, co-creation, and integration are achieved.
- ✓ Conduct at least one annual review covering areas such as employee rights, ethical integrity, prohibition of child labor, labor-management relations, forced labor, working hours, and anti-discrimination measures, to ensure that the company complies with the “Responsible Business Alliance (RBA) Code of Conduct,” relevant standards for corporate social responsibility applicable to clients, and local laws and regulations.
- ✓ TPK actively implements the principle of equal employment for persons with disabilities. Despite limitations imposed by objective conditions such as job-specific working environments, operational safety requirements, and the alignment of professional skills, the factory employs only a small number of persons with disabilities. Through concrete actions, the company has expanded employment opportunities for persons with disabilities by establishing health centers in all three of its industrial parks and hiring 33 blind massage therapists. On one hand, these centers provide employees with professional massage services to alleviate work-related fatigue; on the other hand, by offering stable employment positions, the company effectively supports persons with disabilities in achieving self-reliant employment, thereby fulfilling its inclusive and socially responsible obligations through practical actions. In 2025, the company employed a total of 58 persons with disabilities, accounting for 0.5% of the total workforce; employees are predominantly concentrated in grassroots-level positions such as administrative and logistics support roles, with no representation among the top management tier.



Corporate Culture
Philosophy



Training Practice



System Implementation
and Inspection

Appendix 1. Global Reporting Initiative Index

Statement of Use	TPK Holding Co., Ltd. has reported in accordance with the GRI Standards for the period 2025/01/01 to 2025/12/31
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	The Group is a publicly listed optoelectronics company, and there are currently no GRI sector standards applicable to it.
Notes	★ indicates material topic

Topics	Disclosure	Disclosure Title	Chapter	Pages	Reason for Omission / Necessary Explanation
GRI 2: General Disclosures 2021					
The organization and its reporting practices	2-1	Organizational details	2.1 Company Overview	016	
	2-2	Entities included in the organization's sustainability reporting	2.1 Company Overview	016	
	2-3	Reporting period, frequency and contact point	1.1 About The Report	004	
	2-4	Restatements of information	1.1 About The Report	004	
	2-5	External assurance	1.1 About The Report	004	
Activities and workers	2-6	Activities, value chain and other business relationships	2.1 Company Overview	016	
	2-7	Employees	7.2 Talent Attraction and Retention	153	
	2-8	Workers who are not employees	7.2 Talent Attraction and Retention	153	
Governance	2-9	Governance structure and composition	3.1 Business Ethics and Integrity	044	
	2-10	Nomination and selection of the highest governance body	3.1 Business Ethics and Integrity	044	
	2-11	Chair of the highest governance body	3.1 Business Ethics and Integrity	044	
	2-12	Role of highest governance body in overseeing impacts	3.1 Business Ethics and Integrity	044	
	2-13	Delegation of responsibility for managing impacts	3.1 Business Ethics and Integrity	044	
	2-14	Role of highest governance body in sustainability reporting	3.1 Business Ethics and Integrity	044	
	2-15	Conflicts of interest	3.1 Business Ethics and Integrity	044	
	2-16	Communicating critical concerns	3.1 Business Ethics and Integrity	044	
	2-17	Collective expertise of highest governance body	3.1 Business Ethics and Integrity	044	
	2-18	Evaluation of performance of highest governance body	3.1 Business Ethics and Integrity	044	
	2-19	Remuneration policies	3.1 Business Ethics and Integrity	044	
	2-20	Process to determine remuneration	3.1 Business Ethics and Integrity	044	
	2-21	Annual total compensation ratio	The highest annual total compensation is considered confidential information of the Company.	N/A	Confidential and Not to Be Disclosed

1. Global Reporting Initiative Index | 2. Sustainability Accounting Standards Board (SASB) Index | 3. Sustainability Disclosure Indicators-Optoelectronic Industry | 4. Taiwan Stock Exchange Climate-related Information Cross-reference Table | 5. Comparison Table of CASS Sustainable Development Reporting Guidelines | 6. Information Errata | 7. Third-Party Assurance Statement

