



TaiHan Precision Technology
2025 ESG REPORT

ESG

Sustainable Today, Resilient Tomorrow

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Foreword (Divider Page)

Message from the Chairman

GRI 2-22

Looking back on 2025, the global economy and industrial environment remained highly dynamic. In terms of trade, the U.S. government's sudden imposition of reciprocal tariffs disrupted the balance of global trade. On the geopolitical front, military tensions across the Taiwan Strait intensified, while the conflicts between India and Pakistan and between Israel and Iran continued to escalate. These rapid changes in the regional and global political and economic landscape have made corporate management decisions no longer solely about current operating models. Instead, companies must also strengthen their overall resilience in order to maintain long-term competitiveness in an era of constant change.

At the same time, the rapid development of artificial intelligence (AI) technologies has brought new opportunities and challenges to the industry. THPT leverages its strengths in molding and mold manufacturing processes, has introduced an intelligent MES (Manufacturing Execution System) machine connectivity system to improve product yield and energy management, and is actively expanding diversified product lines in acoustics, networking and communications, smart home appliances, and gaming products to respond to the rapid changes in global industrial transformation and customer demand. We firmly believe that corporate resilience stems from sustainable operations. Only through continuous innovation built on a foundation of sound management can we create long-term value for customers, employees, and shareholders.

In environmental sustainability:

Climate change has become a critical issue that enterprises worldwide must address. THPT has completed GHG inventories for all of its operating sites and has formally incorporated an internal carbon pricing mechanism based on shadow pricing into the mandatory performance evaluation of each operating site. At the same time, the Company has completed the execution of contracts related to the installation of solar panel systems, which are expected to become fully operational in 2026. We will continue to strengthen the Company's capabilities in managing climate-related issues and steadily advance toward our long-term net-zero emissions goal.

In social (human rights) sustainability:

We place great importance on employee rights and interests and continue to conduct human rights due diligence to ensure that all of THPT's stakeholders can work in a protected environment. At the same time, we actively listen to our employees' voices and strive to enhance employee satisfaction, with the goal of creating a warm and safe workplace.

In sustainable governance:

We maintained strong performance in the Corporate Governance Evaluation, ranking within the top 2% to 11% among TPEX-listed companies with paid-in capital of less than NT\$5 billion for three consecutive years. In addition, we incorporated an ethics assessment into employee performance evaluations for the first time, achieving a 100% pass rate in 2025. These achievements demonstrate the effectiveness of THPT's sustainable governance.

Looking ahead, sustainable development is no longer merely an option for businesses, but a core strategy for long-term growth. The Company will continue to uphold its commitment to sound management, integrating innovative technologies with sustainability principles to proactively address global environmental and social challenges. Together with all stakeholders, we will work toward a more resilient and sustainable future.



About the Report

GRI 2-3

To our esteemed readers

Thank you for reading the fifth Sustainability Report issued by TaiHan Precision Technology (stock code: 1336, hereinafter referred to as “THPT”). Through this report, we will disclose our strategies, management guidelines, and performance regarding each material topic. We hope that our stakeholders can gain a better understanding of our efforts and achievements in implementing sustainable corporate operations.

Basis of Data Calculation

The statistics of the indicators disclosed in this report are based on the statistics and surveys conducted by the various departments of THPT. The financial data source is the financial statements audited and publicly released by PwC Taiwan. Some of the data is based on data published by government agencies and presented using standard numerical descriptions. Any data requiring conversion will be specifically noted in the report.

Standards Followed

Announcement unit	Guidelines and standards followed
Global Sustainability Standards Board (GSSB)	GRI Standards – 2021
AccountAbility (AA)	AA1000 Stakeholder Engagement Standards (SES)
Taipei Exchange	Rules Governing the Preparation and Filing of Corporate Sustainability Reports by TPEx Listed Companies

Report Management Method

All sustainability information presented in this report has been prepared in accordance with the "Sustainable Information Management Regulations." The information is collected and consolidated by personnel from each department and then reviewed and verified by the respective department managers. Once all information had been completed, the Sustainability Promotion Task Force conducted random inspections and cross-checks of supporting documentation to ensure data accuracy. After external assurance was completed, the report was approved by the Sustainability Committee and the Board of Directors before publication.

Report Quality

After the report had undergone internal review and approval, an independent assurance statement on its compliance with the GRI framework was provided by the BSI in accordance with the AA1000AS v3 Type 1 standard. This is to ensure that the report meets the core principles of inclusiveness, materiality, responsiveness, and impact. (The Company and BSI are two independent entities and have no financial relationship)

Report Boundary and Scope

The reporting period is from January 1 to December 31, 2025. The scope of information covers responses and actions related to key topics – environmental protection, social engagement, and corporate governance – at operating locations in Taiwan, China, Vietnam, and the Philippines (the reporting period and scope are consistent with those of the annual report).

Contact Information

If you have any opinions or inquiries regarding this report, please contact us.

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About THPT

Company ProfileGRI 2-1, 2-2

Established in 1987, THPT was listed on the TPEx in 2007. It mainly focuses on the export of mold design, development, and production, as well as plastic injection, coating, and assembly products. We have been adhering to the business philosophy of "Prioritize Customer, Ultimate Quality" for many years, with a vision to become the industry-leading professional mechanical parts supplier. We create a win-win situation with our customers through advanced technology and comprehensive talent cultivation programs and a robust development environment.

In order to achieve supply chain vertical integration, technological independence, and better customer service, THPT established "TaiHan Mold Products (Dongguan) Co., Ltd." in China in 2004, and added forming, surface treatment, and assembly departments to provide a complete range of services from mold development and finished product injection molding to assembly. In light of Vietnam's strong investment growth potential in recent years, YongHan Precision Technology Co., Ltd. was established in Hai Duong Province, near Hanoi, in 2006 to provide customers with related products and technical services. After more than 15 years of dedicated operation, the Company has achieved significant results. In 2012, the Company expanded its production capacity to the Philippines to align with customer production growth. TaiHan Precision Technology (Philippines) Co., Inc. was established in the LIMA Technology Center near Manila to provide local supply and further expand into the Southeast Asian market. In March 2024, construction began on a second factory in Hai Duong Province, Vietnam, which officially began operations in 2025. The new facility, in addition to existing capabilities in mold making, forming, assembly, and printing, will include the latest automated spraying and assembly lines, enabling the Company to offer product sub-assembly services and strengthen customer relationships.

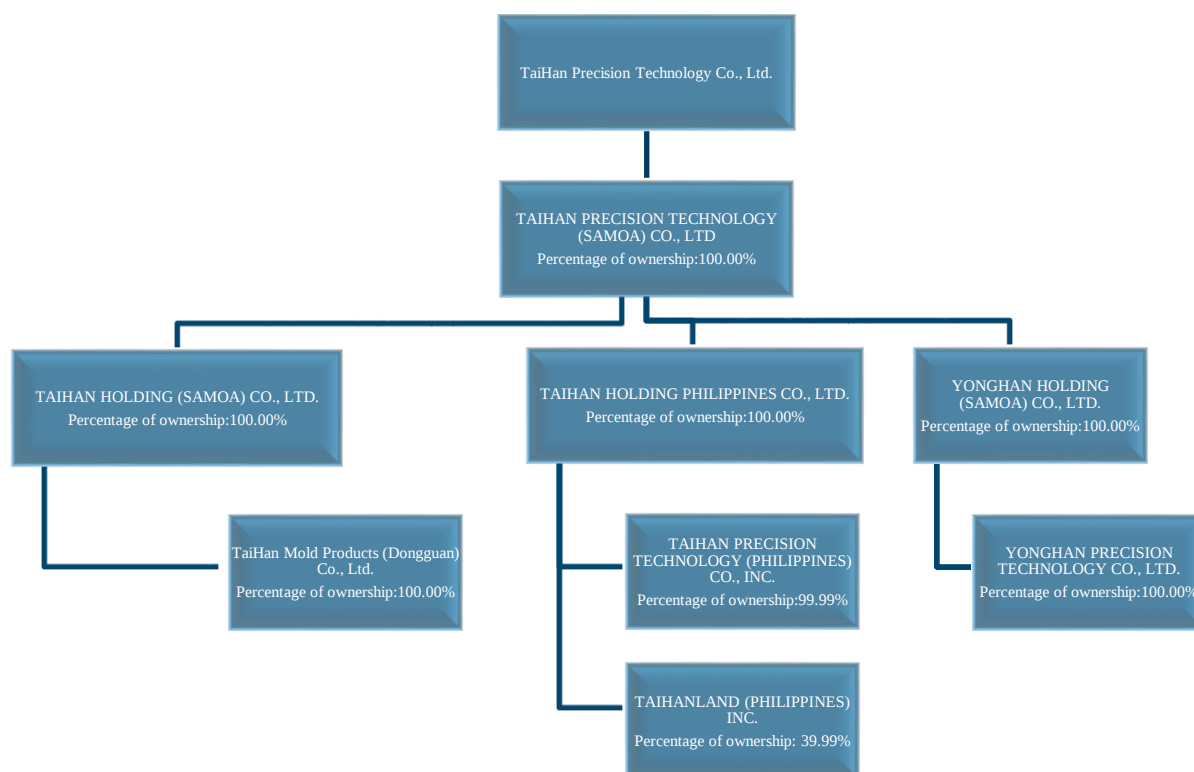
Name of the Company	TaiHan Precision Technology Co., Ltd.		
Industry category	Manufacture of Electronic Parts and Components, Manufacture of Die, and International Trade		
Main products and services	Design, manufacture, and trade of various precision molds, jigs, and plastic forming products.		
Address of the Headquarters	1F, No. 568, Section 1, Minsheng North Road, Guishan District, Taoyuan City (Relocated in August 2021)		
Total number of operating locations	Four factories in Taiwan, China, Vietnam, and the Philippines.		
Markets served	China (Dongguan)/Vietnam (Hanoi)/Philippines (Manila)		
Number of employees	1,501 employees		
Net sales	NT\$2.49 billion/year		
Capital	NT\$780 million		
Date of establishment	August 28, 1987		
Production volume and value		Molds (set)	1,891
		Plastic (piece)	397,772,146

Products and Services

Item	Introduction	Item	Introduction
Office machines 	The mechanical parts of printers and multi-function devices benefit from THPT's years of manufacturing experience, making us a trusted partner to our customers.	Video/recording equipment 	During the pandemic, demand for remote meetings and videoconferencing surged, and both production and demand grew steadily.
Mouse 	THPT provides customers with high-quality, low-cost options to enhance their competitive advantages.	Plastic forming mold 	THPT integrates upstream and downstream companies to provide customers with one-stop services, making communication easier and more accurate for customers at different stages of product development.

Affiliated Enterprises

In order to actively implement overseas investment and achieve vertical integration of the supply chain, technology autonomy, and provide better services to customers, THPT holds equity interests in eight invested companies, namely: TaiHan Precision Technology (Samoa) Co., Ltd., TaiHan Holding (Samoa) Co., TaiHan Mold Products (Dongguan) Co., Ltd., YongHan Holding (Samoa) Co., Ltd., YongHan Precision Technology Co., Ltd., TaiHan Holding Philippines Co., Ltd., TaiHan Precision Technology (Philippines) Co., and TaiHanland (Philippines) Inc. The list is consistent with the scope of the Company's publicly disclosed financial reports. The relevant shareholding ratios are as follows:



Participation in External Organizations and Initiatives

GRI2-28

In the face of the complex challenges and impacts of the external environment, THPT, as a global corporate citizen, will strive to collaborate with stakeholders to promote sustainable development initiatives, including key issues such as climate change, environmental protection, corporate governance, labor rights, and supply chain management.

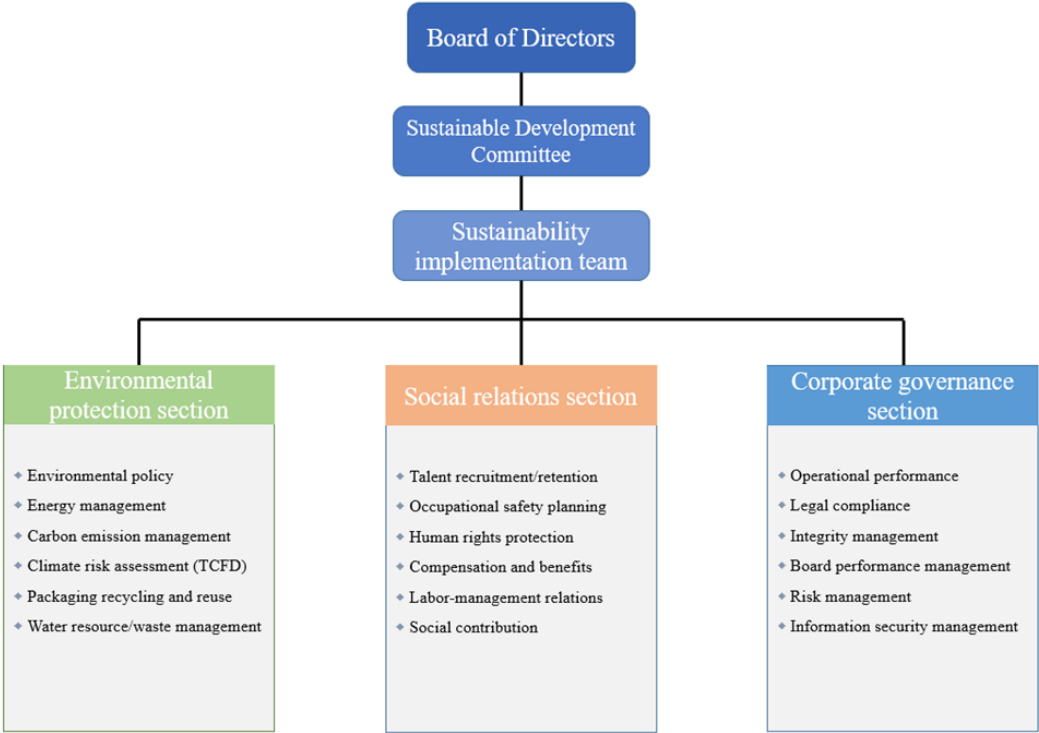
To establish a culture of equality, inclusion, and open communication, THPT has formulated a human rights policy, supporting and adhering to the principles and spirit of international human rights conventions including the United Nations' "Universal Declaration of Human Rights," "Guiding Principles on Business and Human Rights," "Global Compact," and International Labour Organization's "Declaration of Fundamental Principles and Rights at Work".

01 Sustainable Management Strategy (Divider Page)

1.1 Sustainable Management Organization

Sustainability Committee GRI 2-12, 2-13, 2-14, 2-16

THPT officially established the Sustainability Committee in November 2023 as a functional committee to assist the Board of Directors in overseeing and managing various sustainability-related matters. The Committee's responsibilities include: (1) investigating and analyzing stakeholder engagement, (2) identifying material topics and tracking the effectiveness of subsequent implementation, (3) consolidating annual sustainability performance and formulating future plans, and (4) managing climate-related risks and establishing internal carbon pricing. The Committee is chaired by the Executive Vice President and consists of two independent directors. At least once every six months, it reports to the Board of Directors on sustainability performance and future plans, stakeholder engagement activities, and the Sustainability Report. No material incidents requiring reporting to the Board of Directors occurred in 2025. At the same time, to improve the efficiency of sustainable corporate management, a Sustainability Team has been established and divided into three working groups: a corporate governance group, an environmental protection group, and a social relations group. This structure will facilitate faster coordination and planning across all units, ensuring the implementation of various sustainability strategies and goals.



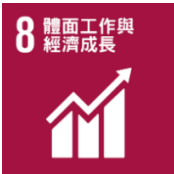
1.2 Sustainable Management Goals of THPT Technology

Upholding the business philosophy of "Prioritize Customer, Ultimate Quality," THPT pursues steady business operations in the industry and values harmony with the natural environment. In recent years, it has also been committed to sustainable development. The Company regularly tracks short-term and mid-term goals related to environmental, social (human rights), and governance issues through the Sustainability Committee and various internal meetings, steadily progressing towards becoming a sustainable business.

Aspect		Short-term Goals (2-3 years) 2026–2028		Implementation in 2025	Medium- and Long-term Goals (4–10 Years) 2029–2036
E Environmental Issues	Environmental Protection	✓	0 violations of environmental protection laws and regulations	Achieved	✓ Carefully evaluate the power-saving efficiency of each equipment replacement and replace them one by one. ✓ The energy use intensity (EUI) dropped to 30 GJ/NT\$ 1 million in output value ✓ Promote the concept of sustainable production and secure supplier commitment to signing.
		✓	Continue to promote water and power conservation, and track the effectiveness quarterly.	Continued to be promoted.	
		✓	Promotion of ISO 14064-1 verification across all factories	Achieved	
		✓	The energy use intensity (EUI) dropped to 38 GJ/NT\$ 1 million in output value	Continued to be promoted.	
		✓	Promote the installation of solar panels at each factory area.	Achieved	
S Social (Human Rights) Issues	Social Responsibility	✓	Three or fewer recordable occupational injuries at all operating sites	Achieved	✓ Establish a zero-accident safety work environment. ✓ Maintain employee turnover rate below 30%. ✓ Establish an effective cross-factory performance appraisal mechanism and welfare system. ✓ Create an environment conducive for work-life balance.
		✓	Maintain a turnover rate below 50%.	Continued to be promoted.	
		✓	Continue to increase the depth and breadth of employee education and training.	Continued to be promoted.	
		✓	Average annual training hours per employee reached four hours.	Achieved	
		✓	Hold more than eight public welfare activities or charitable donations every year to give back to society.	Achieved	
G Corporate Governance Issues	Corporate Governance	✓	Maintaining a minimum of 40% of the board seats for independent directors.	Achieved	✓ Perform comprehensive risk assessments for all aspects and formulate response strategies. ✓ Continue to improve the Company's corporate governance evaluation ranking. ✓ Increase operating revenue by 20% in 2030 compared to 2023. ✓ No information security incidents occurred.
		✓	Hold two Sustainability Committee meetings as scheduled to ensure the implementation of sustainability policies.	Achieved	
		✓	Maintain customer satisfaction score at 85.	Achieved	
		✓	Continue to pursue profit and growth.	Continued to be promoted.	
		✓	No information security incidents occurred.	Achieved	

1.3 Respond to United Nations Sustainable Development Goals (SDGs)

As a responsible global corporate citizen, THPT aligns its sustainable development goals with the United Nations Sustainable Development Goals (SDGs) through the three pillars of Environmental, Social, and Governance (ESG). This approach enables a more comprehensive assessment of its impact and supports the ongoing creation of greater sustainable value for all stakeholders.