Topics	Disclosure	Disclosure Title	Chapter	Pages	Reason for Omission / Necessary Explanation
Strategy, policies and practices	2-22	Statement on responsible business conduct	1.2 Statement from Chairman & 1.3 Statement from CEO	006&007	
	2-23	Policy commitments	2.3 Sustainability Philosophy	024	
	2-24	Embedding policy commitments	3.1 Business Ethics and Integrity	044	
	2-25	Processes to remediate negative impacts	3.1 Business Ethics and Integrity	044	
	2-26	Mechanisms for seeking advice and raising concerns	3.1 Business Ethics and Integrity	044	
	2-27	Compliance with laws and regulations	3.1 Business Ethics and Integrity	044	
	2-28	Membership associations	2.4 Honors and Recognitions	027	
Stakeholder engagement	2-29	Approach to stakeholder engagement	2.5 Material Topics and Stakeholder	031	
	2-30	Collective bargaining	7.2 Talent Attraction and Retention	153	
GRI 3: Material Topic 2021					
Material Topic	3-1	Process to determine material topics	2.5 Material Topics and Stakeholder	031	
	3-2	List of material topics	2.5 Material Topics and Stakeholder	031	
	3-3	Management of material topics	2.5 Material Topics and Stakeholder	031	
★ Business Ethics and Integrity					
GRI 3: Material Topic 2021	3-3	Management of material topics	3.1 Business Ethics and Integrity	044	
GRI205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	3.1 Business Ethics and Integrity	044	
GRI206: Anti-competitive behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	3.1 Business Ethics and Integrity	044	
Customer Privacy					
GRI 418 : Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.3 Information Security and Customer Privacy	056	
★ Technological Innovation and Green R&D					
GRI 3: Material Topic 2021	3-3	Management of material topics	4.1 Technological Innovation and Green R&D	065	
★ Product Responsibility and Safety					
GRI 3: Material Topic 2021	3-3	Management of material topics	4.3 Product Responsibility and Safety	074	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	4.3 Product Responsibility and Safety	074	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	4.3 Product Responsibility and Safety	074	
Economic Performance					
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	2.2 Business Performance	023	
	201-2	Financial implications and other risks and opportunities due to climate change	5.2 Climate Change Response	092	
	201-3	Defined benefit plan obligations and other retirement plans	7.3 Invest in Talent Development	159	

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Topics	Disclosure	Disclosure Title	Chapter	Pages	Reason for Omission / Necessary Explanation
Supply Chain Management					
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	4.5 Sustainable Supply Chain	082	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	4.5 Sustainable Supply Chain	082	
★ Energy Management					
GRI 3: Material Topic 2021	3-3	Management of material topics	5.3 Energy and GHG Management	097	
GRI 103: Energy 2025	103-1	Energy policies and commitments	5.3 Energy and GHG Management	097	
	103-2	Energy consumption and self-generation within the organization	5.3 Energy and GHG Management	097	
	103-3	Upstream and downstream energy consumption	5.3 Energy and GHG Management	097	
	103-4	Energy intensity	5.3 Energy and GHG Management	097	
	103-5	Reduction in energy consumption	5.3 Energy and GHG Management	097	
★ GHG Management					
GRI 3: Material Topic 2021	3-3	Management of material topics	5.2 Climate Change Response	092	
GRI 102: Climate Change 2025	102-1	Transition plan for climate change mitigation	5.2 Climate Change Response	092	
	102-2	Climate change adaptation plan	5.2 Climate Change Response	092	
	102-3	Just transition	7.2 Talent Attraction and Retention	153	
	102-4	GHG emissions reduction targets and progress	5.2 Climate Change Response	092	
	102-5	Scope 1 GHG emissions	5.3 Energy and GHG Management	097	
	102-6	Scope 2 GHG emissions	5.3 Energy and GHG Management	097	
	102-7	Scope 3 GHG emissions	5.3 Energy and GHG Management	097	
	102-8	GHG emissions intensity	5.3 Energy and GHG Management	097	
	102-10	Carbon credits	5.3 Energy and GHG Management	097	
Water Resource Management					
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	5.4 Green Circular Economy	109	
	303-2	Management of water discharge-related impacts	5.4 Green Circular Economy	109	
	303-3	Water withdrawal	5.4 Green Circular Economy	109	
	303-4	Water discharge	5.4 Green Circular Economy	109	
	303-5	Water consumption	5.4 Green Circular Economy	109	
★ Waste Management					
GRI 3: Material Topic 2021	3-3	Management of material topics	5.4 Green Circular Economy	109	

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Topics	Disclosure	Disclosure Title	Chapter	Pages	Reason for Omission / Necessary Explanation
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	5.4 Green Circular Economy	109	
	306-3	Waste generated	5.4 Green Circular Economy	109	
	306-4	Waste diverted from disposal	5.4 Green Circular Economy	109	
	306-5	Waste directed to disposal	5.4 Green Circular Economy	109	
Nature and Biodiversity					
GRI 101: Biodiversity 2024	101-1	Policies, commitments and governance to halt and reverse biodiversity loss	5.6 Nature and Biodiversity	123	
	101-2	Actions to manage significant biodiversity impacts	5.6 Nature and Biodiversity	123	
	101-4	Identification of high-impact supply chain products and services	5.6 Nature and Biodiversity	123	
	101-5	Sites with significant biodiversity impacts	5.6 Nature and Biodiversity	123	
★ Occupational Safety and Health					
GRI 3: Material Topic 2021	3-3	Management of material topics	6.1 Occupational Safety and Health	131	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	6.1 Occupational Safety and Health	131	
	403-2	Hazard identification, risk assessment, and incident investigation	6.1 Occupational Safety and Health	131	
	403-3	Occupational health services	6.1 Occupational Safety and Health	131	
	403-4	Worker participation, consultation, and communication on occupational health and safety	6.1 Occupational Safety and Health	131	
	403-5	Worker training on occupational health and safety	6.1 Occupational Safety and Health	131	
	403-6	Promotion of worker health	6.2 Employee Health Promotion	141	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	6.1 Occupational Safety and Health	131	
	403-8	Workers covered by an occupational health and safety management system	6.1 Occupational Safety and Health	131	
	403-9	Work-related injuries	6.1 Occupational Safety and Health	131	
	403-10	Work-related ill health	6.1 Occupational Safety and Health	131	

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Topics	Disclosure	Disclosure Title	Chapter	Pages	Reason for Omission / Necessary Explanation
★ Talent Attraction and Retention					
GRI 3: Material Topic 2021	3-3	Management of material topics	7.2 Talent Attraction and Retention	153	
GRI 202: Market Presence 2016	202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	7.3 Invest in Talent Development	159	
	202-2	Proportion of senior management hired from the local community	7.3 Invest in Talent Development	159	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	7.2 Talent Attraction and Retention	153	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	7.2 Talent Attraction and Retention	153	
	401-3	Parental leave	7.2 Talent Attraction and Retention	153	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	7.3 Invest in Talent Development	159	
	404-2	Programs for upgrading employee skills and transition assistance programs	7.3 Invest in Talent Development	159	
	404-3	Percentage of employees receiving regular performance and career-development reviews	7.3 Invest in Talent Development	159	
★ Respect for Human Rights					
GRI 3: Material Topic 2021	3-3	Management of material topics	7.4 Respect for Human Rights	163	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	7.4 Respect for Human Rights	163	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	7.4 Respect for Human Rights	163	
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	7.4 Respect for Human Rights	163	
GRI 409: Forced or Compulsory Labour 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	7.4 Respect for Human Rights	163	

Appendix 2. Sustainability Accounting Standards Board (SASB) Index

Industry: Hardware

Topic	Code	Accounting Metric	Chapter	Page
Innovative Management	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	The products of TPK Holding Co., Ltd. are non-terminal products and do not involve handling consumer side information security; thus, this metric is not applicable.	
Talent Cultivation and Development	TC-HW-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	7.2 Talent Attraction and Retention	153
Product Lifecycle Management	TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	In accordance with the latest EU environmental laws and regulations (such as RoHS/REACH) and customer requirements, the Company controls restricted substances in its products. In 2025, the percentage of revenue derived from products containing declarable substances under IEC 62474 was 0%.	
	TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Since the main products of TPK Holding Co., Ltd. are touch modules, it is not capable of directly obtaining EPEAT,	
	TC-HW-410a.3	Percentage of eligible products, by revenue, meeting the requirements for Energy Star registration or equivalent	Energy Star, or equivalent requirements for end-user electronic products.	
	TC-HW-410a.4	Weight of end-of-life products and e-waste recovered; percentage recycled	5.4. Green Circular Economy	109
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	4.5 Sustainable Supply Chain	082
	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	The process only involves confirming whether the target suppliers have undergone an RBA review or a comparable review; the number of suppliers that failed the review is 0.	
	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	4.5. Sustainable Supply Chain	082

Activity Metric

Code	Activity Metric	Reference
TC-HW-000.A	Number of units produced by product category	• Touch modules: 62,486 thousand pieces • Other products: 4,016 thousand pieces
TC-HW-000.B	Area of manufacturing facilities	517,832 m ²
TC-HW-000.C	Percentage of production from owned facilities	100%, all of our production is from owned facilities

1. Global Reporting Initiative Index | 2. Sustainability Accounting Standards Board (SASB) Index | 3. [Sustainability Disclosure Indicators-Optoelectronic Industry](#) | 4. Taiwan Stock Exchange Climate-related Information Cross-reference Table | 5. Comparison Table of CASS Sustainable Development Reporting Guidelines | 6. Information Errata | 7. Third-Party Assurance Statement