ESG framework	Alignment with SDGs	Management Guideline	Corresponding Chapter
E	 12.5 By 2030, significantly reduce waste generation through prevention, reduction, recycling, and reuse.	THPT actively cooperates with customers in the use of recycled materials and continuously improve the packaging material recycling rate. We also track the disposal and potential for recycling of various types of waste.	5.4 Waste Management
	 13.3 Enhance education and awareness regarding climate change mitigation, adaptation, reducing impacts, and early warning, and strengthen the capacity of institutions and personnel.	Assess the relevant opportunities and risks through the Task Force on Climate-related Financial Disclosures (TCFD) and implement risk control accordingly.	5.1 Climate Change Risk Analysis (TCFD)
S	 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for all, including persons with disabilities, indigenous peoples, and disadvantaged children.	1. Regularly conduct professional skills and general education training to help employees improve their knowledge. 2. The Company has sponsored the Syin-Lu Social Welfare Foundation to support its ongoing efforts in providing education for preschool children with special needs, helping them better integrate into society and develop healthy social interactions.	4.5 Social Engagement
G	 8.8 Protect the rights of workers and create a safe and secure working environment for all workers, including foreign migrant workers, especially women migrant workers and those working in dangerous jobs.	Enhance the Company's economic performance, protect employees' basic human rights, and provide a clean and healthy workplace.	4.4 Occupational Health and Safety

1.4 Stakeholder Engagement

GRI 2-29

Based on the GRI Standards and AA 1000 Stakeholder Engagement Standards (SES), THPT has established a materiality analysis process incorporating materiality, inclusiveness, completeness, and sustainability, which serves as the basis for disclosure in its corporate sustainability report. We collect feedback from stakeholders across various sectors to understand their concerns and respond accordingly, ensuring we meet the needs of all parties involved.

Stakeholder and Material Topic Identification and Analysis Process of THPT

Step 1: Identify stakeholders.

The Sustainability Committee of THPT reviews the business responsibilities of each department and unit, identifies the Company's stakeholders, and references the experiences of each department and the industry. Based on collaborative approaches and considering the importance and relevance of the Company's pursuit of sustainable development, six major stakeholder categories were identified, following the five principles of the AA1000 Stakeholder Engagement Standard (SES): customers, shareholders/investors, suppliers, THPT employees, government agencies, and the local community.

Step 2: Gather sustainability issues

In 2021, the Global Sustainability Standards Board (GSSB) published a new version of the GRI Universal Standards based on GRI indicators, and with reference to the TCFD recommendations, Sustainability Accounting Standards Board (SASB), the United Nations Sustainable Development Goals (SDGS), and domestic and international sustainability-related issues, a total of 25 issues were summarized as the basis for communication with stakeholders.

Step 3: Questionnaire communication and survey

Through stakeholder engagement and materiality surveys, THPT has advanced beyond ranking issues solely based on levels of stakeholder concern. In 2025, we adopted the GRI Standards 2021 to assess the actual and potential positive and negative impacts of each issue, along with the likelihood of their occurrence. This impact-based approach enabled us to prioritize the significance of 25 key issues to the Company. A total of 175 valid responses were collected during this process. (Customers: 27; shareholders and investors: 5; suppliers: 31; Company employees: 90; government agencies: 9; local communities: 13.)

Step 4: Materiality identification

THPT adopts a Double Materiality analysis approach to assess material issues from both the inside-out and outside-in perspectives. The inside-out perspective evaluates the extent of the Company's financial impacts on external stakeholders, while the outside-in perspective identifies the level of concern that external stakeholders have regarding various issues. Using a materiality matrix analysis, the Company balanced the weighting of stakeholder questionnaire responses. Following discussion and refinement by the Sustainability Committee, THPT identified the eight material topics that had the most significant impact on the economy, the environment, and people, including human rights, in 2025.

Step 5: Management policy formulation and disclosure

After identifying its material topics, THPT's Sustainability Committee adheres to the reporting requirements of the GRI Standards. For each material topic, the Committee collects internal data and information, and develops effective management policies that align with disclosure requirements. The Company also continues to review the effectiveness of its sustainability initiatives, thereby advancing its vision for sustainable development.

Stakeholder Communication Actions of THPT

To effectively identify the issues of concern to THPT's stakeholders and assess the extent of the Company's impacts on external parties arising from its operations, we conduct an annual stakeholder engagement survey. Through the Sustainability Promotion Task Force and multiple communication channels, questionnaires are distributed to collect stakeholder concerns and identify actual and potential, positive and negative impacts. The communication frequency and effectiveness of relevant communication channels are reviewed annually, and the status of stakeholder engagement is reported to the Board of Directors. We deeply believe that only by understanding and communicating with our stakeholders can we continue to make progress in our corporate social responsibility efforts. (THPT respects opinions from all sides and has translated the questionnaire into the local languages of its overseas factories. All responses are kept confidential.)

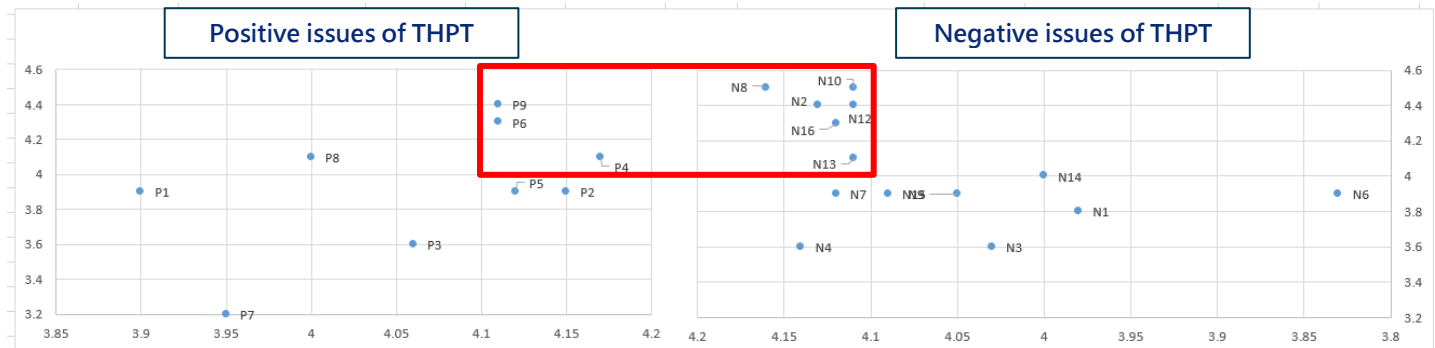
Stakeholders and Purpose of Engagement	Issues of Concern	Engagement Channel	Engagement Frequency	2025 Engagement Effectiveness
Customers THPT is committed to establishing long-term partnerships with customers and providing products and services that meet their needs, enhancing customer satisfaction.	Career development and education and training Labor relations Raw material management Information security	1. Customer Satisfaction Survey 2. Monthly quality delivery review meeting 3. Product project discussion, customer visits* Contact window: alen@thpt.com.tw	1. Annually 2. Monthly/quarterly 3. As needed	1. The overall average satisfaction score in the customer satisfaction survey is 87.14. 2. The software and hardware facilities in the factory area meet customer audit requirements.
Shareholders/Investors Each shareholder/investor is an important supporter of THPT. Therefore, balancing sustainability and continuous profitability has always been a long-term goal for the Company.	GHG emissions Supplier sustainability assessment Raw material management Energy Management	1. Shareholders' meeting*, annual report, and sustainability report 2. Financial statements 3. Telephone interviews, emails, investor conferences*, official website, press releases, MOPS Contact window: alen@thpt.com.tw	1. Annually 2. Quarterly 3. As needed	1. The Company's spokesperson is responsible for responding to shareholder visits or calls to provide clarification 2. Hold Board of Directors and Audit Committee meetings quarterly as required by law, to regularly review business performance and risks. 3. Hold the annual general meeting to explain the Company's business results and future outlook. 4. Published 35 material information and announcements on MOPS. 5. EPS of NT\$0.7 in 2025.
Suppliers THPT maintains good communication with suppliers to reduce potential material shortages and sustainability risks, and provides customers with the best products.	Occupational health and safety Compliance with laws and regulations Raw material management Career development and education and training	1. Supplier evaluation 2. Emails, interviews, site visits, and phone interviews Contact window: alen@thpt.com.tw	1. Annually 2. As needed	1. The supplier sustainability assessment questionnaire from THPT reveals no significant risks
Employees of the Company Outstanding employees are the key to our continuous growth. We are committed to providing employees with a safe and comfortable working environment to enhance employee satisfaction.	Labor relations Human Rights Assessment and Labor Rights Energy Management Occupational health and safety	1. Employee Welfare Committee 2. Satisfaction survey 3. Complaint hotline, email, employee interviews, satisfaction surveys Contact window: rita_chen@thpt.com.tw	1. Monthly 2. Annually 3. As needed	1. No violation of laws and regulations reported in 2025. 2. In 2025, the Employee Welfare Committee organized employee birthday celebrations, Family Day, and Christmas lucky draw events to actively enhance employee welfare 3. The overall employee satisfaction score for 2025 was 74.63
Government Agencies Government agencies are the foundation of corporate development. THPT actively cooperates with the implementation of various policies to enhance its internal corporate governance capabilities.	Occupational health and safety Waste management Human Rights Assessment and Labor Rights Local social engagement	Laws and regulations, policy promotion, on-site audits, seminars, workshops, official correspondence, and material information. Contact window: alen@thpt.com.tw	As needed	1. The Company's interactions with various government agencies are primarily handled by the Operations Center, Audit Office, Finance and Accounting Management Department, and Administrative Management Department 2. The Company ranked among the top 6-20% of TPEx-listed companies in the 12th Corporate Governance Evaluation.
Local Communities Community residents are stakeholders in THPT's sustainability issues. We will continue to listen to and provide feedback to the community to minimize the Company's impact.	Local social engagement Operational performance Labor relations GHG emissions	Company website, participate in public welfare events*, community visits, and reporting mailboxes. Contact window: alen@thpt.com.tw	As needed	1. No reports were received from community members in 2025. 2. Visit to neighborhood and village chiefs from time to time. 3. A total of three public welfare activities and six charitable donations were held across all THPT factories.

Note 1: Engagement channels marked with an asterisk (*) are those in which members of the Board of Directors participated in stakeholder engagement.

1.5 Material Topic Management

GRI 3-1, 3-2, 3-3

Material Topic Matrix



List of key positive/negative material topics for 2025

Prioritization	Number	Positive Sustainability Issues
1	P9	Risk Management
2	P6	Talent recruitment and retention
3	P4	Career development and education and training
4	P8	Operational performance
5	P2	GHG emissions
6	P5	Occupational health and safety
7	P1	Raw material management
8	P3	Supplier Sustainability Management
9	P7	Local social engagement

Prioritization	Number	Negative Sustainability Issues
1	N8	Labor relations
2	N10	Talent recruitment and retention
3	N2	Energy Management
4	N12	Operational performance
5	N16	Ethics and integrity
6	N13	Compliance with laws and regulations
7	N7	Human Rights Assessment and Labor Rights
8	N14	Climate change risks and opportunities
9	N15	Information security
10	N9	Occupational health and safety
11	N1	Water resource management
12	N6	Supplier Sustainability Management
13	N4	Waste management
14	N3	GHG emissions
15	N11	Local social engagement
16	N5	Biodiversity

Material topic adjustment list

THPT's Sustainability Team considers domestic and international industry trends and stakeholder concerns, and reviews the implications of each sustainability topic for our company. The following adjustments have been made to this year's material topics:

Aspect	Material topic	Adjustment method	Adjustment description
Society (Human Rights)	Labor relations	New material topics	For the new material topics in 2025, the Company will continue to track progress toward relevant goals.
Society (Human Rights)	Talent recruitment and retention	New material topics	For the new material topics in 2025, the Company will continue to track progress toward relevant goals.
Governance	Risk control	New material topics	For the new material topics in 2025, the Company will continue to track progress toward relevant goals.
Environmental	GHG emissions	Removal of material topics	Topics not included in the Company's list of material topics for 2025 will continue to be monitored to track progress toward related goals.
Society (Human Rights)	Occupational health and safety	Removal of material topics	Topics not included in the Company's list of material topics for 2025 will continue to be monitored to track progress toward related goals.
Governance	Information security	Removal of material topics	Topics not included in the Company's list of material topics for 2025 will continue to be monitored to track progress toward related goals.

Material topic management guideline

Importance of material topics	Actual and potential positive/negative impacts	Management Guideline
Energy Management Improve enterprise energy efficiency through effective energy management, thereby reducing costs and GHG emissions, and contributing to the global net-zero emissions goal.	Negative actual Improper energy management leads to increased carbon emissions and rising energy costs.	◎ Replace low-efficiency, energy intensive equipment first ◎ Periodically review the achievement rate of energy-saving targets
Labor relations To enhance its competitiveness, THPT is committed to fostering harmonious labor-management relations by providing diverse and effective communication channels to safeguard employee rights and interests.	Negative potential Poor labor-management relations increase communication costs and may result in the Company's non-compliance with applicable laws and regulations, leading to a loss of stakeholder trust.	◎ Diverse and accessible communication and grievance channels ◎ Regularly review market salary levels and employee benefits
Talent recruitment and retention Outstanding employees are the cornerstone of THPT's continuous improvement and growth. Enabling employees to work with peace of mind has always been the Company's top priority.	Positive actual The diverse training mechanism effectively improves employee work efficiency and reduces talent attrition. Negative potential Inadequate compensation and benefits may lead to lower employee satisfaction and increased talent attrition.	◎ Comprehensive onboarding training and employee care ◎ Establish effective employee career plans ◎ Help employees maintain a healthy work-life balance
Career development and education and training Outstanding employees are the cornerstone of THPT's continuous improvement and growth. Enabling employees to work with peace of mind has always been the Company's top priority.	Positive actual The diverse training mechanism effectively improves employee work efficiency and reduces talent attrition.	◎ Increase the average training hours per employee ◎ Establish effective employee career plans ◎ Enhance the quality of education and training.
Integrity and ethics THPT implements a policy of ethical corporate management to prevent any conduct that could damage the Company's reputation and interests.	Negative potential Any material unethical conduct may result in a loss of trust from stakeholders, which may affect operating revenue and market value.	◎ Periodically implement education and training. ◎ Publish promotional articles from time to time ◎ Establish effective complaint channels
Risk control Each department enhances enterprise-level risk identification to strengthen the	Positive potential When identified risks materialize, the Company mitigates their impacts through the effective implementation of relevant risk management and control mechanisms.	◎ Implement risk management mechanisms

Company's ability to respond to the impacts of external events.		
Operational performance We uphold the business philosophy of "Prioritize Customer, Ultimate Quality" to expand the Group's products and services, providing comprehensive services that best meet customer needs and ensure sound business operations.	Negative potential Inability to continuously improve profitability will reduce stakeholders' investment interest.	◎ Continue to expand our customer base and product offerings while enhancing quality control. ◎ Production cost management and control
Compliance with laws and regulations THPT complies with local regulations by implementing environmental, social, and economic requirements, strictly adhering to laws to minimize operational risks and penalties.	Negative potential Any violation of laws and regulations may reduce stakeholder trust and increase the Company's operating costs.	◎ Conduct periodic reviews of risks related to violations of laws and regulations ◎ Regularly organize relevant courses

Impact boundary of material topics

Type	Material topic	GRI topic disclosures	Stakeholders						Disclosure chapter
			Customers	Shareholders/Investors	Suppliers	Employees of the Company	Government Agencies	Local Communities	
Environmental aspect	Energy Management	GRI 302: Energy 2016	△	※	△				5.2 Energy Management
Social (Human Rights) aspect	Career development and education and training	GRI 404: Training and Education 2016	△	※		○		※	4.3 Talent Recruitment and Retention
	Talent recruitment and retention	GRI 401: Employment 2016	△		△	○		※	4.3 Talent Recruitment and Retention
	Labor relations	GRI 402: Labor/Management Relations 2016	△		△	○		※	4.2 Labor Relations
Governance aspect	Operational performance	GRI 201: Economic Performance 2016	△	○	※	○			2.4 Operational Performance
	Risk Management	Custom Material Topic	※		※	○			2.3 Risk Management
	Ethics and integrity	GRI 205: Anti-corruption 2016	△	※	△	○	○		2.2 Ethics and Integrity
	Compliance with laws and regulations	GRI 416: Customer Health and Safety 2016	○	※	△		○	○	2.5 Compliance with Laws and Regulations
		GRI 417: Marketing and Labeling 2016	○	※	△		○	○	2.5 Compliance with Laws and Regulations
		GRI 206: Anti-competitive Behavior 2016	○	※	△		○		2.5 Compliance with Laws and Regulations

Note: ○ represents direct impact; ※ represents indirect impact; △ represents impact caused by business relationships

02 Sustainable Corporate Governance (Divider Page)

Management Guideline

Material Topics/Chapter	2025 Strategic Goals	2025 Implementation Results	2026 Targets	Medium- and Long-term Goals
Operational performance	- Ongoing profit growth 3% increase in operating revenue	○ Ongoing profit growth ☒ ○ Increase operating revenue by 5% (Actual result: decreased by 2.66%; target not achieved) ☒	◆ Ongoing profit growth ◆ 3% increase in operating revenue	➤ Increase operating revenue by 20% in 2030 compared to 2023.
Ethics and integrity	- One hour per person for ethical corporate management training - No occurrence of any violation of ethical corporate management	○ One hour per person for ethical corporate management training ☒ ○ In 2025, the signing rate for the senior executive statement of ethical conduct was 100% ☒. ○ No complaint or report of violation of ethical corporate management in 2025 ☒	◆ One hour per person for ethical corporate management training ◆ 0 complaints or reports concerning violations of ethical corporate management.	➤ ethical corporate management education and training achieved a 100% completion rate ➤ 0 complaints or reports concerning violations of ethical corporate management.
Compliance with laws and regulations	0 penalties for violations - Each operating location holds at least one compliance inspection annually	○ 0 penalties for violations ☒ ○ Internal legal compliance inspections have been completed at all operating sites ☒	◆ 0 penalties for violations ◆ Each operating location holds at least one compliance inspection annually	➤ 0 penalties for violations
Risk control	New material topics		◆ All identified risks have been monitored, and corresponding mitigation measures have been established	➤ All identified risks have been monitored, and corresponding mitigation measures have been established

2025 Performance Highlights

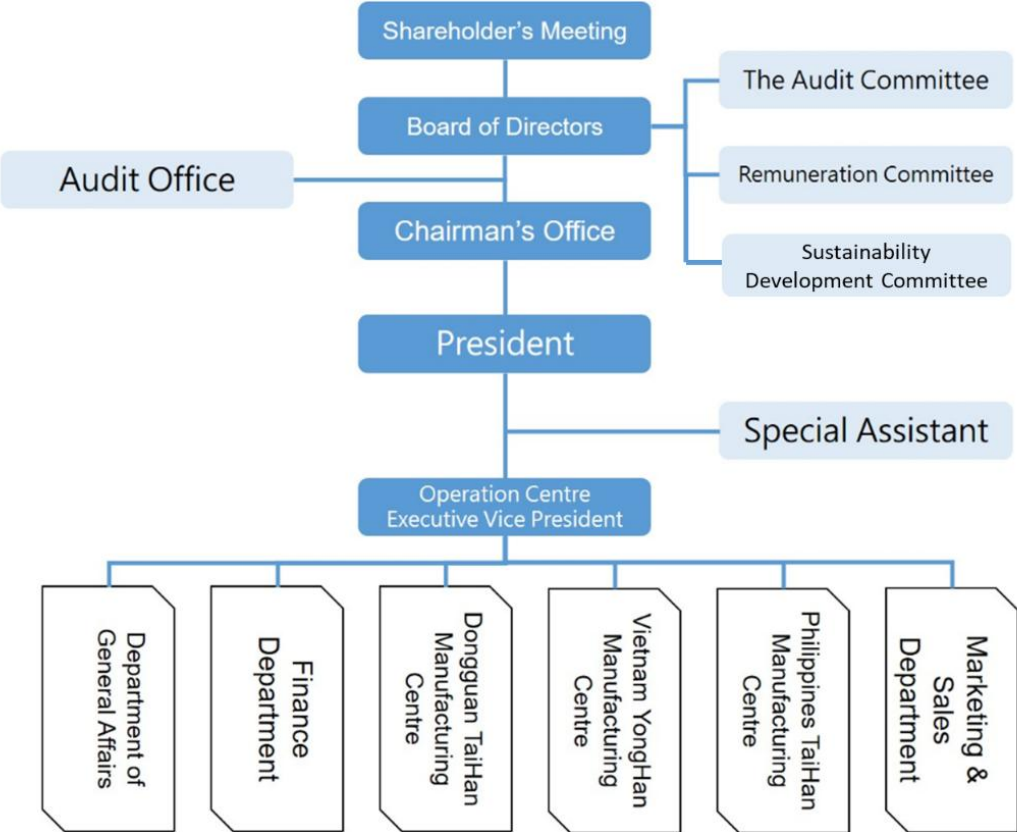
Awarded the 12th Corporate Governance Evaluation, placing THPT in the 2%-10% bracket for TPEX-listed companies with a capital of less than NT\$5 billion		Received the Gold Award at the TCSA for the Sustainability Report.	
Results of the Board of Directors' self-evaluation	4.91 points	Continue to pass the ISO 27001 information security management system verification.	Completed

2.1 Corporate Governance

Corporate governance framework

THPT has established an effective corporate governance framework to strengthen the functions of the Board of Directors, protect shareholders' rights and interests, and incorporate the views of stakeholders. In accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies," the Company ensures the transparency and disclosure of its operational and financial information. The Company has been recognized for three consecutive years in the TPEX Corporate Governance Evaluation, ranking within the top 6%-20% overall and among the top 2%-10% in the category of companies with a market capitalization of less than NT\$5 billion. This outstanding achievement demonstrates the Company's long-standing commitment to ethical corporate management and its robust and effective internal management mechanisms. The Audit Committee, the Remuneration Committee, and the Sustainability Committee have been established to assist the Board of Directors in performing its duties, and to promote and manage various important or sustainability policies through supervisors at all levels.