Appendix 3. Sustainability Disclosure Indicators – Optoelectronic Industry

No.	Indicator	Indicator Type	Annual Disclosure	Unit	Page number
一	Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy)	Quantitative	5.3.2 Energy Use	Gigajoules (GJ) , percentage (%)	098
二	Total water withdrawn, total water consumption	Quantitative	5.4.1 Water Resource Management	Thousand cubic meters (1,000 m ³)	110
三	Total hazardous waste generated and percentage recycled	Quantitative	5.4.3 Waste Management	Metric tons (t), percentage (%)	115
四	Types, number of employees involved and rate of occupational accidents	Quantitative	6.1.5 Occupational Injury Statistics	Percentage (%), quantity	135
五	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled ^(Note 1)	Quantitative	5.4.3 Waste Management	Metric tons (t), percentage (%)	115
六	Description of the management of risks associated with the use of critical materials	Qualitative Description	4.5.2 Supplier Social and Environmental Assessment	Not applicable	082
七	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	3.1.2 Business Integrity	Reporting currency	050
八	Production by product category	Quantitative	Appendix 2. Sustainability Accounting Standards Board	Varies by product category	175

Appendix 4. Taiwan Stock Exchange Climate-related Information Cross-reference Table

1. Climate-related information of Listed Companies: Implementation of Climate-related Information

Item	Execution Status																														
1. Description on the Board and Management's oversight and governance on climate-related risks and opportunities	See disclosed information in "5.2 Climate Change Response" Chapter.																														
2. Description on how the identified climate risks and opportunities impact the company's business, strategies, and finance (short, mid, long-term)																															
3. Description on the impact extreme climate events and transitional actions have on finance																															
4. Description on how the climate risk identification, assessment, and management process is integrated in the overall risk management system																															
5. Should scenario analysis be used to assess the Company's resilience in face of climate change risks, explanations on the scenario, parameters, hypothesis, analysis factors and major financial impacts should be provided	The Company has adopted the IEA 2° C / IEA Net Zero / RCP2.6 / RCP8.5 scenarios as the basis for assessing its physical climate risks. Under these scenarios, the Company analyzed climate-related risks and opportunities, including physical risks and regulatory transition risks, and developed thematic descriptions accordingly. Ultimately, climate risks and opportunities relevant to the Company's operational scope were identified, with reference to climate-related financial risk reports for the manufacturing sector. For long-term operational development considerations, a decade is used as the planning horizon, with short-term defined as 1-2 years, medium-term as 3-5 years, and long-term as 6-10 years. TPK Group has established targets based on the metrics defined in accordance with IFRS S2 climate-related risks and opportunities. <table><tr><th>Indicator</th><th>Management Target</th><th>2026 Short-term Goal</th><th>2030 Mid-term Goal</th><th>2035 Long-term Goal</th></tr><tr><td>Environmental Initiatives</td><td>Complies with Relevant Environmental Initiatives</td><td>1.Achieve SBTi annual emission reduction targets 2.CDP Climate Change Grade B & Water Security Questionnaire Grade A-</td><td>1.Fully achieve the emission reduction targets set by SBTi 2.Both the CDP Climate Change and Water Security questionnaires received Grade A-</td><td>1.Set carbon neutrality targets and promote their implementation. 2.Both the CDP Climate Change and Water Security questionnaires received Grade A</td></tr><tr><td>Risks and Opportunities</td><td>Climate-related Risk and Opportunity Management</td><td>Complete the identification, analysis and assessment of climate-related risks and opportunities</td><td>Review of financial impacts of climate-related risks and opportunities and the implementation of mitigation measures</td><td>Strengthen the climate risk financial management framework, deepen the implementation of mitigation measures, and steadily enhance enterprises risk resilience and low-carbon competitiveness.</td></tr><tr><td>Renewable Energy</td><td>Number of Sites Using Renewable Energy</td><td>6</td><td>●.....8.....●</td><td></td></tr><tr><td>GHG Emissions</td><td>Carbon Reduction (Scope 1 & 2)</td><td>16.8% Reduction vs. the Base Year</td><td>44.6% Reduction vs. the Base Year</td><td>Promoting the implementation of carbon neutrality goals</td></tr><tr><td>Renewable Energy Investment</td><td>Number of Renewable Energy Investments</td><td>Added 2 renewable energy projects</td><td>●.....Added 3 renewable energy projects.....●</td><td></td></tr></table> *Note: The base year is 2022.	Indicator	Management Target	2026 Short-term Goal	2030 Mid-term Goal	2035 Long-term Goal	Environmental Initiatives	Complies with Relevant Environmental Initiatives	1.Achieve SBTi annual emission reduction targets 2.CDP Climate Change Grade B & Water Security Questionnaire Grade A-	1.Fully achieve the emission reduction targets set by SBTi 2.Both the CDP Climate Change and Water Security questionnaires received Grade A-	1.Set carbon neutrality targets and promote their implementation. 2.Both the CDP Climate Change and Water Security questionnaires received Grade A	Risks and Opportunities	Climate-related Risk and Opportunity Management	Complete the identification, analysis and assessment of climate-related risks and opportunities	Review of financial impacts of climate-related risks and opportunities and the implementation of mitigation measures	Strengthen the climate risk financial management framework, deepen the implementation of mitigation measures, and steadily enhance enterprises risk resilience and low-carbon competitiveness.	Renewable Energy	Number of Sites Using Renewable Energy	6	●.....8.....●		GHG Emissions	Carbon Reduction (Scope 1 & 2)	16.8% Reduction vs. the Base Year	44.6% Reduction vs. the Base Year	Promoting the implementation of carbon neutrality goals	Renewable Energy Investment	Number of Renewable Energy Investments	Added 2 renewable energy projects	●.....Added 3 renewable energy projects.....●	
Indicator	Management Target	2026 Short-term Goal	2030 Mid-term Goal	2035 Long-term Goal																											
Environmental Initiatives	Complies with Relevant Environmental Initiatives	1.Achieve SBTi annual emission reduction targets 2.CDP Climate Change Grade B & Water Security Questionnaire Grade A-	1.Fully achieve the emission reduction targets set by SBTi 2.Both the CDP Climate Change and Water Security questionnaires received Grade A-	1.Set carbon neutrality targets and promote their implementation. 2.Both the CDP Climate Change and Water Security questionnaires received Grade A																											
Risks and Opportunities	Climate-related Risk and Opportunity Management	Complete the identification, analysis and assessment of climate-related risks and opportunities	Review of financial impacts of climate-related risks and opportunities and the implementation of mitigation measures	Strengthen the climate risk financial management framework, deepen the implementation of mitigation measures, and steadily enhance enterprises risk resilience and low-carbon competitiveness.																											
Renewable Energy	Number of Sites Using Renewable Energy	6	●.....8.....●																												
GHG Emissions	Carbon Reduction (Scope 1 & 2)	16.8% Reduction vs. the Base Year	44.6% Reduction vs. the Base Year	Promoting the implementation of carbon neutrality goals																											
Renewable Energy Investment	Number of Renewable Energy Investments	Added 2 renewable energy projects	●.....Added 3 renewable energy projects.....●																												
6. Should there be transitional programs in response to managing climate-related risks, please explain the program's content and metrics and targets used to identify and manage physical and transitional risks																															
7. Should the internal carbon pricing be used as the planning tool, the pricing mechanism should be explained	Not applicable																														
8. Should climate-related targets be in place, information such as their scope of action, GHG emissions, planned timeline, and yearly achieved progress should be stated; for targets achieved through carbon offset and RECs, the source of offset amount and number of RECs should be stated	Reduce GHG emissions: Compared to 2022, GHG Emissions (Scope 1 & Scope 2) decrease by 44.6% in 2030. GHG Emissions (Scope 3) decrease by 25% in 2030.																														
9. GHG Inventory and Assurance, and Reduction Targets, Strategies, and Action Plans	TPK Holding has progressively implemented the ISO 14064 system to audit greenhouse gas emissions from its operational sites, and introduced the updated version of the ISO 14064 system in 2021. In addition, TPK Touch Solutions (Xiamen) Inc. and TPK Glass Solutions (Xiamen) Inc. Jimei Branch respectively disclosed their emission information through external assurance in 2012 and 2022. The Group plans for all subsidiaries to complete third-party inventory verification by 2029. See disclosed information in "5.3 Energy and GHG Management" Chapter.																														

2.GHG Inventory and Assurance Status of the Company in the Most Recent Two Years

GHG Inventory Information

Disclose the Company's GHG emissions (metric tons of CO₂e), emission intensity (metric tons of CO₂e per million), and data coverage for the most recent two years.

Digitalization is a key element of transformation. In 2022, a carbon management database was deployed to provide an evidence-based foundation for decision-making across all levels of the Company. By managing carbon emission data through a scientific and systematic approach, the Group collects and compiles GHG emissions data as a long-term measure for carbon emission control. The system automatically updates in real time to ensure data accuracy and optimize existing management practices, while also retaining historical data to enable traceability. Supporting long-term carbon management and reduction initiatives, the digital platform has been developed and officially put into operation, achieving systematic and digitalized management. Through automated data capture of various emission categories, the system generates reports and charts that are displayed on the Company's homepage for intuitive access by both internal and external stakeholders.