Organization Chart



Board of Directors Operations [GRI 2-9, 2-11, 405-1](#)

The Board of Directors is the highest governance body of the Company, responsible for formulating the Company's future business strategies and major policies, as well as supervising management, preventing conflicts of interest, and maximizing shareholder value. The current Chairperson, with deep industry knowledge and strong professional expertise, concurrently serves as both Chairperson and General Manager. In terms of the Board of Directors' governance system, THPT has established the *Rules of Procedure for Board of Directors Meetings*, which clearly defines the responsibilities of directors and a system for avoiding conflicts of interest. At least one meeting is held each quarter, during which the management team reports operating performance to the Board of Directors to enhance corporate governance effectiveness. In 2025, THPT held a total of five Board meetings, with an average director attendance rate of 100%.

(G4) Rules of Procedure for Board of Directors Meetings of THPT



Nomination and selection of the Board of Directors [GRI 2-10](#)

To ensure the Board of Directors possesses the ability to guide operating strategy and oversee the integrity of the Company's operating system, the selection of directors is based on principles of professionalism and diversity. Each member boasts extensive experience and a strong professional background, and the Company considers the perspectives of stakeholders (shareholders) to ensure the accuracy of the overall Board of Directors' decision-making and leadership direction. In accordance with the Company Act and the Company's *Regulations Governing the Election of Directors*, a Board of Directors comprising eight members with diverse professional backgrounds was selected through a candidate nomination system. Independent directors account for 50% of the board, and female directors represent 12.5%. All directors possess distinct areas of expertise that can assist the Company in addressing various challenges. The term of office for this Board is from June 13, 2023, to June 12, 2026.

(G3) Regulations Governing Election of Directors of THPT



List Board members of THPT in 2025

Title	Full name	Main education and experience	Positions in the Company and other companies.
Chairperson	SpeedTech Corp. Representative: Tsai Chen-Lung	Department of Information Systems, Western International University, USA; Master of Science in Computer Engineering, Arizona State University; Vice President of Marketing and Sales, Luxshare Precision Industry Co., Ltd.	Chief Strategy Officer, Strategic Committee, Luxshare Precision Industry Co., Ltd.; Director, Stech International Co., Ltd.; Director, Tasson; Corporate Representative, Luxshare-ICT, Inc.; Director, Dongguan Leader Marking Co., Ltd.; Director, Luxshare Precision Industry (Kunshan) Co., Ltd.; Chairperson, Speed Tech ICT SDN. BHD; Director, Castle Rock, Inc.; Chairperson, Assem Technology Co., Ltd.; Director, Speedtech (HK) Co., Ltd.; Chairperson, SpeedTech Intelligence; Director, Cyber Acoustics, LLC; Representative of corporate director, Caldigit Holding Limited; Representative of corporate director, Caldigit Limited; Representative, Fortune Share Corporation; Chairperson, Xinan Investment Co., Ltd.; Chairperson, Xinfeng Investment Co., Ltd.; Chairperson, SpeedTech Corp.; Chairperson, THPT
Director	Representative, SpeedTech Corp.: Li Jin-Cheng	Department of Information Engineering, Hungkuo Delin University of Technology Representative, Luxshare Precision Industry Co., Ltd.	Representative, Castle Rock, Inc. and Representative, Chengxin Investment Co., Ltd.
Director	SpeedTech Corp. Representative: Chang Chih-Jen	Master of Science in Mechanical Engineering, National Central University Director of the Marketing and Sales Department, SpeedTech Corp.	Assistant to THPT; Director of Speed Tech ICT Sdn Bhd Factory
Director	Yang Jan-Ping Note 3	Department of Mechanical Drafting, Taipei KaiNan High School Director, Yuguang Investment Co., Ltd.	Director, Yuguang Investment Co., Ltd.; Chairperson, Be Ample company Ltd.
Independent director	Chuang Wei-Min	Master of Business Administration, The City University of New York CFO, Deesse Vivante Biomed	Director of Finance (and Management Department), Kwan's International Co., Ltd.
Independent director	Chen Yi-Ping	Master of Finance, National Taiwan University Director, For Win Assets Management Ltd.	Representative/Director, For Win Assets Management Ltd.; Representative/Director, Gloria Beauty Co., Ltd.; Independent Director, U-Neuron Biomedical Inc.; Director, Toplogis Inc.; Director, Jifute International Marketing Co., Ltd.
Independent director	Lin Chun-I	Bachelor of Laws, Department of Law, Fu Jen Catholic University Graduation from the 42nd Academy for the Judiciary, MOJ	Lead Counsel, Heng Sheng Law Firm; Corporate Director's Legal Representative, Wiselink Co., Ltd.; Corporate Director's Legal Representative, Taiwan Sports Lottery; Independent Director, SpeedTech Corp.; Independent Director, JYD.
Independent director	Chung Ting-Chun	Master of International Business, National Taiwan University Director, AB Value Asset Management Co., Ltd.	Corporate Director's Legal Representative, LFE Corporation; Corporate Director's Legal Representative, Optima Healthcare Inc.; Corporate Director's Legal Representative, Transwell Biotech Co., Ltd.; Independent Director, SpeedTech Corp.

Note 1: The relevance of the Board members' backgrounds to the Company's 2025 ESG material topics, including compliance with laws and regulations, operational performance, career development, and education and training.

Note 2: Board members include investors/shareholders, Company employees, and other stakeholders.

Note 3: Director Yang Jan-Ping of the Company resigned on June 4, 2025.

Diversified core items Full name of director	Gender	Age	Operational judgment ability	Accounting and financial analysis ability	Management ability	Crisis management ability	Industrial knowledge	International market perspective	Leadership ability	Decision-making ability
Corporate Representative, SpeedTech Corp.: Tsai, Chen-Lung.	Male	Age 51 and over	v		v	v	v	v	v	v
Corporate Representative, SpeedTech Corp.: Li Chin-Cheng	Male	31-50 years old	v		v	v	v	v	v	v
Corporate Representative, SpeedTech Corp.: Chang Chih-Jen	Male	31-50 years old	v	v	v	v	v	v	v	v
Yang Jan-Ping Note 3	Male	Age 51 and over	v		v	v	v	v	v	v
Chuang Wei-Min	Male	Age 51 and over	v	v	v	v		v	v	v
Chen Yi-Ping	Female	Age 51 and over	v	v	v	v		v	v	v
Lin Chun-I	Male	31-50 years old	v		v	v		v	v	v
Chung Ting-Chun	Male	Age 51 and over	v	v	v	v		v	v	v
Note 1: Board diversity: Ages 30 and under 0%, 31-50 years old 37.5%, ages 51 and over 62.5%; Male 87.5%, Female 12.5%. Note 2: For other information on the professional qualifications of the Company's directors and the independence of independent directors, please refer to P.9 of the Company's 2025 Annual Report. Note 3: Director Yang Jan-Ping of the Company resigned on June 4, 2025.										

Continuing Education of Directors GRI 2-17

In order to enhance the impact management capabilities, sustainability knowledge, and professional competence of each director regarding diversity issues, THPT arranges at least six hours of professional knowledge courses annually for all directors. This ongoing training and access to the latest domestic and international information aim to improve the Board's collective understanding of environmental, social (human rights), and economic issues. In 2025, the sustainability-related continuing education courses for directors include the "Sustainable Development Practice Promotion" and the "2025 Cathay Sustainable Finance and Climate Change Summit," among others, accumulating a total of 68 hours of continuing education.

Title	Full name	Continuing education time	Name of the course	Training hours
Chairperson	Tsai Chen-Lung	2025/07/09	2025 Cathay Sustainable Finance and Climate Change Summit	6
Director	Li Chin-Cheng	2025/06/24	Global and Taiwan Economic Outlook and the Trump Administration's New Policies	3
	Li Chin-Cheng	2025/07/17	Financial Decision-Making Matters Requiring the Attention of Directors and Supervisors	3
Director	Chang Chih-Jen	2025/09/17	Supply Chain Restructuring Trends and Common Issues for Taiwan Businesses in China	3
	Chang Chih-Jen	2025/10/22	The Development of Generative AI and Future Industry Opportunities	3
Independent director	Chuang Wei-Min	2025/09/22	Corporate Governance - Building a Diverse, Equitable, and Inclusive (DEI) Workplace	2
	Chuang Wei-Min	2025/09/24	Corporate Governance and Securities Regulations	3
	Chuang Wei-Min	2025/12/05	Class of Continuing Education for the Principal Accounting Officers of Issuers, Securities Dealers, and Stock Exchanges	12
Independent director	Chen Yi-Ping	2025/05/19	Corporate Governance - Workplace Bullying and Sexual Harassment	2
	Chen Yi-Ping	2025/08/14	Directors, Corporate Governance Officers, and Supervisors Training Series - AI and Information Security Risks	3
	Chen Yi-Ping	2025/09/25	Directors, Corporate Governance Officers, and Supervisors Training Series: International Economic Trends and Taiwan's Industrial Developments under Trump 2.0	3
	Chen Yi-Ping	2025/12/12	Introduction to the Regulations Governing the Acquisition and Disposal of Assets, Loans of Funds, and Endorsements and Guarantees, and Common Issues	3
Independent director	Lin Chun-I	2025/03/18	Resilient Taiwan: TPEX Sustainability Bonds and ETF Forum	3
	Lin Chun-I	2025/05/07	Corporate Ethical Management and Sustainable Governance Strategies	3
	Lin Chun-I	2025/05/19	Corporate Governance - Workplace Bullying and Sexual Harassment	2
	Lin Chun-I	2025/07/22	2025 Briefing on Insider Shareholding Regulations for Emerging Stock Companies	3
Independent director	Chung Ting-Chun	2025/05/19	Corporate Governance - Workplace Bullying and Sexual Harassment	2
	Chung Ting-Chun	2025/10/16	The 15th Taipei Corporate Governance Forum	6
	Chung Ting-Chun	2025/10/31	2025 Insider Equity Transaction Legal Compliance Education Seminar	3
Note 1: The continuing education courses attended by the Board of Directors are aligned with the Company's 2025 ESG material topics, including talent recruitment and retention, career development and training, labor-management relations, legal compliance, operational performance, and ethics and integrity.				
Note 2: Director Yang Jan-Ping resigned on June 4, 2025.				

Specific management goals of the Board of Directors	
Gender equality	The Company's Board of Directors also values gender equality, with at least one-third of its members being female.
Operational and crisis management capabilities	The Board of Directors of the Company values operational judgment, business management, and crisis management capabilities. At least two-thirds of the Board members should possess relevant core competencies.
Independence	The 13th Board of Directors of the Company consists of eight members, including four independent directors. All of the above conforms to the following conditions. (1) Neither the person nor their spouse or relatives within the second degree of kinship has/have served as a director, supervisor, or employee of the Company or its affiliates. (2) Neither the person nor their spouse or relatives within the second degree of kinship (or anyone acting on their behalf) holds 1% or more of the total issued shares of the Company, nor are they among the top ten shareholders. (3) Not serving as a director, supervisor, or employee of a specific affiliated company of the Company (as defined in Article 3, Paragraph 1, Subparagraphs 5 to 8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies). (4) The cumulative amount of remuneration received in the last two years did not exceed NT\$500,000 for business, legal, financial, accounting, etc. services.

Performance appraisal of the Board of Directors GRI 2-18

To strengthen corporate governance and enhance the effectiveness of the Board of Directors, THPT has established the "Board Performance Evaluation Procedures," which require annual performance evaluations of the Board of Directors as a whole, individual directors, and each functional committee. The evaluation period covered January 1, 2025, to December 31, 2025. The 2025 internal Board performance self-evaluation objectively assessed six key aspects, including the Board's participation in the Company's operations, enhancement of the quality of Board decision-making, Board composition and structure, director nomination and election, internal control, and participation in corporate social responsibility. The Board achieved an average score of 4.91 out of 5.00 across all evaluation dimensions, demonstrating excellent overall performance. The evaluation results were reported to the Board of Directors on March 9, 2026. The Company's Board of Directors undergoes a performance evaluation conducted by an external independent professional institution at least once every three years. The most recent external performance evaluation was conducted in 2025, when the Taiwan Association for Board Governance, an independent external evaluation institution, was engaged to assess the performance of the Board of Directors in carrying out its duties. The evaluation report was issued on December 23, 2025. (Please refer to the Company's https://www.thpt.com.tw/board_of_directors/ official website)

Audit Committee

THPT's Audit Committee consists of four independent directors: Chen Yi-Ping, Chuang Wei-Min, Lin Chun-I, and Chung Ting-Chun. Chuang Wei-Min serves as the convener and chair of the Committee, with a term of office from June 13, 2023, to June 12, 2026. The Audit Committee meets at least once a quarter. In 2025, it held a total of five meetings, with 95% attendance from all committee members. Detailed meeting information is available on the Company's official website and in its annual report. The Board of Directors of THPT has approved the "Audit Committee Charter," clearly defining the Audit Committee's execution authority as mainly supervising the following matters:

- ◆ Annual Business Report
- ◆ Fair presentation of the Company's financial statements.
- ◆ Appointment/discharge and remuneration of CPAs.
- ◆ Effective implementation of the Company's internal controls.
- ◆ The Company's compliance with relevant laws and regulations.
- ◆ Control of the Company's existing or potential risks.



Remuneration Committee GRI 2-20

THPT's Remuneration Committee consists of four independent directors of the Company. The current members are Chen Yi-Ping, Chuang Wei-Min, Lin Chun-I, and Chung Ting-Chun. Lin Chun-I serves as the convener and chair of the committee. The current term is from June 19, 2023, to June 12, 2026. The Remuneration Committee meets at least twice a year, and held a total of four meetings in 2025. The actual attendance rate for all Remuneration Committee members was 93.75%. Detailed information on the meetings is available on the Company's official website and in its annual report.

The Board of Directors of THPT passed a resolution approving the Company's "Remuneration Committee Charter." The committee shall faithfully perform the following duties and responsibilities with the prudence of a responsible steward, and submit its recommendations to the Board of Directors and report to the shareholders' meeting.

- ◆ Periodically review the Remuneration Committee Charter and propose amendment suggestions.
- ◆ Formulate and regularly review the annual and long-term performance targets and remuneration policies, systems, standards, and structures for the Company's directors, supervisors, and managers.
- ◆ Periodically evaluate the achievement of performance targets of the Company's directors, supervisors, and managers, and determine the content and amount of their individual remuneration.



Conflict of Interest Management GRI 2-15

The functions and operations of the Board of Directors are implemented in accordance with these rules and relevant laws and regulations, and the Board complies with conflict-of-interest policies, supervises the Company's management, and is responsible for the overall operation of the Company to protect the interests of the Company and its shareholders. If a director has a conflict of interest regarding a matter discussed at a Board of Directors meeting, whether for themselves or the legal entity they represent, they must disclose the nature of their conflict at the meeting and recuse themselves from discussion. They may not participate in the discussion. The major shareholder of THPT is SpeedTech Corp. (shareholding ratio: 29.12%). Other controlling shareholders can be found in the Company's annual report (P39), and there is no cross-shareholding with suppliers or other stakeholders. The recusal of directors from motions involving their interests in 2025 is as follows:

(I) Date of Board of Directors Meeting: August 8, 2025

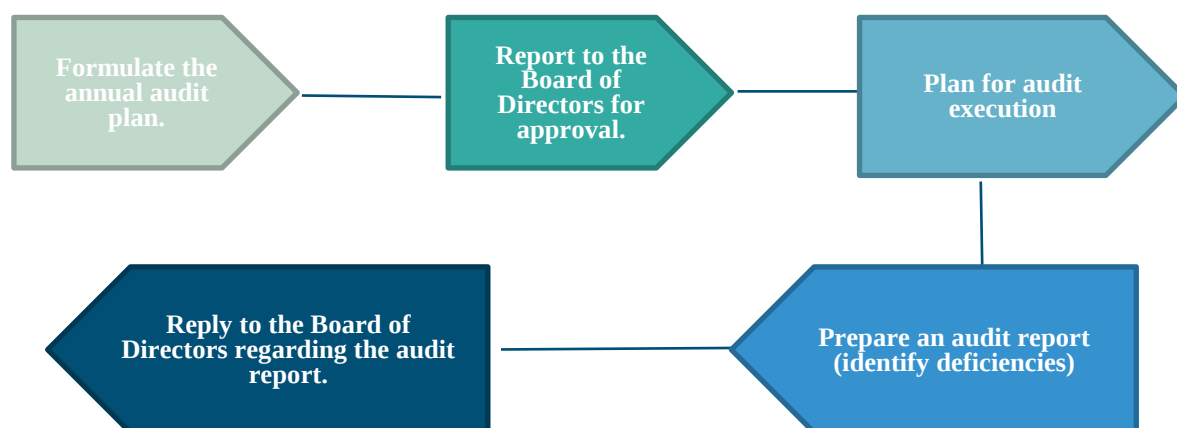
Proposal for the distribution of year-end bonuses to managers for 2024.

Recusal of directors due to a conflict of interest: Chairperson Tsai Chen-Lung and Director Li Chin-Cheng recused themselves.

Reasons for recusal and voting participation: The above-mentioned directors have a conflict of interest in this matter. Except for stakeholders who had recused themselves from the relevant discussions and resolutions, all other directors agreed to pass the proposal as it was.

Internal audit

In accordance with the *Regulations Governing Establishment of Internal Control Systems by Public Companies*, THPT has established an internal control system and set up an "Audit Office" under the Board of Directors. In accordance with the Company's business operations, management requirements, and applicable regulations, the Company has appointed one Chief Internal Auditor and an appropriate number of internal auditors. In addition, all internal audit personnel participate annually in relevant professional training programs organized by professional institutions to continuously enhance the timeliness and accuracy of their professional knowledge. The audit function independently and objectively audits the Group. Routine audits are conducted in accordance with the annual audit plan, while special audits are performed as needed to identify potential deficiencies in the internal control system in a timely manner. By evaluating and improving the effectiveness of risk management, control, and governance processes, the audit function assists the Board of Directors and management in achieving the Company's established objectives. In addition, the Audit Office oversees each department's self-assessment activities to establish the Company's self-monitoring mechanism. The assessment results serve as the basis for recommending that the Board of Directors and the General Manager issue the Internal Control System Statement.



The Company's Remuneration Policy GRI 2-19

The remuneration of the directors and managers of THPT has been determined after full consideration of their professional capabilities and the contributions they make in their respective roles. In order to implement sustainable management practices, the Company annually reviews its sustainable development goals and conducts future risk assessments. It also evaluates the environmental and human rights performance of each factory, using these assessments as the basis for remuneration adjustments, thereby strengthening the link between the Company's sustainability performance and its compensation policy. The remuneration and retirement benefits are implemented in accordance with the Company's internal management regulations (Management Regulations for Performance Appraisal, Personnel Retirement and Severance Regulations, Regulations for Directors' Remuneration, etc.), and managers' benefits and retirement benefits are no different from those of general employees.

- The remuneration policy for directors can be divided into two types: fixed directors' remuneration and floating directors' remuneration (with no severance pay, pension, or clawback mechanism). According to Article 17 of the Articles of Incorporation, "When a director performs their duties for the Company, the Company may pay them remuneration regardless of the Company's operating profit or loss. The Board of Directors is authorized to determine the remuneration based on the director's participation in the Company's operations and the value of their contribution." The remuneration to directors is determined in accordance with Article 21 of the Articles of Incorporation, which states, "No more than 3% of profits shall be distributed as directors' remuneration as per the resolution of the Board of Directors. If the Company still has accumulated losses, it shall reserve funds to cover the loss amount first." The CSR participation is also factored into the Board performance appraisal, based on the extent and number of cases discussed related to the Company's CSR initiatives, to strengthen the link between the Company's sustainability performance and remuneration.
- Managers' remuneration policy: In addition to a fixed monthly salary, it also includes bonuses for the three major holidays, a year-end performance bonus, and rewards distributed according to the Company's current year's profit (no severance pay; no clawback mechanism). The remuneration of the Company's managers will be determined with reference to their performance appraisal, prevailing compensation levels for similar positions in the industry, their individual responsibilities, and their contribution to the Company, subject to review by the Remuneration Committee and approval by the Board of Directors.
- Linking manager remuneration with sustainability performance: To incentivize the Company's senior managers (including the General Manager and Executive Vice Presidents) and accelerate sustainable development, THPT has linked performance indicators across its factories with sustainability targets. These indicators are primarily categorized as financial, management, and sustainability indicators. The aim is to provide a more comprehensive assessment of senior managers' contributions to the Company and to provide appropriate rewards, with the weighting and descriptions for each category detailed in the table below.

Target	Indicator item	Weight ratio	Description
General Manager, Executive Vice President, and sustainability strategy supervisor of each operating center	Financial indicators	35%	The Company's financial performance is compared to the profit levels of its peers in recent years, including operating revenue, gross profit, and budget achievement rate.
	Management indicators	35%	Effectiveness of internal control and production management, including effective equipment utilization, risk control, production yield, and inventory ratio, etc.
	Sustainability Indicators	30%	The implementation of publicly disclosed sustainability goals, such as the number of work-related injuries, compliance with laws and

			regulations, information security incidents, employee satisfaction, energy consumption/conservation, and green energy installation rate.
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2.2 Integrity and Ethics

Ethical Corporate Management GRI 205-3

THPT has established a "Sustainability Team" responsible for advancing corporate governance issues such as ethical corporate management, anti-corruption, and anti-bribery. The team is dedicated to building a corporate culture of ethical conduct and has developed its "Ethical Corporate Management Principles" and "Ethical Management Procedures and Code of Conduct" based on the *Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies*. These documents detail the procedures and disciplinary actions for various breaches of ethical conduct, and strictly require all employees and business partners to comply with local anti-corruption and anti-bribery laws and regulations, thereby upholding the Company's image of integrity and honesty. In order to establish a corporate culture of integrity, THPT's Audit Office conducts annual internal control audits. These audits include irregular inspections to verify the integrity of various documents and processes, and to assess the risk of corruption at all operating locations. The 2025 evaluation covered 100% of the Company's locations, with no significant corruption risks identified, and no reports were received through the "whistleblowing and complaint email".

The Company's specific measures for strengthening ethical corporate management in 2025 are as follows:

Implementation items	Effectiveness	Evaluation
Ethical Corporate Management Training	Taiwan Headquarters: 24 employees received 24 hours of training Vietnam plant: 786 employees received 3,144 hours of training Dongguan plant: 164 employees received 164 hours of training The Philippines plant: 230 employees received 690 hours of training	1. In total, 1,204 employees received 4,022 hours of training 2. Achieve the target of an average of one hour of ethical corporate management training per employee
New employee orientation training and signing the Ethical Corporate Management Best Practice Principles.	In 2025, a total of 24 new employees joined the Company in Taiwan. They completed 24 hours of ethical corporate management training and signed 24 copies of the Ethical Corporate Management Best Practice Principles.	The average score of all employees' post-session tests was over 80 points, and the Ethical Corporate Management Best Practice Principles signing rate was 100%.
Link ethical corporate management assessments to performance evaluations	All employees achieved perfect scores on both ethical corporate management assessments linked to performance evaluations.	100% pass rate
Unethical or corruption-related complaints received in 2025	0 cases	This shows that there is currently no significant risk.

Prevention of insider trading

In order to establish a sound mechanism for handling and disclosing material information, and to prevent the improper disclosure of information, and to ensure the consistency, accuracy, and timeliness of information released by the Company to the public, we have amended the I in accordance with the FSC's Management Procedures for Prevention of Insider Trading and implemented it in our daily operations.

With respect to the case involving the Company's former director Yang Jan-Ping, who was indicted for alleged insider trading in violation of the Securities and Exchange Act during his tenure in 2019, the court rendered its judgment in 2025, sentencing him to two years of imprisonment, suspended for four years. Director Yang expressed his sincere apologies for the incident and voluntarily resigned from his position as director in June 2025. THPT has always regarded integrity as the cornerstone of its business and deeply regrets this incident. To prevent similar incidents from recurring, the Company has reviewed its "Procedures for Insider Trading Management" and strengthened the oversight function of the audit function. Going forward, the Company will enhance insiders' awareness of legal compliance through regular training and the dissemination of case information, safeguard investors' rights and the Company's reputation, and fulfill its commitment to the highest standards of corporate citizenship.



Regulations Governing the Handling of Reported Cases of Illegal, Unethical, and Dishonest Conduct [GRI 2-25, 2-26](#)

To implement the Company's ethical conduct and ethical corporate management, THPT encourages reporting illegal, unethical, or dishonest conduct and has formulated the "Procedures for Handling Reports of Illegal, Unethical, and Dishonest Conduct". To alleviate stakeholders' concerns regarding the reporting process, THPT promises to maintain the confidentiality of reporters' personal information and any details that could reveal their identity. Both internal personnel, external parties, and stakeholders are encouraged to submit supporting evidence anonymously via the Company's official website or reporting mailbox. These reports will be received directly by the Executive Vice President, ensuring the protection of reporters' rights and preventing unfair treatment. The whistleblower can also provide suggestions regarding the reporting process through all reporting channels, to help the Company improve its reporting procedures. Disciplinary actions will be taken for violations of the "Code of Conduct" or the "Ethical Corporate Management Best Practice Principles" as substantiated by investigation. For serious offenses, the individual will be terminated, and the Company reserves the right to pursue legal action.



Procedures for Handling Reports of Illegal, Unethical, and Dishonest Conduct at THPT

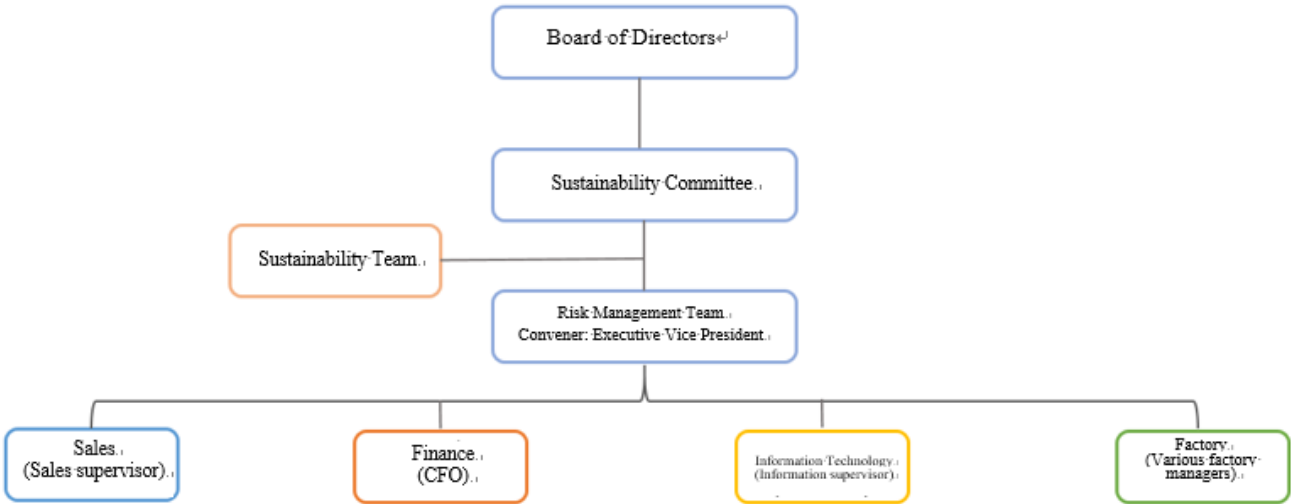
Whistleblowing Channel	Verification	Final Verdict	Improvement Plan
- Official Website <Contact Us> - Whistleblowing email relationship@thpt.com.tw	I. Spokesperson: Accepts reports from shareholders, investors, and other stakeholders. II. Operations Center: Reports from customers, suppliers, and contractors. III. Human Resources Department: Accepts reports from internal Company staff.	If the respondent is found to have violated applicable laws and regulations or the Company's code of ethics and regulations, the Company will immediately require the respondent to cease the relevant acts and take appropriate action. If necessary, the Company will report to the competent authority or refer the matter to the judicial authority for investigation, or seek damages through legal proceedings.	- Relevant units propose review and improvement plans. - Additional education and training for this category.

2.3 Risk Management

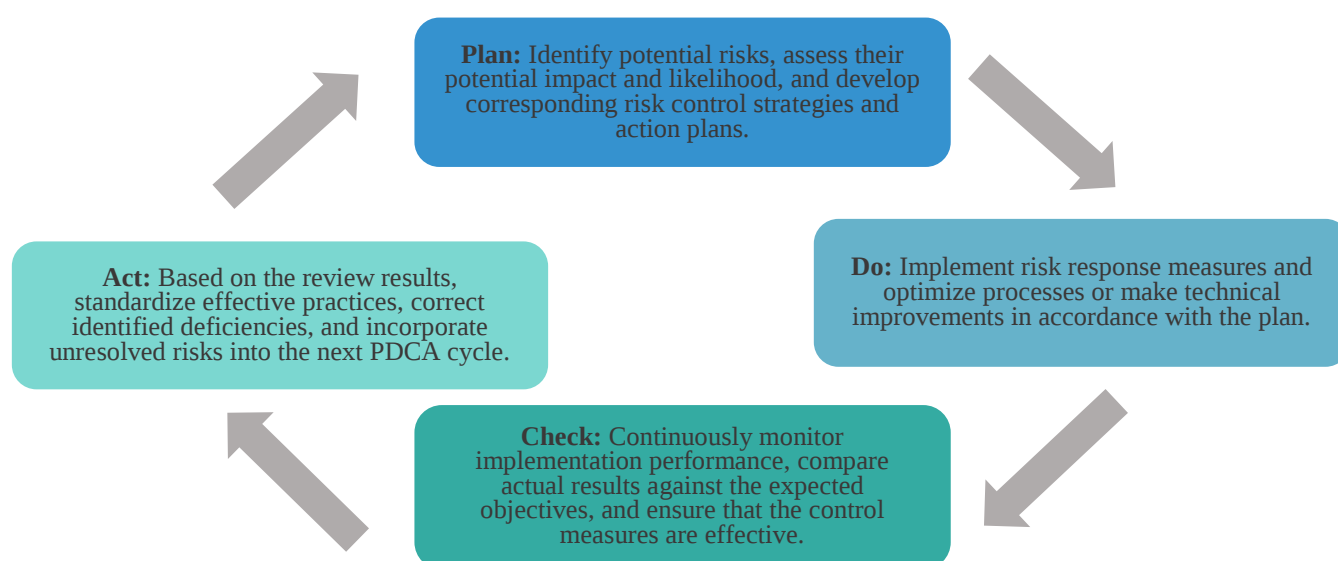
Risk management organization

In response to the rapidly changing political and economic landscape and the increasingly severe impacts of extreme climate events, THPT has designated the Board of Directors as the highest-level risk governance body. The Executive Vice President serves as the convener of the Company's Risk Management Task Force and is responsible for coordinating all departments to identify the Company's potential risks, develop appropriate response strategies based on their level of impact, and establish the "Risk Control Procedures." Through the "Plan-Do-Check-Act (P-D-C-A)" process, the Company ensures the effective operation of its risk management mechanisms and reports the implementation results to the Board of Directors on an annual basis.

THPT Risk Control Operation Regulations



Risk Management Process



2025 Risk Issues and Management

Based on its operational risk profile, THPT identifies potential risk issues with significant relevance to the Company by referencing international organizations, global events, and industry trends. Each year, the Company convenes representatives from all departments to assess the potential impact of each identified risk and classify issues with significant impact as "high-risk" issues. Each responsible department further develops corresponding response strategies and continuously monitors their implementation and effectiveness to ensure the protection of stakeholders' interests and the effective management of sustainability-related risks.

Risk Topic	Risk Description	Impact on THPT	Response Strategy	Responding Unit
Foreign Exchange Losses and Interest Rate Risks	Rapid changes in the financial markets, coupled with the Company's financing activities to support business expansion, may result in increased funding costs or significantly higher debt repayment pressure due to central bank policies, sharp fluctuations in interest rates and exchange rates, or an excessively high debt ratio.	1. Losses on foreign exchange cause a decline in profits, which in turn affects shareholders' equity and confidence. 2. When market interest rates rise, the borrowing costs of enterprises will increase, affecting their profitability.	1. The Company hedges the net foreign currency positions arising from its operations. In addition to closely monitoring trends in the international foreign exchange market, it also conducts foreign exchange transactions and uses financial instruments such as swaps and forwards to prudently mitigate related risks in a timely manner. 2. Idle funds are diversified among bank time deposits, beneficiary certificates of money market funds, and bond or bill repurchase agreements to reduce risks arising from interest rate fluctuations. The Company also conducts spot foreign exchange sales and enters into forward foreign exchange contracts to prudently mitigate related risks in a timely manner.	● Finance and Accounting Management Department

Credit and Liquidity Risk	Given the recent heightened market volatility, the Company assesses whether its available credit facilities and liquidity cash flow adequacy are sufficient to meet its short-, mid-, and long-term funding needs.	If liquidity is insufficient to meet current risk requirements, the Company may need to utilize long-term investments or other assets, which could impact its strategic positioning.	1. Regularly review and update credit assessments and credit limits based on the status of customers and suppliers. 2. Plan funding budgets and cash conversion cycles, closely monitor the status of accounts receivable to reduce collection periods, improve collection efficiency, and maintain a sound financial structure.	● Finance and Accounting Management Department
Information System Interruption	Natural disasters caused by climate change, human error, system aging, power outages, network disruptions, or malicious cyberattacks may prevent the Company's critical information systems, such as its mail system and ERP system, from operating normally, resulting in disruptions to business processes and reduced operational efficiency.	Information service disruptions may result in the loss of confidential data and prevent certain sales orders and procurement activities from being processed in a timely manner, ultimately causing production scheduling and shipment delays and potentially leading to a decline in customer confidence.	1. Establish and periodically update the information system's backup mechanism. 2. Conduct annual system disaster recovery drills. 3. Strengthen employee training to improve operational accuracy and incident response capabilities. 4. Establish an information security incident reporting and response mechanism, and clarify the recovery time objective (RTO) and recovery point objective (RPO).	● Information Department ● Production Management/Procurement unit
Leakage of Confidential Information	Management deficiencies or external attacks, such as ransomware, social engineering, or hacker intrusions, may result in the unauthorized access, disclosure, or misuse of confidential information belonging to employees, customers, or business partners.	The Company's production secrets, customer and employee information may be leaked, which could damage the Company's reputation and result in potential fines for violating the Personal Data Protection Act.	1. Implement an information asset inventory and data classification system, as well as strengthen data protection levels and access control. 2. Implement USB device control. 3. Conduct regular information security drills and social engineering exercises to strengthen employees' information security awareness. 4. Establish a Computer Security Incident Response Team (CSIRT) to provide timely reporting, response, and post-incident review of information security incidents.	● All units
Generative AI Tools Applications	When employees use AI tools such as ChatGPT, they may inadvertently disclose confidential information by uploading documents containing sensitive data to external services.	1. Confidential documents are improperly exposed to public model training datasets, resulting in the leakage of project information, customer information, and design drawings.	1. Establish the Company's AI Usage Policy, clearly defining permitted and prohibited uses. 2. Conduct AI information security awareness training	● Information Department ● All Employees