Category	2024	2025
Direct Emissions (Scope 1) (tCO ₂ e)	7,376	6,808
Energy Indirect Emissions (Scope 2) (tCO ₂ e)	96,571	76,168
Other Indirect Emissions (Scope 3) (tCO ₂ e)	472,919	479,120
Emission Intensity (tCO ₂ e/Million Revenue)	1.5	1.3

* Note 1: Greenhouse gases include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), nitrogen trifluoride (NF₃), and any others as announced by the central competent authority.

* Note 2: Scope 1: Direct emissions, i.e., emissions directly from sources owned or controlled by the Company. Scope 2: Energy indirect emissions, i.e., indirect GHG emissions resulting from the consumption of purchased electricity, heat, or steam.

* Note 3: Data coverage boundary: TPKC,TPKD,TPKG,TPKGJM,TPKS,TPKQ,TPKMT,AMPXM,TPKGA,TPKJ,TPKT,TPKHKTW,AMP TW,TPKI,TPKCA,TPKCAJM

* Note 4: Emission Intensity = (Scope 1 + Scope 2) / Revenue

GHG Assurance Information

Disclose the assurance status for the most recent two years as of the publication date of the annual report, including the scope of assurance, assurance provider, assurance standards, and assurance opinion.

Since 2011, TPK Holding Group has gradually completed GHG inventories for its operating sites in accordance with the ISO 14064-1 standard. TPK Technology (Xiamen) Co., Ltd. and the Jimei Branch of TPK Glass Solutions (Xiamen) Inc. have disclosed their emission information and obtained approval since 2012 and 2022, respectively, through verification conducted by SGS in accordance with ISO 14064 and GHG Protocol requirements.

Since 2022, climate-related information has been disclosed in the Group's Sustainability Report and verified by an independent third-party assurance provider. In 2022, the report was verified and confirmed by Great International Verification Co., Ltd. in accordance with the AA1000 Assurance Standard v3, receiving a Moderate Assurance rating; In 2023 and 2025, the report was subject to limited assurance performed by Crowe (TW) CPAs in accordance with International Standard on Assurance Engagements 3000 (ISAE 3000), and assurance was obtained.

GHG Reduction Goals, Strategies, and Specific Action Plans

Describe the base year of GHG reduction and its data, reduction targets, strategies and specific action plans and achievement of reduction targets.

In September 2025, TPK officially obtained official certification from the Science Based Targets initiative (SBTi), clarifying TPK carbon reduction targets: compared to 2022, GHG Emissions (Scope 1 & Scope 2) decrease by 44.6% in 2030. GHG Emissions (Scope 3) decrease by 25% in 2030.

To achieve this goal, TPK Holding Group continues to optimize GHG management, analyzing climate scenarios and response measures under the IFRS S2 framework, and actively advancing various energy conservation and emission reduction projects, such as expanding the development and use of renewable energy. The Group is also committed to energy-saving and carbon-reduction management and promotes initiatives such as Environmental Protection Day activities.

Appendix 5. Comparison Table of CASS Sustainable Development Reporting Guidelines

Applicable Mainland
China Reference
Disclosure Standards

Guidelines for Corporate Sustainability Reporting in China
(CASS-ESG6.0)