		2. Resulting in breaches of contracts (NDAs / confidentiality clauses) and damage to the Company's reputation.		
Operational Disruption Risk	Geopolitics (Impact of China-U.S. Trade)	Due to escalating China-U.S. trade tensions, customers are increasingly requiring a reduced reliance on products manufactured in China, prompting adjustments to supply chain locations and order allocation strategies. If the Company is unable to provide multi-country sourcing options, certain orders may be reassigned to other suppliers or become subject to re-evaluation.	1. Actively support the Group's NPI projects to secure new orders and drive business expansion through technological advancement. 2. Ensure that factories maintain sufficient inventory levels and obtain quotations from various transportation providers to enable a swift response to potential risks. 3. Strengthen diversification of operational locations and production, avoid over reliance on suppliers or production bases in a single country, and establish "China+1" or "regional production" strategies.	● Sales Department ● Operations Center
Product/Technology Innovation & R&D	Impact of the Global Plastics Treaty	In recent years, customers have continued to increase their requirements for environmentally friendly PCR (post-consumer recycled) plastics, plastic reduction, and carbon emissions reduction. These requirements have increased the complexity of product design and made it more challenging to maintain stable molding parameters. Failure to respond effectively may affect new project implementation and customer evaluations.	1. Proactively develop environmentally friendly materials and manufacturing processes, consolidate the Company's carbon reduction advantages, and actively propose ESG-compliant solutions. 2. Adjust the proportion of PCR materials used in accordance with customer requirements, build manufacturing capabilities through practical experience with environmentally friendly materials, and gain customer recognition. 3. Proactively identify and adopt alternatives to chemicals designated under the Treaty	● Sales Department ● Operations Center ● Production unit
Tariffs (USA)	Tariffs (USA) - Cost pass-through from customers	Customers may request lower unit prices or seek to pass on costs, placing pressure on quotation margins. They may also request last-minute changes to the supply location, increasing business coordination efforts and delivery schedule risks.	1. Balance customers' cost considerations with the Company's reasonable profit margins to mitigate the impact of individual tariff policies on business operations. 2. Prepare quotation plans for different countries of origin and tariff scenarios in advance, and communicate the cost structure with customers.	● Production unit ● Procurement unit

Labor Shortage Risks	Ongoing China-US trade tensions continue to create uncertainty in global supply chains, prompting international manufacturers to relocate to Vietnam. This influx has intensified competition for local talent.	Insufficient manpower may reduce production efficiency, delay work progress, and result in late deliveries. In the most severe cases, inexperienced personnel may make quality difficult to control and lead to an increase in rework.	1. Make effective use of a diverse workforce by actively recruiting and training middle-aged and older employees 2. Provide a friendly work environment and optimize compensation and benefits, such as meal allowances, quarterly bonuses, and industry-academia collaboration programs. 3. Establish appropriate skills training and career advancement pathways	● Production unit ● Management Department
Energy Interruptions or Price Hikes	Overseas production sites in Vietnam and the Philippines may experience power shortages due to electricity rationing during the summer. In addition, geopolitical developments may cause significant fluctuations in energy prices.	Continued increases in energy prices may raise operating costs and reduce revenue. Power interruptions require time to restart operations, resulting in delays to production schedules and product deliveries	1. THPT has actively partnered with others to establish and progressively increase its share of renewable energy usage, aiming to mitigate the impact of energy price fluctuations. 2. THPT has continued to propose energy-saving plans. Future implementation directions include: replacing diesel forklifts, replacing baking bins, and replacing air conditioning equipment, etc. 3. Strengthen energy management at production sites by implementing energy-saving programs, deploying smart meters, and ensuring the timely restoration of power to critical areas.	● Production unit ● Management Department
Occupational Safety	In the event of a major workplace accident or chemical leak, the Company may be subject to additional compensation, consolation payments, and reputational damage.	Major occupational safety incidents may result in substantial compensation costs, property losses due to equipment damage and production shutdowns, and may further undermine employee morale, reduce productivity, and significantly increase employee turnover.	1. Conduct regular risk assessments to ensure that all risks remain within an acceptable level. 2. Conduct regular occupational safety training to educate employees on the risks associated with chemicals and personal protective equipment, as well as their proper handling procedures. 3. Track and ensure that all employees complete their regular and special health examinations on schedule.	● Production unit ● Management Department
Climate Change	Climate change may increase the likelihood of heavy rainfall and the frequency and intensity of typhoons, resulting in disruptions to factory operations.	1. Typhoon, flood 2. An increased frequency of severe weather events may cause damage to factory facilities and a loss of daily productivity. 3. Production may be suspended or reduced during typhoon leave, resulting in delayed deliveries.	1. Strengthen pre-disaster factory inspections to proactively eliminate potential natural disaster hazards. 2. Periodically review the quantity and condition of sandbags. 3. Before any foreseeable major natural disaster, ensure a minimum of three days' supply of inventory is maintained. 4. Ensure timely access to real-time information before disasters occur and establish effective communication channels.	● Production unit ● Management Department

Depreciation of plant equipment, impact on net profit	Significant capital expenditures for the new Vietnam plant will increase depreciation and amortization of plant and equipment in the short term, placing pressure on profitability.	Before new orders fully support production capacity, high fixed costs will compress overall gross profit and net profit performance.	Accelerate the introduction of high-margin, high-volume projects to increase the capacity utilization of the new plant, while mitigating the impact of depreciation costs through effective cost control and an optimized product mix.	● Finance and Accounting Unit ● Each Unit of the Vietnam Factory
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2.4 Operational Performance

THPT's Operational Deployment

◆ **Operational Strategy**

THPT's current development strategy focuses on molds for the information, communications, electronics, and optoelectronics industries, molds for transportation equipment, and molds required for high-value products in traditional industries. Looking ahead, changes in downstream industries will become increasingly pronounced. The information and electronics industry will continue to impose more stringent requirements on molds, while collaboration between mold manufacturers and product manufacturers will become even closer. The trend toward greater precision, multifunctionality, and complexity will continue. In addition, rapid tooling technology for the fast production of functional test parts will become another key area of development.

In response to the evolving industrial landscape, the development and adoption of green manufacturing technologies to achieve energy savings, material efficiency, streamlined production processes, and reduced labor requirements in manufacturing have become imperative. For the plastic mold and injection molding industry, improvements can be pursued through the optimization of materials, molds, molding equipment, and molding processes. Material savings can be achieved through the lightweight design of machine structures, lightweight mold design while maintaining mold service life, thinner plastic products, and the use of hot runner systems to reduce material consumption in runners. However, achieving lightweight design requires structural design expertise to maintain the original functionality of the product. A thorough understanding of material properties and access to reliable material data are critical, making specialized knowledge essential.

As 3C products and medical devices continue to evolve toward lighter, thinner, shorter, and smaller designs, THPT will continue to strengthen its technological capabilities and advance the development of ultra-precision and highly complex mold manufacturing. In a low-margin environment, the Company aims to enhance its market competitiveness, move beyond a cost-driven business model, and create new opportunities on the global stage. The manufacture of precision molds must also be grounded in specialized knowledge. The experience accumulated and passed down by master craftsmen in the past must gradually be transformed into the operation of a knowledge-guided design platform, supported by sophisticated system management to accumulate, transfer, and effectively apply experience and knowledge.

◆ **Annual Business Guidelines and Key Production and Sales Policies**

The Company's production and sales policy focuses on providing customers with comprehensive, high-quality products at competitive prices. Accordingly, its key production and sales policies are entirely market-oriented and customer-focused, guided by the principle of creating a win-win outcome for both the Company and its customers, as outlined below:

- I. In production, the Company will continue to focus on the automation of machinery and equipment and the enhancement of manufacturing technologies. In terms of human resources, it will continue to recruit new talent and provide comprehensive education and training to effectively improve product quality and production efficiency while reducing costs. Through these efforts, the Company aims to continuously deliver advanced, high-quality products at competitive prices and achieve sustainable business growth.
- II. Optimize the design and manufacture of precision molds at overseas facilities, complemented by automated secondary processing, to establish an integrated one-stop service encompassing R&D, design, and manufacturing technologies across production sites.
- III. Maintain close attention to supply chain security and labor shortages, while working closely with customers to coordinate production scheduling to ensure stable production capacity and deliver products according to customers' required delivery schedules.
- IV. Continue pursuing certification from leading international manufacturers to obtain strong industry endorsement, secure high-volume orders, and enhance the Company's brand recognition and business performance.
- V. Expand the Company's international sales network and pursue strategic partnerships with leading manufacturers. By adopting modularization and EMS concepts, the Company aims to effectively integrate its products to enhance overall business performance.

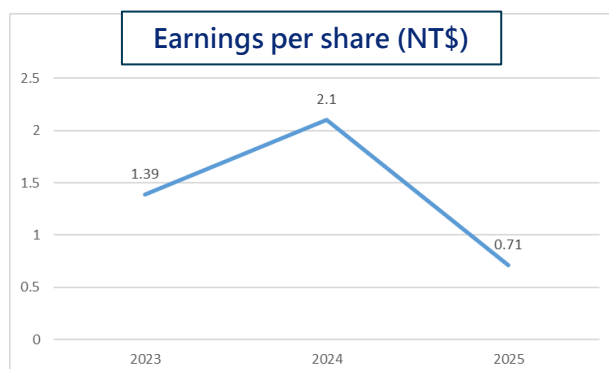
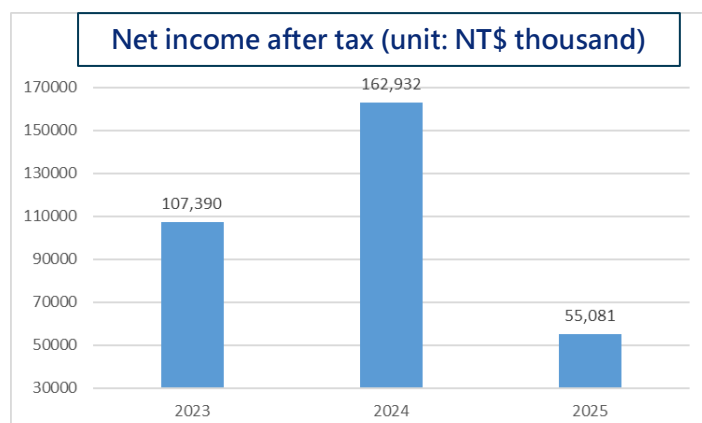
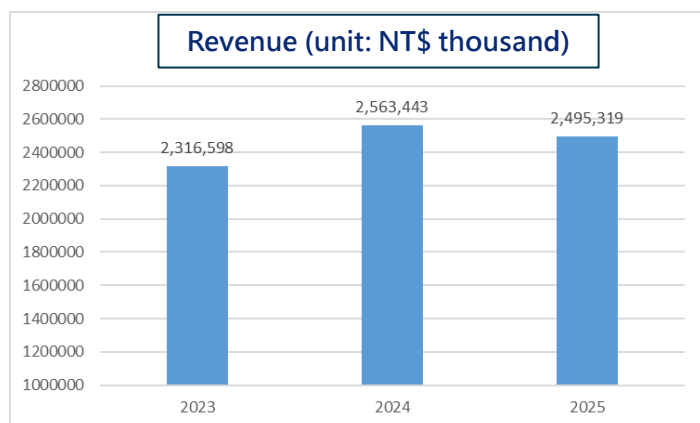
◆ **Future development strategies:**

- I. Improve production yield and strengthen process management to effectively control production costs, while continuously expanding the base of high-quality customers to increase capacity utilization and ensure improved profitability.

- II. Actively support customers' production capacity relocation by accelerating capacity deployment at the new Vietnam factory, thereby reducing labor costs and further strengthening business collaboration.
- III. Leverage the Company's technological expertise to develop a diverse range of products tailored to the needs of different customers, thereby increasing product value-added and maintaining market competitiveness.
- IV. Strengthen the Company's internal talent development by emphasizing knowledge transfer and enhancing both pre-employment and on-the-job training to improve employee capabilities, enhance working conditions, and promote harmonious labor-management relations.

2025 Financial Performance Table GRI 201-1

The target of achieving a 5% increase in revenue for 2025 was not met, primarily because the office equipment and consumer electronics industries continued to be affected by weak end-market demand, resulting in further fluctuations in supply chain shipments and preventing sustained revenue growth. In addition, overseas operations continued to face rising labor costs, labor shortages in local markets, and intense competition within the industry. In addition to continuously strengthening cost control to address intense market competition, the Company is committed to creating high barriers to entry, becoming an indispensable partner to its customers, and continuing to expand into niche markets with strong growth potential. The Company will continue to advance its new product introduction plans, with a greater emphasis on post-processing technologies for plastic injection-molded products. By introducing new models with higher levels of complexity, the Company aims to optimize its overall product sales mix and drive stable, sustainable growth in overall operating performance.



(Unit: NT\$ thousand)

Item	Basic Element	2023	2024	2025
Direct economic value generated	Operating revenue (Note 1)	2,316,598	2,563,443	2,495,319
Distributed economic value	Operating costs (Note 2)	1,636,913	1,745,473	1,786,697
	Employee salaries and benefits	448,249	495,051	573,807
	Payments to capital contributors	Cash dividends paid in 2024 for 2023: 32,104.	Cash dividends paid in 2025 for 2024: 73,220.	Cash dividends paid in 2026 for 2025: 20,180.
	Payment to the government (Note 3)	91,781	85,952	58,778
	Social contributions	161	815	776
Retained economic value (Note 4)		107,390	162,932	55,081

Note 1: Operating revenue refers to sales revenue.

Note 3: Government payments refer to income tax expenses of a profit-making enterprise.

Note 2: Operating costs refer to cost of goods sold + operating expenses.

Note 4: Retained economic value refers to net profit after tax.

2.5 Compliance with Laws and Regulations

THPT’s operating locations are distributed across multiple countries to meet customer needs. To avoid penalties for non-compliance with local regulations, the Company strictly adheres to applicable laws and regulations in each jurisdiction. Furthermore, the following measures are implemented to mitigate the risk of substantial fines and safeguard the Company’s profitability. To ensure compliance with laws and regulations, the Company updates its internal operations in line with regulatory changes and conducts annual audits. In addition, the latest legal information is promptly disseminated to all employees.

The following three measures are implemented to ensure compliance

Diligent monitoring	Monitor updates on the latest regulations and communicate them promptly: The Company disseminates relevant government policies and assesses their applicability to its business.
Prompt revision	In response to revisions in legislation, the Company establishes corresponding procedures and adjusts its internal regulations accordingly.
Regular reviews	Periodically review whether the Company’s business operations comply with regulatory requirements to ensure diverse innovation and development while adhering to government regulations.

Compliance with laws and regulationsGRI 2-27

In order to enhance the transparency of communication with stakeholders, THPT will disclose major incidents that significantly impact the Company’s operations, as well as legal violations resulting in penalties exceeding NT\$1 million or non-monetary sanctions (such as revocation of business permits or work stoppages) in its annual sustainability report. In 2025, THPT had only one case involving an insider suspected of violating the Securities and Exchange Act, which had no direct impact on the Company's operations (please refer to the "Integrity and Ethics" section for details). In all areas, including labor rights, corporate governance, and financial compliance, the Company was not involved in any legal proceedings, material regulatory violations, or fines.

Regulatory risk assessments across various aspects GRI 206-1, 416-2, 417-2

Environmental Laws and Regulations	1. No violations of waste disposal regulations; 2. No involvement in water pollution.
Social (Human Rights) Regulations	1. Compliance with Labor Standards Act; 2. No discrimination or forced labor; 3. No infringement on freedom of association.
Corporate Management Laws and Regulations	1. No involvement in monopolistic or anti-competitive behavior; 2. No violation of the Company Act; 3. No violation of business regulations; 4. No involvement in corruption incidents; 5. No violation of any product health, safety, and labeling laws and voluntary regulations.

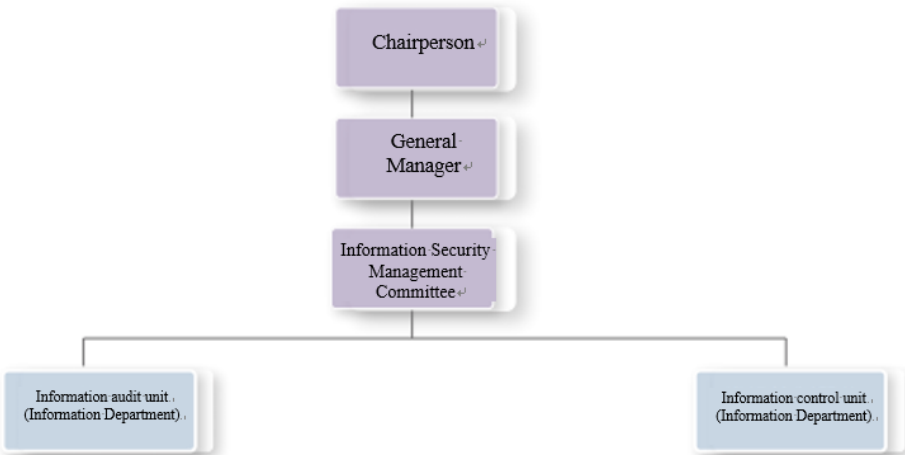
2.6 Information Security

In order to strengthen information security management, THPT has formulated the "Cybersecurity Management Measures" and passed the ISO 27001 information security certification to ensure the confidentiality, integrity, and availability of the Company's internal information, and to prevent improper use, leakage, tampering, and destruction of information due to human error, natural disasters, and other factors, which may lead to potential risks and hazards for the Company. Consequently, the scope of information security management encompasses data access control, system access control, and network access control, aiming to establish a secure and reliable information operating environment that ensures the protection of systems, data, equipment, and networks. The Company also strengthens information security education and training, enhances employees' information security knowledge, and establishes the concept of "information security is everyone's responsibility" to achieve the goals of information security and business continuity.

Management Aspect	Prevent information security threats and minimize the impact of information security incidents.
Confidentiality Aspect	Ensure that confidential information is not leaked, and prevent the improper use and unauthorized access of data.
System Aspect	Improve the availability of information equipment and systems, ensuring the normal operation of information systems.
Awareness Aspect	Enhance employees' information security knowledge and promote awareness of their responsibilities and obligations regarding information security.

Information Security Management Committee Framework

In order to improve information security governance, THPT established the Information Security Committee in December 2022, which is divided into an information control unit, including one information supervisor and several professional information. They are responsible for formulating all internal information management measures and relevant operations, as well as building comprehensive information security protection capabilities and good information security awareness among colleagues. Moreover, the information security supervisory unit includes one audit supervisor and several full-time auditors, responsible for overseeing the implementation of internal information security. If a defect is found, the Information Department must propose relevant improvement plans and specific initiatives immediately. The Information Security Management Committee is required to hold at least one meeting a year to help minimize internal information security risks.