Topics	Corresponding Guideline	Corresponding GRI Standards	Corresponding Sections of This Report	Page	Notes
Environmental Aspect					
Climate Change Response	E 1.1	GRI 102: Climate Change	5.2 Climate Change Response	092	
Pollutant Emissions	E 2.1	GRI 303: Water and Effluents	5.4 Green Circular Economy	109	
Waste Management	E 2.2	GRI 306: Waste	5.4 Green Circular Economy	109	
Ecosystems and Biodiversity Conservation	E 2.3	GRI 101: Biodiversity	5.6 Nature and Biodiversity	123	
Environmental Compliance Management	E 2.4	Strategies, Policies, and Practices	5.1 Environmental Management Policy and Investment	090	
Energy Use	E 3.1	GRI 103: Energy	5.3 Energy and GHG Management	097	
Water Resource Use	E 3.2	GRI 303: Water and Effluents	5.4. Green Circular Economy	109	
Circular Economy	E 3.3	GRI 3: Major Topics	5.4. Green Circular Economy	109	
Public Aspect					
Rural Revitalization	S 1.1	Highlighted Topics	7.5 Social Contribution and Diversity of Cultural	167	
Social Contribution	S 1.2	GRI 413: Local Communities	7.5 Social Contribution and Diversity of Cultural	167	
Innovation-driven Development	S 2.1	Highlighted Topics	4.1 Technological Innovation and Green R&D	065	
Supply Chain Security	S 3.1	GRI 414: Supplier Social Assessment	4.5 Sustainable Supply Chain	082	
Fair Treatment of SMEs	S 3.2	Highlighted Topics	4.5 Sustainable Supply Chain	082	
Product and Service Safety and Quality	S 3.3	GRI 416: Customer Health and Safety	4.3 Product Responsibility and Safety	074	
Data Security and Customer Privacy Protection	S 3.4	GRI 418: Customer Privacy	3.3 Information Security and Customer Privacy	056	
Employee Rights Protection	S 4.1	GRI 401: Employment Relations	7.2 Talent Attraction and Retention & 7.4 Respect for Human Rights	153&163	
Occupational Health and Safety Production	S 4.2	GRI 403: Occupational Health and Safety	6.1 Occupational Safety and Health & 6.2 Employee Health Promotion	131&141	
Career Development and Training	S 4.3	GRI 404: Training and Education	7.3 Invest in Talent Development	159	
Governance Aspect					
Sustainable Governance Mechanism	G 1.1	Strategies, Policies, and Practices Stakeholder Engagement	2.3 Sustainability Philosophy & 2.5 Material Topics and Stakeholder	024&031	
Due Diligence	G 1.2	GRI 2: General Disclosure -Governance	3.1 Business Ethics and Integrity	044	
Stakeholder Communication	G 1.3	Stakeholder Engagement	2.5 Material Topics and Stakeholder	031	
Anti-bribery and Anti-corruption	G 2.1	GRI 205: Anti-corruption	3.1 Business Ethics and Integrity	044	
Anti-unfair Competition	G 2.2	GRI 206: Anti-competitive Behavior	3.1 Business Ethics and Integrity	044	

Appendix 6. Information Errata

Section	Page	Description
4.5.1 Procurement Practice	082	Correction of Taiwans data for the " Procurement Amount Allocation " and " Proportion of local procurement suppliers " tables covering the period 2023–2024.
5.3.2 Energy Use	098	Correction of 2024 data in the " Energy Use Within the Organization– Electricity " table.

1. " Procurement Amount Allocation "

Reason for Adjustment: Change in statistical method or data modification

Region/Year	2023		2024	
	Before Revision	After Revision	Before Revision	After Revision
Taiwan	75%	14%	75%	15%

2. " Proportion of local procurement suppliers "

Reason for Adjustment: Change in statistical method or data modification.

Region/Year	2023		2024	
	Before Revision	After Revision	Before Revision	After Revision
Taiwan	14%	61%	15%	47%

3. " Energy Use Within the Organization– Electricity "

Reason for Adjustment: Due to abnormal invoices from TPKJ in January 2024 and TPKMT in June 2024, data correction was performed.

Region/Year	Year	2024	
		Before Revision	After Revision
Group Annual Statistics	Dosage (GJ)	949,717	946,436
	Energy consumption (kWh)	263,810,149	262,898,996

Appendix 7. Third-Party Assurance Statement



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INDEPENDENT AUDITORS' LIMITED ASSURANCE REPORT

To TPK HOLDING CO., LTD.

We have conducted a limited assurance engagement on the selected performance indicators in the Sustainability Report ("the Report") of TPK HOLDING CO., LTD. ("the Company") for the year ended December 31, 2025.

Subject Matter Information and Applicable Criteria

See Appendix 1 for the Company's selected performance indicators ("the Subject Matter Information") and applicable criteria.

Management's Responsibility

Management of the Company is responsible for preparing the Subject Matter Information in accordance with the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, and the Universal Standards, Sector Standards and Topic Standards published by the Global Reporting Initiative (GRI). Management is also responsible for such internal control as it determines is necessary to enable the preparation of Subject Matter Information that is free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to plan and perform a limited assurance engagement in accordance with Assurance Standard No. 3000, Assurance Engagements Other than Audits or Reviews of Historical Financial Information, and, based on the procedures performed and the evidence obtained, to obtain limited assurance about whether the Subject Matter Information (see Appendix 1) is free from material misstatement and to issue a limited assurance report thereon. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than, those performed in a

reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

We applied professional judgment in planning and conducting our work to obtain evidence supporting our limited assurance conclusion. Because of the inherent limitations of any internal control, there is an unavoidable risk that some material misstatements may remain undetected. The procedures we performed included, but were not limited to, the following:

- Inquiring of management and the personnel responsible for the Subject Matter Information to obtain an understanding of the policies, procedures, internal control, and information systems relevant to the Subject Matter Information and to identify areas where a material misstatement of the Subject Matter Information is likely to arise.
- Selecting sample items from the Subject Matter Information and performing procedures such as inspection, re-calculation, re-performance, and analytical procedures to obtain evidence supporting limited assurance.

Inherent Limitations

The Subject Matter Information involves non-financial information, which is subject to more inherent limitations than financial information. The interpretation of the relevance, materiality and accuracy of such information may involve significant judgments, assumptions and interpretations by management, and different stakeholders may have different interpretations of such information.

Independence and Quality Management

We and our firm have complied with the provisions regarding independence and other ethical standards as stipulated in the Code of Ethics for Professional Accountants and other applicable ethical standards. The fundamental principles of this code include integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Our firm applies Standard on Quality Management No. 1, Quality Management for Firms, which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Subject Matter Information is not prepared, in all material respects, in accordance with the applicable criteria.

Other Matter

We are not responsible for performing any further assurance procedures in respect of any changes to the Subject Matter Information or the applicable criteria after the date of this report.

The engagement partner responsible for the assurance engagement resulting in this independent limited assurance report is Lin, Pin Yen.

Crowe (TW) CPAs

Taipei, Taiwan (Republic of China)

August 19, 2026

Notice to Readers

For the convenience of readers and for informational purposes only, the independent auditors' limited assurance report has been translated into English from the original Chinese version prepared and used in the Republic of China. In the event of any discrepancy between the English version and the original Chinese version or any differences in the interpretation of the two versions, the Chinese-language independent auditors' limited assurance report shall prevail.

1. Global Reporting Initiative Index | 2. Sustainability Accounting Standards Board (SASB) Index | 3. Sustainability Disclosure Indicators-Optoelectronic Industry | 4. Taiwan Stock Exchange Climate-related Information Cross-reference Table | 5. Comparison Table of CASS Sustainable Development Reporting Guidelines | 6. Information Errata | 7. [Third-Party Assurance Statement](#)

Appendix 7. Third-Party Assurance Statement

APPENDIX 1

SUMMARY OF SUBJECT MATTER INFORMATION

#	Subject Matter Information	Metric Description	Corresponding Section	Article 4 of Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies – Sustainability Disclosure Metrics
1	(1) Total energy consumption, (2) percentage grid electricity, and (3) percentage renewable	Total energy consumption in 2025: 761,308 GJ; percentage grid electricity: 84.90%; percentage renewable: 14.19%.	5.3.2 Energy Use	Appendix 1-10, No. 1
2	Total water withdrawn, total water consumption	Total water withdrawal in 2025: 1,381.37 thousand cubic meters; total water consumption: 718.38 thousand cubic meters.	5.4.1 Water Resource Management	Appendix 1-10, No. 2
3	Total hazardous waste generated and percentage recycled	Voluntarily disclosed: total hazardous waste generated from the product manufacturing process in 2025 was 240.36 metric tons, with a percentage recycled of 13.82%.	5.4.3 Waste Management	Appendix 1-10, No. 3
4	Types of, number of employees in and rate of occupational accidents	Number of occupational accidents: 11 persons / Rate of occupational accidents: 36.72%	6.1.5 Occupational Injury Statistics	Appendix 1-10, No. 4

#	Subject Matter Information	Metric Description	Corresponding Section	Article 4 of Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies – Sustainability Disclosure Metrics
5	Product Lifecycle Management Disclosure: including weights of scrapped products and electronic waste and percentage recycled	No product scrapping or recall occurred at TPK Group in 2025. The electronic waste recycled primarily consisted of glass manufacturing scrap and defective products, totaling approximately 261.17 metric tons. All waste was entrusted to licensed recycling companies for processing, achieving a 100% recycling rate.	5.4.3 Waste Management	Appendix 1-10, No. 5
6	Description of the management of risks associated with the use of critical materials	In accordance with the TPK Group's Conflict Minerals Policy, the Company collects conflict minerals reports (CMRT, CRT) from suppliers annually and conducts due diligence. In 2025, nine suppliers reported the presence of conflict minerals. The Company has actively and	4.5.2 Supplier Social and Environmental Assessment	Appendix 1-10, No. 6

#	Subject Matter Information	Metric Description	Corresponding Section	Article 4 of Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies – Sustainability Disclosure Metrics
		continuously followed up on the suppliers' removal progress until all non-conforming smelters were removed, thereby fulfilling its commitment to responsible sourcing.		
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	No legal proceedings for violation of anti-competitive conduct regulations in 2025.	3.1.2 Business Integrity	Appendix 1-10, No. 7
8	Production by product category	Total production in 2025: Touch modules: 62,486 thousand pieces Other products: 4,016 thousand pieces	Appendix 2 – Sustainability Accounting Standards Board (SASB) Index	Appendix 1-10, No. 8

2025 TPK ESG REPORT