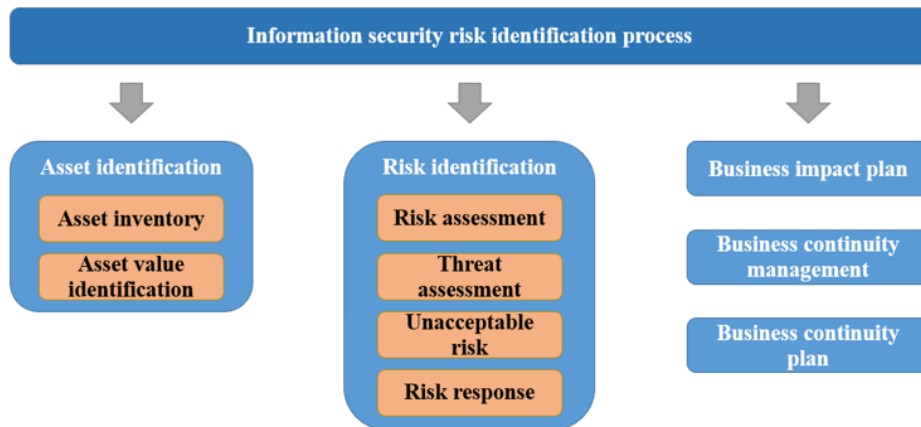
Implementation of the 2025 Information Security Plan

In recent years, many well-known domestic and foreign manufacturers have experienced data breaches involving confidential documents or important customer information, which may result in significant financial losses and directly impact their corporate image. To this end, THPT has established an "Information Security Enhancement Plan," which consists of three core strategies: "THPT Information Security Month," "Internal Control Program," and "External Resource Integration." Through these initiatives, the Company aims to embed information security practices into the daily operations of every employee from the top down, strengthen its overall information security posture, and enhance organizational resilience. THPT recorded no information security incidents in 2025.

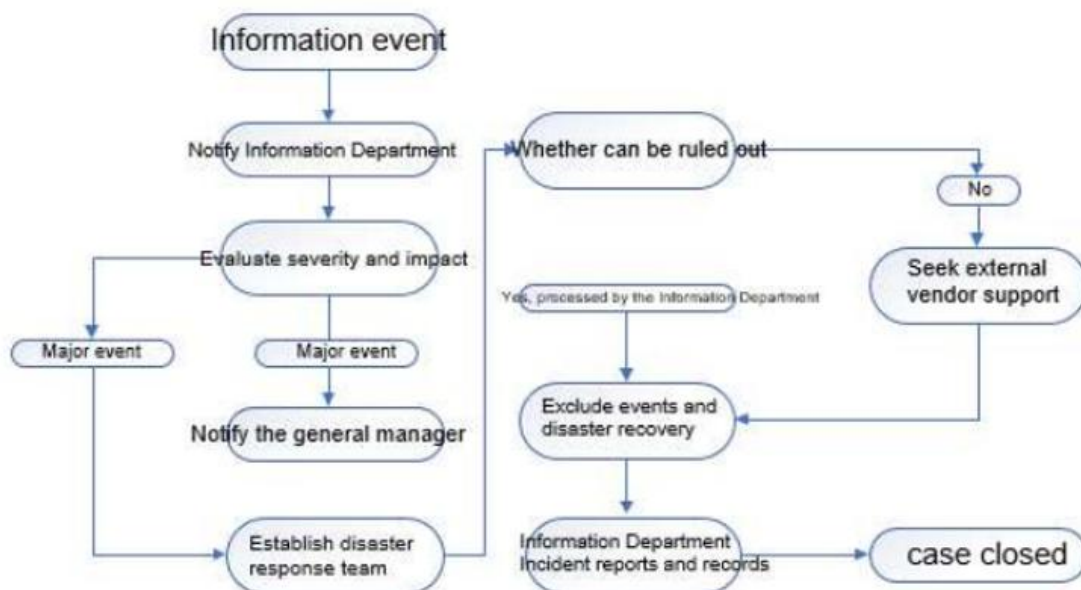
Information Security Improvement Plan	THPT Information Month (August)
	1. Organized two information security-related courses: In 2025, all operating locations completed two courses, with a total of 1,184 participants and 2,622 hours of training. 2. Published one daily leak risk awareness notice: In 2025, a total of three information security awareness emails were sent, and two promotional materials were published on the bulletin board. 3. A social engineering phishing exercise was conducted. In 2025, all operating locations completed the exercise, and awareness training was provided to employees who clicked the phishing link.
	Internal Control Plan
	1. Periodically update the firewall to block suspicious IPs: In 2025, we blocked a total of 3,671 virus attacks and 16,912 suspicious IPs. 2. Disable USB port write functions via the system registry, ensuring 100% coverage across the Company. 3. Conduct internal information security audits annually: one audit was completed in 2025 and no major deficiencies were discovered.
	Introduction of External Resources
	1. Conduct ISO 27001 external information security audits to ensure compliance with international standards and regulatory requirements. Third-party verification has been completed, and the Company continues to maintain the requirements of its internal management system. 2. Monitor the risk of leakage at all times using Palo Alto Cortex XDR: No significant leakage risks were identified in 2025.

Information Security Risk Identification Process

THPT continues to identify risks in existing processes. In 2025, only one unacceptable risk, “risk of power outages,” was identified. As the Company’s headquarters is located in a leased building, power outage risks are not within our control. The relevant remedial plans include periodic maintenance of the UPS (uninterruptible power supply) and periodic verification of the data backup system, to reduce losses caused by unacceptable risks to THPT’s operations. Additionally, the Company continuously promotes various information security precautions to prevent potential risks from threatening the Company’s information security.



Information Security Reporting Procedure



※[Definition of major incidents]: According to Item 26, Article 4 of "The Verification and Public Disclosure Procedures for Significant Information of Listed Companies."

03 Sustainable Partnership Management (Divider Page)

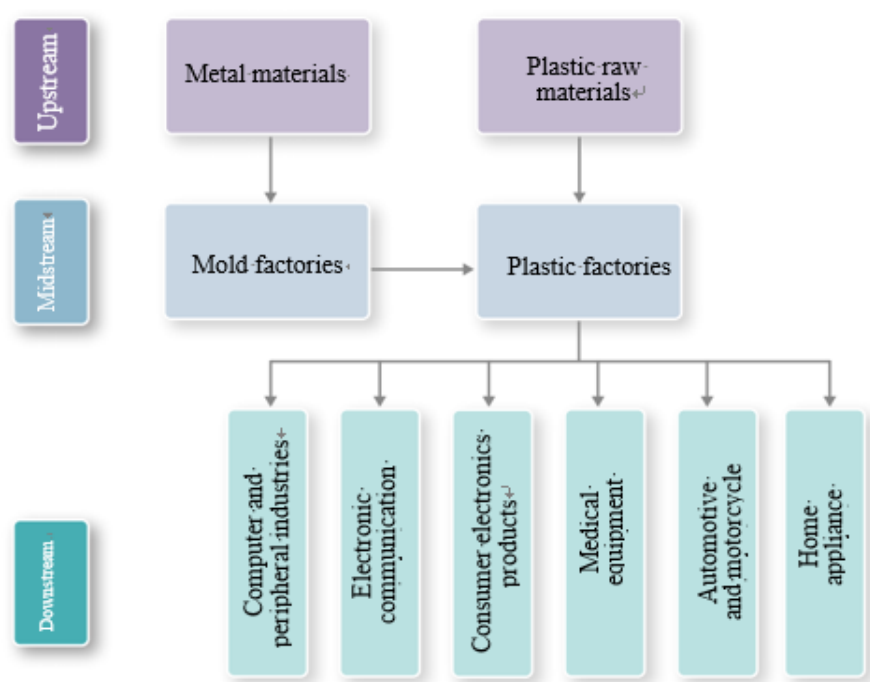
2025 Performance Highlights

Supplier sustainability assessment pass rate	100%	Suppliers' use of conflict minerals	0
Ratio of local suppliers across the Group's various factories	88%	Customer satisfaction	87.1 points
Protection of customer privacy data	0 leakages	Customer Complaint Incidents	0 cases

3.1 Supply Chain Management

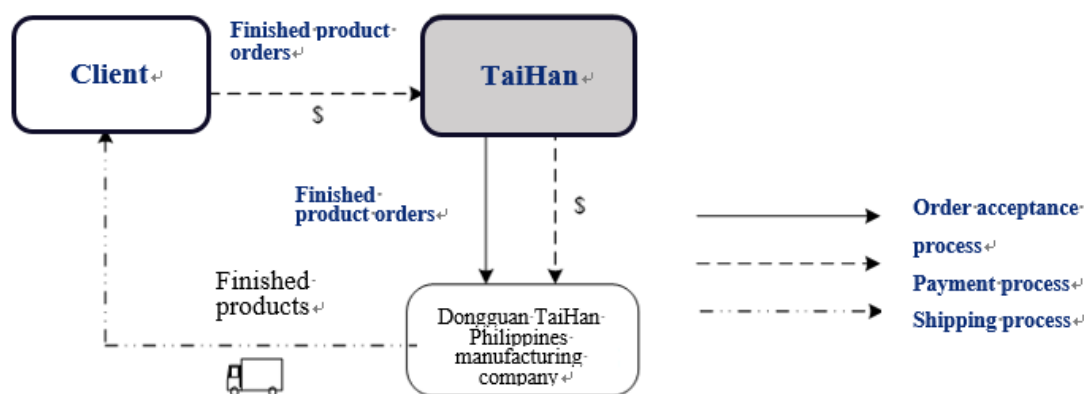
Overview of THPT’s Supply ChainGRI 2-6

The upstream materials for the mold and plastic industry primarily consist of metals and plastic raw materials. Downstream applications of plastic products span a wide range of industries, including computers and peripherals, electronic communications, consumer electronics, medical equipment, as well as the automotive and motorcycle sectors. The following diagram illustrates the industry's upstream, midstream, and downstream relationships. Steel billets and PC pellets are the primary raw materials for THPT’s products. The market is not dominated by any single supplier, and the Company maintains close, long-term relationships with key suppliers, ensuring a stable supply without significant fluctuations.



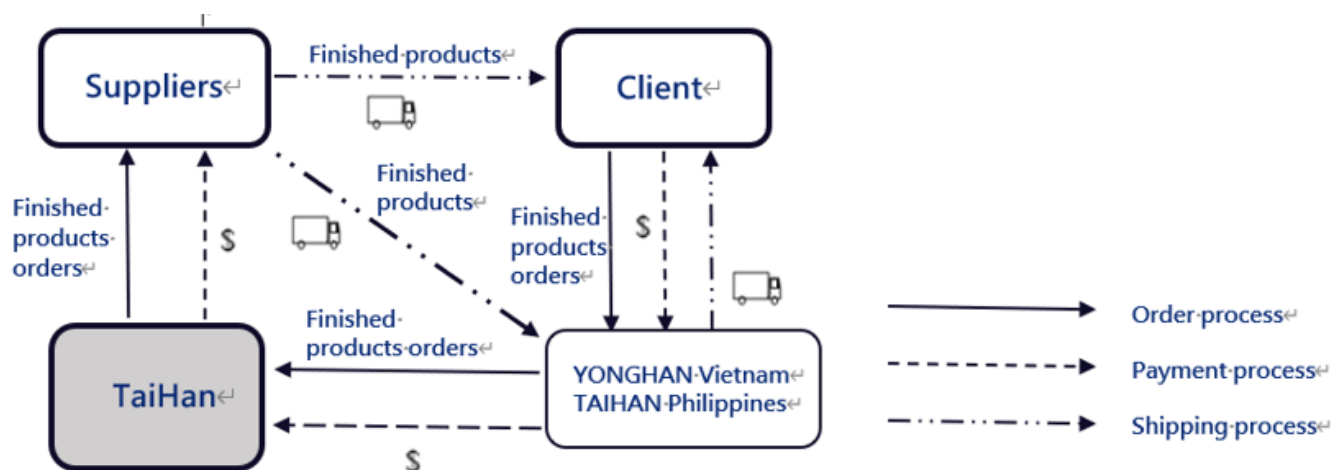
(I) Procurement Transaction Operational Process

As a professional manufacturer of various molds, THPT outsources processing to Dongguan TaiHan or its Philippines manufacturing company after receiving customer orders, taking production costs into consideration. The finished products are then delivered directly to the customer’s designated location by either Dongguan TaiHan or the Philippines manufacturing company. The operational process flow is illustrated below:



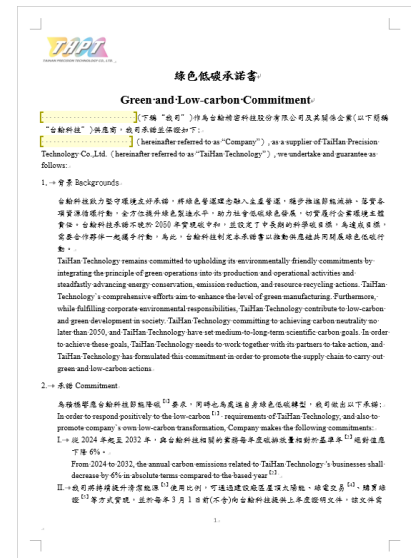
(II) Sales Transaction Operational Process

After receiving a customer's mold order, Vietnam YongHan or the Philippines manufacturing company subcontracts part of the order to THPT. THPT then procures the molds from its suppliers and ships them directly to the designated location, Vietnam YongHan, or the Philippines manufacturing company, which subsequently delivers the molds to the final customer destination. The operational process flow is illustrated below:



Supplier Green Low-Carbon Commitment

THPT recognizes that green and low-carbon production is essential for sustainable operations. Besides continuously improving its energy efficiency, the Company actively engages with suppliers to ultimately establish a top-down low-carbon production chain. Since 2024, we have formally invited all THPT suppliers to jointly implement the "Green and Low-Carbon Commitment Letter." By the end of 2025, a total of 52 suppliers had signed the commitment, representing a signing rate of approximately 46%. The Company will continue to promote this initiative among its suppliers, encouraging them to contribute to a better environment through responsible choices.



Supplier Assessment GRI 2-24, 2-26

THPT has formulated the "Supplier Code of Conduct," approved by the Board of Directors, as the basis for supplier selection and evaluation. We also evaluate our suppliers annually. The evaluation content is based on the RBA Supplier Self-Evaluation Questionnaire, which includes aspects such as labor and human rights, health and safety, environment, business ethics, and sustainability issues. We expect suppliers to not only maintain product quality and prices but also to fulfill corporate social responsibility together with THPT. If a supplier commits any serious violations or remains classified as a "Tier 3" supplier for two consecutive years, the Company will terminate its business relationship with that supplier. If supplier partners have any sustainability-related suggestions, they can submit proposals and inquiries through relationship@thpt.com.tw (no reports of illegal or unethical conduct were received from suppliers in 2025).



Supplier Code of Conduct of THPT

Tier	Score	Management approach
Tier 1	85 or above	Excellent suppliers are entitled to increased procurement.
Tier 2	60-84	Qualified suppliers will receive awareness promotion, education and training, and relevant improvement plans to support continuous enhancement.
Tier 3	Under 60	High-risk suppliers will be subject to on-site audits to help identify risks and develop appropriate improvement plans. Suppliers that are rated as Tier 3 for two consecutive years will have their business relationship with the Company terminated.

In 2025, a total of 37 supplier sustainability assessment questionnaires were collected. The results indicated that THPT had no high-risk suppliers. However, the Company will continue to focus on the five Tier 2 suppliers that received relatively lower scores in the areas of sustainability planning and environmental protection. Going forward, THPT will continue to provide awareness promotion and relevant improvement recommendations, with the goal of building a resilient and sustainable supply chain together with its suppliers.

Tier	Dongguan factory	Vietnam Factory	Philippines factory
Tier 1	9	11	12
Tier 2	2	N/A	3
Tier 3	N/A	N/A	N/A

Supplier Management Approach

Supplier Risk Identification 	1. New suppliers must pass an evaluation before being included on the list of potential suppliers. 2. Conduct regular supplier sustainability evaluations to assess their implementation of human rights, health and safety, environmental protection, and ethical practices.
Supplier Risk Response 	1. Increase the percentage of local suppliers to reduce the probability of international transportation delays. 2. Reduce the percentage of suppliers using non-substitutable materials.
Supplier Management Planning	1. Establish long-term partnerships with outstanding suppliers. 2. Increase supplier participation in sustainability evaluations and jointly promote sustainable production.

Supplier Localization

THPT understands that the transportation carbon footprint of the procurement process for raw materials and other components is also a significant source of carbon emissions. To uphold the principle of local sustainability, reduce uncertainties associated with the long-distance transportation of production materials, and support the development of local economies, the Company is committed to promoting supplier localization. In 2025, local suppliers accounted for 88% of all suppliers across the Company's operating sites, while local suppliers accounted for 92.5% of production material suppliers. As some raw materials and consumables are designated by customers or require special specifications, replacing them with local suppliers is difficult in order to maintain product quality. Nevertheless, the Company will continue to prioritize local suppliers and further increase the proportion of local sourcing.

Type of Supplier	Production Raw Material Suppliers		Non-production Raw Material Suppliers	
Definition	Suppliers of product manufacturing raw materials.		Suppliers of non-product manufacturing raw materials.	
Supplier geographical locations.	Domestic	Overseas	Domestic	Overseas
Dongguan factory	126	0	38	0
Vietnam Factory	63	15	51	24
Philippines factory	10	1	57	6
Taiwan	0	0	8	2

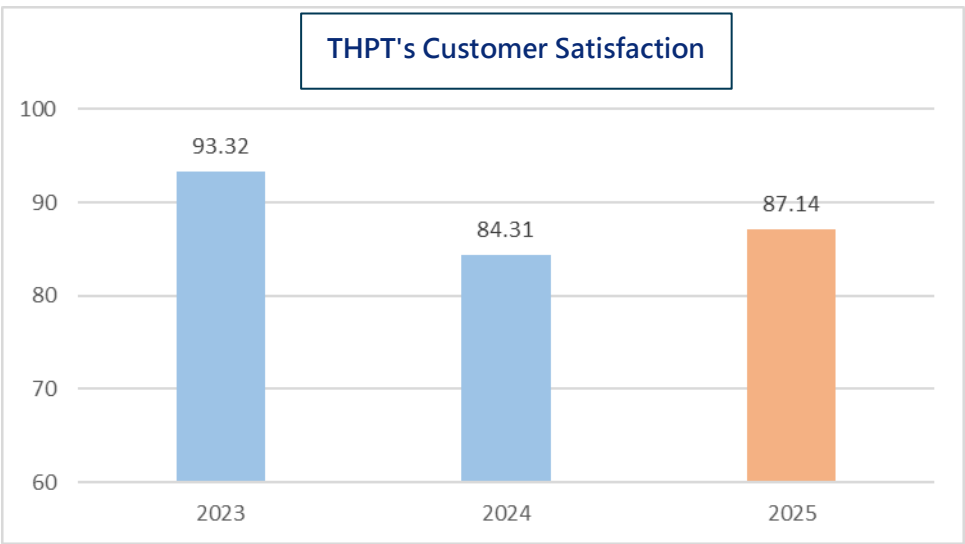
3.2 Customer Relations

Customer Satisfaction Survey

All factories of THPT have passed the ISO 9001 quality management system certification, ensuring that product quality and internal management meet customer expectations. At the same time, the Company has also formulated "Customer-Related Process Control Procedures" to maintain good partnerships with customers through regular meetings, visits, and performance appraisals. If customers have any questions or concerns regarding our products, processes, or services, we will provide a prompt and professional response in accordance with our internal procedures.

In addition, a customer satisfaction survey is conducted every year to collect customer feedback on the Company's products and services, track the progress of improvements by relevant departments, and compile data and analysis to formulate clear short-, mid-, and long-term improvement plans to enhance customer satisfaction. In 2025, customer satisfaction with THPT's products and services reached 87.14 points, representing a notable improvement compared with the previous year. This indicates that the Company maintained positive interactions with its customers throughout 2025. The Company will continue to uphold its business philosophy of "Prioritize Customers, Ultimate Quality" and strive to become its customers' most trusted sustainable partner.

In addition to communicating with customers through THPT's website, the Company has established "Customer Complaint Management and Control Procedures," which require the Quality Department and Sales Department to investigate customer feedback and promptly respond with the investigation outcome and corresponding improvement plans. (Company customer complaint inbox:alen@thpt.com.tw)



Customer Satisfaction Management Process

THPT's customer satisfaction survey covers four key aspects: product quality, delivery performance, service quality, and development capability. After questionnaires are distributed to designated respondents and collected, the results are analyzed and provided to the business units. Areas with lower satisfaction ratings are then investigated and reviewed in accordance with the PDCA cycle, enabling the

Company to continuously optimize its production processes and customer service and provide customers with better products and services.

Launch customer satisfaction survey Determine survey recipients and review survey questions	Questionnaire distribution and communication Distribute and follow up on the questionnaires to ensure an adequate response rate	Questionnaire collection and analysis Summary and analysis of various indicators	Propose and track improvement measures Each department proposes improvement plans based on the analysis results and continues to track their progress
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Protection of Customer Privacy and Implementation of the Personal Data Protection Act **GRI 418-1**

To protect customer privacy, THPT has established the Personal Data Protection Management Regulations. This regulation defines a data confidentiality framework based on the sensitivity of information provided by customers, suppliers, and employees, implements data access controls and data owner review mechanisms, and applies to all operating locations, subsidiaries, customers, and suppliers. The Company also requires employees to implement the personal data protection management policy and comply with the personal data protection and management system, thereby safeguarding the rights of individuals whose personal data is processed. Furthermore, the Company conducts annual announcements, awareness campaigns, and training sessions for employees. Any internal access to or deletion of personal data must be performed in accordance with applicable regulations. If a personal data incident is suspected, the responsible units (Information and Legal Affairs Departments) will investigate and address the matter in accordance with the Personal Data Protection Act and the Company’s internal regulations. Should any violation of laws, regulations, or Company policies be identified, the responsible party will be subject to appropriate disciplinary measures. There were no incidents of customer privacy infringement or loss of customer data in 2025 that resulted in damage to customer rights. (The implementation status in 2025 is shown in the table below)

Personal Data Protection Management Regulations of THPT



Implementation items	Implementation results
Signing by new hires	In 2025, a total of 749 Employee Confidentiality Agreements were signed, with a 100% signing rate among new hires.
Privacy-related awareness campaigns	In 2025, one email regarding personal data protection awareness was sent.
Education and training	In 2025, a total of 2,622 hours of education and training related to personal data protection were conducted.

04 Social Sustainability and Shared Prosperity (Divider Page)

Management Guideline

Type of issue	Name of issue	2025 Strategic Goals	2025 Implementation Results	2026 Targets	Medium- and Long-term Goals
Material topic	Career development and education and training	- Average training hours per employee: At least four hours. - Course satisfaction of 75 points or higher	12.7 hour of education and training per person☑ - Course satisfaction of 81 points☑	- Average training hours per employee: At least four hours. - Course satisfaction of 80 points or higher	- Average training hours per employee: At least ten hours. - Course satisfaction of 80 points or higher
Material topic	Talent recruitment and retention	New material topics		- Turnover rate below 50% - New hires retention rate over 50%	- Turnover rate below 30% - New hires retention rate over 60%
Material topic	Labor relations	New material topics		- Employee satisfaction of 76 points or higher - No more than five employee grievance cases	- Employee satisfaction of 80 points or higher - No more than three employee grievance cases
Continuous Monitoring	Occupational safety and health	- No occurrence of any serious work-related injuries. 0 occupational safety regulation violations in 2025 0 recordable occupational diseases in 2025	0 serious work-related injuries in 2025☑ 0 occupational safety regulation violations☑ 0 recordable occupational diseases☑	- No occurrence of any serious work-related injuries. 0 occupational safety regulation violations 0 recordable occupational diseases	- No occurrence of any serious work-related injuries. 0 occupational safety regulation violations 0 recordable occupational diseases

2025 Performance Highlights

Major occupational accidents over the last three consecutive years	0 cases	Average training hours per employee	12.7 hours
Total public welfare activities and donations	Over eight times		

4.1 Personnel Overview and Workplace Diversity

Employee Distribution GRI 2-7, 2-8

We recognize that employees are a vital asset to the Company. In recent years, we have conducted a comprehensive review of salaries, benefits, and internal systems, aiming to provide a supportive and welcoming work environment where employees feel a strong sense of belonging. As of December 31, 2025, there were a total of 1,501 employees and 539 workers who are not employees. Male and female employees account for 56.5% and 43.5% of the workforce, respectively. The higher percentage of male employees is primarily due to the physical demands of certain positions, which results in a slightly higher overall male-to-female ratio. The Company treats all employees equally in recruitment, employment, performance appraisal, and promotion, and does not discriminate based on age, gender, race, religion, political stance, marital status, trade union affiliation, or any other background. The Company is committed to the principles of fairness and diversity in employment.

Distribution of Employees by Job Type at THPT											
Factories		Taiwan		Vietnam Factory		Dongguan factory		Philippines factory		Total	
Gender	Age	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
Male	Ages 30 and under	1	56%	183	52%	29	66%	91	62%	304	56.5%
	31-50 years old	10		252		69		166		497	
	Age 51 and over	3		27		13		3		46	
Female	Ages 30 and under	1	44%	152	48%	13	34%	53	38%	219	43.5%
	31-50 years old	8		250		36		107		401	
	Age 51 and over	2		24		8		0		34	
Total		25	100%	888	100%	168	100%	420	100%	1,501	100%
Note 1: The number of employees is based on those employed by the Company as of December 31 of the current year. Note 2: The above statistics cover full-time employees only. The employee count for the Dongguan factory additionally includes 26 temporary employees, comprising 18 males and 6 females aged 30 and below, and 1 male and 1 female aged 31 to 50 (incl.). No temporary workers were employed at any of the other sites. The Company does not employ hourly or part-time employees, and there have been no significant changes compared to the previous year.											

Distribution of workers who are not employees

Factory/gender	Taiwan	Vietnam Factory	Dongguan factory	Philippines factory	Total
Male	0	88	16	212	316
Female	0	66	9	148	223
Note 1: Workers who are not employees include dispatched workers and contractors. The Company does not employ apprentices, home workers, interns, independent contractors, subcontractors, or volunteers. Note 2: The number of workers who are not employees is calculated based on headcount as of December 31 of the current year. Note 3: The number of non-employee workers increased in 2025 compared with the previous year, primarily due to the commencement of operations at the new Vietnam factory and the expansion of production lines at the Philippines factory. These developments significantly increased annual production capacity demand, resulting in a higher demand for dispatched workers.					

Annual New Hire Rate GRI 401-1

In 2025, THPT saw a slight increase in new hires compared to the previous year, totaling 749 people, reaching 58% of the total workforce. Of these new hires, approximately 62% were male and 38% were female. The number of new hires continued to increase in 2025, primarily in response to the growing workforce demand driven by the new Vietnam factory and the production capacity expansion at the Philippines factory. While gradually increasing production output to meet customer demand, the Company also aims to create quality employment opportunities and a positive working environment for local communities, ultimately achieving a win-win-win outcome for its customers, THPT, and local residents.

Factories	Age	Ages 30 and under		31-50 years old		Ages 51 and over		Employees Total	Percentage of new hires (%)
Taiwan	Male	0	0%	0	0%	0	0%	25	4%
	Female	0	0%	1	16%	0	0%		
Vietnam Factory	Male	291	159%	118	47%	10	37%	888	77%
	Female	171	112%	85	34%	6	25%		
Dongguan factory	Male	15	50%	10	17%	3	20%	168	21%
	Female	4	44%	3	9%	0	0%		
Philippines factory	Male	11	12%	6	3%	0	0%	420	8%
	Female	12	19%	3	2%	0	0%		
Total	Male	317	114%	134	27%	13	29%	1,501	58%
	Female	187	93%	92	23%	6	17%		

Note 1: New hire rate (%) = Number of new hires in the current year for that category / Total number of employees in that category.

Note 2: Number of new hires excludes dispatched workers and those who are not yet full-time employees.

Note 3: The total number of employees is based on the number of full-time employees employed by the Company as of December 31.

Annual Turnover Rate

THPT provides all employees with a comfortable and safe working environment, regularly reviews their salaries, benefits, and labor conditions to ensure compliance with local regulations, and conducts interviews with resigning employees to understand their reasons for leaving, using this feedback to guide future company policy improvements. In 2025, THPT recorded a total of 749 employee departures, representing approximately 50% of the Company's total workforce. Of those who left, approximately 63% were male and 37% were female.

Factories	Age	Ages 30 and under		31-50 years old		Ages 51 and over		Total number of employees	Turnover rate (%)
Taiwan	Male	0	0%	1	10%	1	33%	25	8%
	Female	0	0%	0	0%	0	0%		
Vietnam Factory	Male	270	168%	141	54%	8	34%	888	74%
	Female	146	114%	89	35%	5	20%		
Dongguan factory	Male	17	56%	16	27%	1	6%	168	29%
	Female	10	111%	4	12%	0	0%		
Philippines factory	Male	8	9%	11	6%	0	0%	420	10%
	Female	12	19%	9	8%	0	0%		
Total	Male	295	106%	169	34%	10	22%	1501	50%
	Female	168	83%	102	25%	5	14%		

Note 1: Turnover rate (%) = (Number of employees who resigned in the category during the year) / (Total number of employees in the category).

Note 2: Resigned employees include those who voluntarily resigned, were involuntarily dismissed, retired, or died in the line of duty.

Note 3: Number of employees who have resigned, excluding dispatched workers and employees who have not been converted to full-time employee status.

Note 4: The total number of employees is based on the number of full-time employees employed by the Company as of December 31.

Annual Turnover Rate Difference Analysis

The employee turnover rate increased slightly compared with the previous year, primarily due to the expansion of production lines and the higher proportion of new hires, which resulted in an increase in employee departures caused by difficulties adapting to new positions. In addition, the recent trend of supply chain diversification away from China has prompted major global brands to relocate operations to Vietnam, significantly intensifying competition in the local labor market. The Company will continue to understand employees' needs and use the findings as a basis for developing future management policies, with the goal of creating a work environment that promotes work-life balance.

	2024 Turnover Rate Distribution by Gender and Age				2025 Turnover Rate Distribution by Gender and Age			
Range	Female		Male		Female		Male	
	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
Under 30	129	64%	229	83%	168	83%	295	106%
30-50	100	25%	156	32%	102	25%	169	34%
Over 50	2	6%	6	14%	5	14%	10	22%
Employee Turnover by Gender	37%		63%		37%		63%	
Annual Turnover Rate	43%				50%			

4.2 Labor Relations

Human Rights Policy GRI 2-23, 406-1, 407-1, 409-1

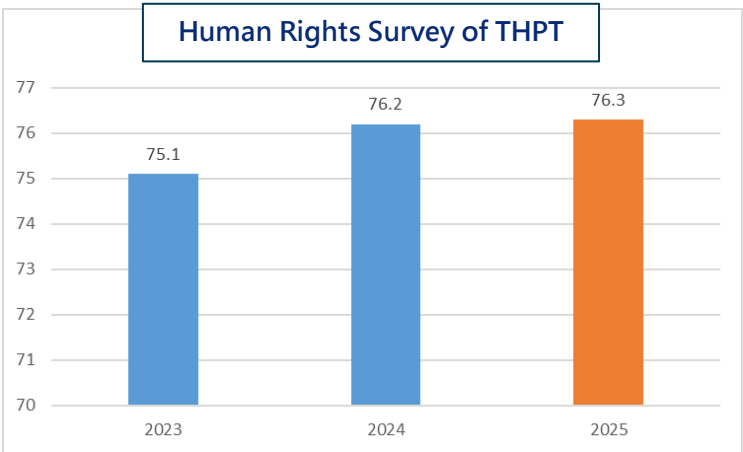
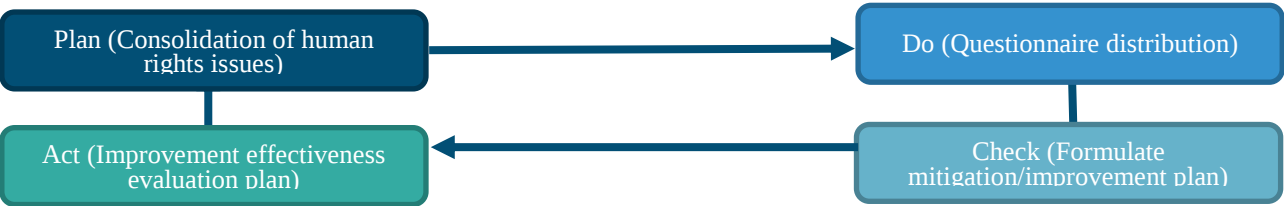
In order to establish a culture of equality, inclusion, and open communication, THPT has formulated its human rights policy with reference to the International Labour Organization Convention (ILO Convention) and the Universal Declaration of Human Rights (UDHR) of the United Nations. The Company regularly reviews its human rights violations risks annually and formulates relevant regulations and documents as a basis for implementation, such as personnel appointment procedures, work rules, administrative rewards and punishments, and attendance management regulations. We continue to uphold fairness and respect in the implementation of labor policies and their underlying principles. Discrimination based on race, color, gender, age, sexual orientation, disability, religion, political affiliation, or marital status is strictly prohibited, as are sexual harassment, violence, threats, and intimidation. These measures ensure that employees can fully exercise their human rights at work and that these principles are embedded in their daily responsibilities.

Human Rights Policy of THPT



Human Rights Survey

Each year, THPT compiles human rights issues from the RBA and relevant international conventions, as well as the supply chain situation, to adjust the content of its questionnaires. After anonymous questionnaires are distributed and collected, the Company proposes improvement action plans and mitigation measures for issues with low scores, using this as a basis to set the target score for the next year. In 2025, a total of 1,383 questionnaires were collected (with a coverage rate of over 90%), achieving a score of 76.3. This marked the third consecutive year of growth, reflecting a certain level of employee recognition for THPT's human rights protection measures.



Human Rights Due Diligence

Since 2022, THPT has conducted annual human rights due diligence with the aim of understanding its impact on all stakeholders and preventing any human rights violations. Through an anonymous internal survey, we assess employee satisfaction with the Company's approach to human rights issues and implement improvements and training in areas with lower scores. At the same time, the implementation of human rights policies by suppliers will be included in our supplier evaluation. Suppliers with serious violations of human rights policies will be replaced. The survey methods for various stakeholders are illustrated in the following table:

Target	Human Rights Issues	Survey Method	Implementation Effectiveness
Employees	Freedom of association and the right to collective bargaining, working hours, diversity and fair treatment, sexual harassment, occupational health and safety, non-discrimination, and maternal protection.	Employee Satisfaction Survey Internal Human Rights Survey	1. A total of 2,248 participant attendances were recorded in occupational safety and health training sessions held in 2025. 2. Emergency evacuation drills are planned and conducted every six months to strengthen employees' emergency response capabilities during disasters. 3. Two health seminars were held in 2025. 4. Free health examinations are provided to all employees.
Suppliers	Occupational health and safety, prohibition of forced labor.	Supplier evaluation	1. Achieved a 100% conflict minerals due diligence completion rate for suppliers in 2025. 2. Completed supplier anti-corruption assessments in 2025.
Customers	Customer privacy and information security	Customer Satisfaction Survey	No customer privacy breaches were reported in 2025.

Measures for Mitigating Human Rights Risks

THPT has developed mitigation measures to address various human rights risks and integrated them into daily operations. By establishing clear grievance channels for all employees, the Company aims to foster a culture of human rights protection and prevent any violations.

Stakeholders	Human Rights Issues	Mitigation Measures	2025 Performance
Employees	Prohibition of human trafficking and forced labor.	*Contracts are signed with employees according to local regulations, strictly prohibiting slavery, human trafficking, employment of child labor, or any practice violating human rights. *The "Work Rules" of THPT stipulate maximum daily and weekly working hours, with regular reviews to prevent excessive overtime and forced labor, ensuring sufficient rest for all employees.	All contracts are in compliance with laws and regulations, and there is no excessive overtime or forced labor.
	Freedom of association and the right to collective bargaining	*THPT respects and encourages employees to organize and join trade unions, while protecting their rights to collective bargaining and freedom of association.	Currently, unions have been established at the factories in Vietnam and the Philippines to enhance employees' collective bargaining rights.
	Diversity, inclusion, and non-discrimination.	*In terms of recruitment, promotion, and remuneration, THPT does not discriminate on the basis of race, color, age, gender, disability, pregnancy, religion, political affiliation, ideology, or marital status.	No complaints of discrimination or differential treatment were received.
	Occupational health and safety	*Periodically conduct comprehensive occupational safety risk assessments, promptly implement improvements and continue to	1. A total of 2,248 participant attendances were recorded in

		monitor items with higher risks or potential employee hazards. The goal is to create a zero-accident workplace.	occupational safety and health training sessions held in 2025. 2. Emergency evacuation drills are planned and conducted every six months to strengthen employees' emergency response capabilities during disasters. 3. Free health examinations are provided to all employees.
	Eliminate inhumane treatment and sexual harassment.	*THPT strictly prohibits any violations of human rights, including corporal punishment, verbal abuse, psychological oppression, sexual harassment, and sexual assault. The Company has also established management measures such as the "Declaration on Sexual Harassment," "Statement on the Prohibition of Workplace Violence," and "Regulations for Reporting and Disciplinary Actions Regarding Sexual Harassment Prevention in the Workplace."	*No complaints of sexual harassment or inhumane treatment were received. *Reinforce sexual harassment prevention awareness
	Maternity protection	*THPT protects the rights of mothers in accordance with local laws and regulations, and clearly outlines protections for female employees before and after childbirth in its "Work Rules." Female employees are permitted to apply for a department transfer without any impact to their salary or annual performance review.	In 2025, a total of 30 employees applied for parental leave, and no complaints were filed by any employee.
Suppliers	Labor rights	*THPT has stipulated the "Supplier Management Guidelines" and conducts annual supplier evaluations accordingly to review their implementation of employee human rights, providing individual guidance to suppliers with lower scores. If any serious human rights violations are identified, the partnership with the company will be terminated.	1. Achieved a 100% conflict minerals due diligence completion rate for suppliers in 2025. 2. Completed supplier assessments in 2025, with no incidents of corruption or significant risks identified.
Customers	Customer privacy and information security	*THPT has established the "Personal Data Protection Management Regulations" and the "Cyber Security Management Regulations," and formed an Information Security Committee to regularly review information leakage risks across all areas. *Regularly implement education and training to strengthen colleagues' information security awareness.	No customer privacy breaches were reported in 2025.

Sexual Harassment Prevention

THPT is committed to providing employees with a fair and dignified working environment, ensuring a workplace and service environment free from sexual harassment for employees, dispatched workers, and job seekers. To protect the rights and privacy of all parties involved, and in accordance with Article 13, Paragraph 1 of the Gender Equality in Employment Act and relevant regulations issued by the Ministry of Labor, the Company has established the "Regulations for Reporting and Disciplinary Actions Regarding Sexual Harassment Prevention in the Workplace". Through ongoing awareness promotion and educational training, the Company continues to enhance employees' awareness of sexual harassment prevention.



Employee Communication

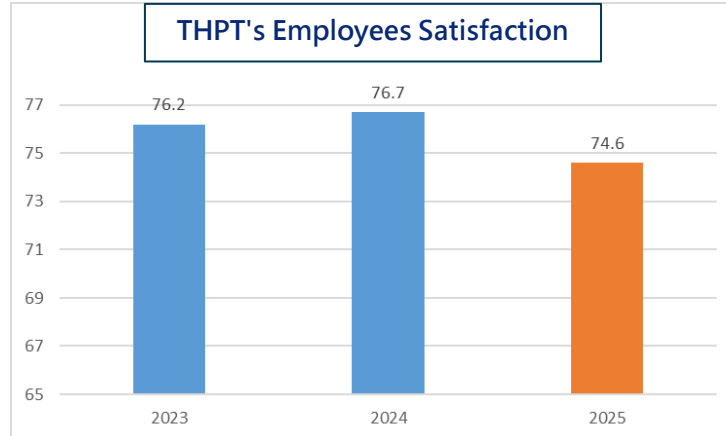
THPT values its employees' opinions on various matters and have established a timely and transparent communication environment to keep them informed of the Company's operations. The Company also facilitates communication among employees through regular satisfaction surveys, employee suggestion boxes, trade unions, employee care interviews, and Welfare Committee meetings. At the same time, we provide employees with clear grievance channels. Employees at all factories can submit suggestions or complaints anonymously, which are received, communicated, and investigated by a dedicated unit to ensure every employee's voice is heard and valued. Improvements are implemented based on the issues raised. In 2025, a total of 31 pieces of feedback were received across all factories, all of which were taken into consideration when implementing improvements, and no complaints were received.

Type of issue	Number of cases	Handling status
Dining hall (environment, dishes, tableware, etc.)	12	All suggestions have been acknowledged and either addressed directly or incorporated into subsequent improvement plans.
Salary (bonus, subsidies, etc.)	5	
Benefits (leave, break room, festival gifts, etc.)	4	
Others (fairness, other suggestions)	10	

Employee Satisfaction Survey

To enhance employee well-being and provide a healthy and safe workplace, THPT places great importance on employee opinion surveys. The Company's long-term goal is to achieve an overall employee satisfaction score of 80 or above. In the 2025 employee satisfaction survey, the Company received an overall score of 74.6, falling short of its long-term target and representing a slight decline from 76.7 in the previous year. The decrease in the overall score was primarily attributed to one systemic issue and two topics with relatively low employee satisfaction. The Company will prioritize improvements based on the identified weaknesses in the survey results, while also taking industry practices and local employee benefits into consideration when making appropriate adjustments. Through these efforts, the Company aims to further strengthen its connection with employees and create a happier workplace.

Survey Participant	All employees
Aspect of the issue	Aspects include working environment and ambiance, sense of belonging and communication, systems and benefits, supervisor satisfaction, and employee development satisfaction.
Number of questionnaires/Coverage percentage	1,699 questionnaires/83%
Unit responsible for the survey	Headquarters and administrative departments at each factory
Survey frequency	Annually
Survey results	The overall employee satisfaction at the Company is higher than the industry average, with 74.6% of employees expressing positive sentiment.
Result Analysis and Improvement Plan	● Systemic causes→ The employee satisfaction survey was revised for the first time in 2025, and changes to the questionnaire's scoring methodology may have contributed to the lower overall score. ● Survey result analysis→ 1. Lower satisfaction with compensation: As part of the global supply chain diversification away from China, major international brands have continued to expand into Vietnam, offering more competitive compensation packages. This has led to a significant reduction in the available talent pool and a substantial increase in local salary levels. The Company will continue to evaluate and make appropriate adjustments to its compensation and benefits packages. 2. Lower satisfaction with employee benefits: Some facilities at the Company's plants are relatively outdated. The Company has included these facilities in its replacement plan and is gradually upgrading them.



Employee Benefits GRI 401-2

We value the physical and mental wellbeing of our employees and have established an "Employee Welfare Committee" to plan a variety of benefits in accordance with the law. In addition to the fixed contribution from employee salaries, the Company also contributes a monthly benefits fund based on profit to support employee welfare measures. In 2025, THPT held a total of seven Welfare Committee meetings to discuss employee welfare measures, and regularly organized employee birthday celebrations and family day activities to promote parent-child interaction and boost employee morale.

	Taiwan	Overseas Factories
Bonuses and Benefits	Year-end bonuses, employee bonuses, employee stock options	Year-end bonus
Dining Benefits	Employee cafeteria, meal allowance.	Employee cafeterias and meal services

Cash Gifts and Subsidies	Birthday cash gifts, bonuses for three festivals, Labor Day gifts, maternity allowances, travel subsidies, employee training subsidies, wedding and funeral subsidies, dinner subsidies, year-end party lucky draws, etc.	Holiday bonuses or gifts for local festivals, year-end Christmas celebrations, or year-end banquet events.
Leave System	Annual leave, maternity leave, paternity leave, bereavement leave, sick leave, family care leave, etc.	Annual leave (in accordance with local regulations), maternity leave, home leave for return trips to Taiwan (for expatriate employees), and other leave benefits
Health and Care	Labor and health insurance, group life and accident insurance, overseas travel insurance for expatriates and business travelers, employee health checkups, pension contributions, Family Day events, and team-building activities, etc.	Labor and health insurance (in accordance with local regulations), pension contributions, Family Day events, and team-building activities, etc.



THPT family day and ESG beach cleanup event



Labor Day rice distribution in the Philippines factory



THPT 2025 year-end banquet lucky draw



THPT employee birthday celebration

Employee Union GRI 2-30

We encourage employees to form trade unions to jointly identify employee needs and continuously improve the working environment. Currently, only THPT factories in Dongguan and Vietnam have established labor unions; factories in Taiwan and the Philippines have not yet submitted relevant requests. Employees who have not yet established or joined a union are still entitled to all salaries and benefits provided by THPT. The Company also protects the working environment and rights of all employees.

Factories	Trade Union Member	Total number of employees	Percentage of Employees Who are Union Members
Vietnam Factory	801	888	90.2%
Dongguan factory	142	168	84.5%

Note 1:	While THPT allows employees to form a labor union, currently no employees in Taiwan or the Philippines have expressed a desire to do so.
Note 2:	The Company has not entered into any collective bargaining agreement. Nevertheless, it will continue to assess the overall compensation level of all employees through labor-management meetings on a regular basis.

Minimum Notice Period for Significant Operational Changes GRI 402-1

For labor-management issues arising from significant operational changes that seriously impact employee rights, THPT will notify employees in advance as required by the Labor Standards Act or other applicable local laws and regulations. The basic requirements for lay-off notice periods will be in accordance with the THPT Resignation and Retirement Management Regulations.

1. If an employee has worked for more than three months but less than one year, they must provide 10 days' notice.
2. If an employee has worked for more than one year but less than three years, they must provide 20 days' notice.
3. If an employee has worked for more than three years, they must provide 30 days' notice.

4.3 Talent Recruitment and Retention

Talent Recruitment

In reference to local regulatory requirements and the international organization recommendations, THPT has established a complete “selection, training, education, employment, and retention” mechanism, and combined various recruitment channels to continuously recruit new talent and maintain the quality of the Company’s human resources. To maintain the stability of our human resources and attract more outstanding talent, our main recruitment channels include online platforms, human resources agencies, and employee referrals. We provide high-quality job opportunities to a wide range of candidates, prioritizing the recruitment of local talent and contributing to local employment, thereby fulfilling THPT’s corporate social responsibility.

Local employment

THPT actively promotes talent localization and provides robust education and training programs to cultivate local talent. At the same time, by hiring locally, we promote job opportunities and stimulate economic development in the community. In 2025, our overall local hiring rate was 96%, with 80% for management positions.

	Taiwan		Vietnam		Dongguan		Philippines	
	Local employment	Non-local employment	Local employment	Non-local employment	Local employment	Non-local employment	Local employment	Non-local employment
Management positions	12	0	82	25	26	5	55	14
Non-management positions	13	0	768	13	111	0	351	0
Local hiring ratio	100%		97%		97%		98%	

New Hires Retention Program

Starting in 2024, THPT comprehensively reviewed and strengthened its new hires retention plan, enhanced orientation training and support, and assisted all new hires in better adapting to the Company’s culture and job responsibilities. THPT's new hire retention rate was 54.57% in 2025. Going forward, the Company will ensure that exit surveys are conducted for all departing employees and continue to enhance the onboarding experience for new hires. Through the following five key initiatives, the Company aims to help new employees successfully integrate into the THPT family.

Introduction to the Factory Environment	Dedicated personnel will familiarize new hires with the factory environment and dormitory facilities.
Counselors for New Hires	Each group of new hires is assigned a dedicated specialist to address questions regarding work, company systems, and dormitory life.

Education and Training for New Hires	After the orientation to the environment, THPT will arrange an introduction to the Company, training on ethical business practices, occupational safety, and professional skills.
Performance Appraisal and Rewards for New Hires	Upon completion of the probation period, new hires receive performance feedback from their supervisors, which serves as the basis for salary adjustments.
Interview with New Hires	Upon completion of the probation period, employees will be interviewed by a specialist to gather feedback on their experience with the Company.

New Birth Incentives GRI 401-3

To protect the employment rights of female employees, show consideration for the hard work of childbirth and family care, and promote work-life balance for employees. This enables employees to start a family with peace of mind, supported by the Company's welfare policy. All THPT factories provide maternity leave, paternity leave, and childbirth allowances. In 2025, 37 employees were expected to return to work after parental leave (including paternity leave), and 29 of them returned to work, with an annual return-to-work rate of 78%. This is primarily due to the cultural norms, where most female employees plan to return home after their parental leave to focus on family care. The Company will continue to monitor and support employees during and after their leave, and enhance relevant care benefits.

Return-to-work and retention status of employees returning from parental leave									
Item		Taiwan		Vietnam Factory		Philippines factory		Dongguan factory	
		Male	Female	Male	Female	Male	Female	Male	Female
Annual status	Number of employees eligible for parental leave in the current year	0	1	0	11	14	8	0	0
	Number of employees on parental leave in the current year	0	0	0	11	14	5	0	0
Return-to-work status	A: Estimated number of employees returning to work after parental leave in 2025	0	0	0	15	14	8	0	0
	B: Number of employees who returned to work after parental leave in 2025	0	0	0	11	14	4	0	0
	Return-to-work rate = B/A	N/A	N/A	N/A	73%	100%	50%	N/A	N/A
Retention status	C: Number of employees who returned to work after parental leave in 2024	0	1	0	25	8	8	0	0
	D: Number of employees who continued working for one year after parental leave in 2024	0	1	0	20	8	8	0	0
	Retention rate = D/C	N/A	100%	N/A	80%	100%	100%	N/A	N/A
Note 1: There is no unpaid parental leave system in overseas factories. The above parental leave statistics are based on maternity and paternity leaves and are disclosed based on the actual number of applicants.									

Promote marriage	Maternity care	Childcare support
➤ Provide employees with a marriage gift of NT\$6,000 ➤ Headquarters employees may flexibly delay their start and	➤ Pregnant employees are prohibited from working night shifts and may be reassigned to different roles	➤ Plants sites provide safe and private breastfeeding rooms. ➤ Employees raising a child under the age of three are

end times by up to 30 minutes, provided they complete 8 working hours.	to avoid exposure to high-risk environments or organic chemicals. ➤ Provide a childbirth allowance ranging from NT\$1,000 to NT\$3,000 per child. ➤ Provide 60 days of maternity leave, exceeding statutory requirements, as well as 7 days of paternity leave and prenatal examination leave.	entitled to a reduction of one working hour per day.
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Talent Cultivation GRI 404-1

We treat every employee as our most valuable asset. Only through continuous improvement can the Company continue to grow. We encourage all employees to participate in training courses offered by consulting firms, training institutions, or government and industry organizations, and to obtain domestic and international certifications, to enhance their professional skills and broaden their knowledge across different fields. The Company allocates training funds every year to encourage employees to actively participate in the above courses. In addition, to help new employees quickly adapt to their roles, pre-employment training is provided, with courses tailored to different job categories. In 2025, employees completed a total of 23,387.5 training hours, averaging 12.7 hours per employee. The overall satisfaction score for all training programs was 81 points, indicating that the course content generally met employees' expectations. The table below shows the average education and training hours received by gender and job category. The Company will continue to review and increase relevant course offerings for employees with insufficient education and training hours, and for different roles, to help them develop more diversified abilities and knowledge.

Factories		Taiwan	Vietnam Factory	Dongguan factory	Philippines factory	Total Average Training Hours
Job Category	Gender					
Management positions	Male	14.8	4.3	4.8	2.7	4.8
	Female	14.3	7.7	11.3	3.6	7.9
Non-management positions	Male	16.6	19.8	8.8	5.5	9.3
	Female	17.5	22.3	3.8	8.2	15.3
Average education and training hours		15.9	19.2	6.6	6.4	12.7
Note 1: Employees in Taiwan management positions refer to those at or above the section level.						
Note 2: Overseas factory management personnel refers to employees at or above the production line leader level.						

Type of Education and Training

In the fourth quarter of each year, THPT conducts an employee education and training needs assessment. Based on the needs of each department, it drafts relevant education and training plans and budgets, categorizing courses into professional skills training, information security training, environmental health and safety training, and general education training. This four-pronged approach allows for a more comprehensive review of how to continuously improve the Company’s education and training programs, and ensures colleagues are promptly provided with corresponding course information for enrollment. The education and training hours for the four major aspects in 2025 are shown in the table below.

Type	Professional skill education and training (hr)	Information security education and training (hr)	Environmental safety education and training (hr)	General education and training (hr)
Male	6,921.5	1,357	1,843	1,430
Female	6,482	1,280	1,946	2,128
Note 1: To clearly present the Company’s education and training effectiveness across different categories, courses that fall into multiple categories are counted in each relevant category. As a result, the sum of hours by category may differ from the overall total shown above.				

Professional skill education and training	Information security education and training	Environmental safety education and training	General education and training
Professional knowledge and skills courses in production, sales, finance, engineering, etc.	Information security risk and prevention measures, etc.	Accident prevention, disaster drills, and knowledge of hazardous chemicals.	Law, ethical corporate management, human rights, health seminar, etc.

Performance Appraisal

THPT has established a remuneration system linked to performance appraisal, with salary determined by job band and educational background, irrespective of gender or age. Performance is measured through organizational management indicators and team goals, and this appraisal serves as a reference for promotions, salary adjustments, employee compensation, and the distribution of year-end and performance bonuses. Furthermore, it allows for targeted improvement of employee weaknesses. Performance appraisals are conducted annually, with all operating units following established regulations. A Remuneration Committee, composed of independent directors, reviews the salary policies for managers. In 2025, a total of 1,575 employees underwent performance evaluations.

Employees who received performance appraisal in 2025.				
Occupation/gender		Number of employees to be evaluated	Number of employees evaluated	Percentage of employees participating in performance appraisals
Management positions	Male	173	173	100%
	Female	61	61	100%
Non-management positions	Male	744	744	100%
	Female	597	597	100%
Note 1: The employee performance appraisal is conducted annually in December, which is why there is a slight discrepancy between the number of management/non-management positions and the employee distribution statistics.				

Ratio of Standard Entry-level Salary to Local Minimum Wage GRI 202-1

All salaries and benefits at THPT meet and exceed local regulations. We do not discriminate based on gender, color, marital status, race, or religious beliefs. Meanwhile, the Company will adjust employee salaries in a timely manner based on industry and local employment conditions, to maintain a competitive edge in attracting talent and meet employee expectations.

Factories	Vietnam Factory	Dongguan factory	Philippines factory
Employee salary/local minimum wage	1.15	1.58	1.06
Note 1:	Not applicable, as there is no production operation in Taiwan.		
Note 2:	The above employee salaries are based on the standard salary for production line personnel.		
Note 3:	Standard salary includes: base salary, meal allowance, and shift allowance.		

Full-time Non-Management Employee Salaries

According to the Securities and Exchange Act, THPT's calculation for the number of non-management compensation reports excludes employees who have worked for the Company for less than six months and managers. Based on this definition, in 2025, there were a total of 21 full-time employees in non-management positions, with an average salary of NT\$1,101,000 and a median salary of NT\$907,000.

Information on Salaries for Full-time Non-management Employees			
Year	2024	2025	Percentage increase/decrease (%)
Number of people	19	21	11%
Average salary (NT\$)	1,027,000	1,101,000	7.2%
Median salary (NT\$)	782,000	907,000	16%
Note 1: This data includes only employees in Taiwan; employees at other overseas factories are not included in this table.			

Retirement System

In accordance with the statutory retirement system, THPT contributes the full amount of pension funds required for employees, with 100% employee participation in the retirement plan. All employees in Taiwan who were hired on or before July 1, 2005, are entitled to seniority under the old pension scheme in accordance with the *Labor Standards Act* and the *Labor Pension Act*. Based on relevant laws and regulations, THPT sets aside funds annually and commissions an actuary at year-end to calculate pension liabilities, guaranteeing employees' future retirement benefits and ensuring full contributions are made. All employees at overseas factories have retirement systems in place that comply with local regulations, ensuring financial security in their retirement.

Factories	Compliance with Laws and Regulations	Pension Contribution Rate	
Taiwan	<i>Labor Standards Act</i> <i>Labor Pension Act</i>	Employer (old system)	4%
		Employer (new system)	6%
		Employees (new system)	0-6%
Dongguan factory	Interim Procedures of the State Council Concerning Workers' Retirement and Resignation of Workers	Employer	15%
		Employees	8%
Vietnam Factory	<i>Labor Law</i> <i>Social Insurance Law</i>	Employer	14%
		Employees	8%
Philippines factory	<i>Social Security System</i>	Employer	9.5%
		Employees	4.5%

4.4 Occupational Health and Safety

Occupational Safety and Health Committee

Both the Vietnam and Philippines factories of THPT have established Occupational Safety and Health Committees, composed of factory occupational safety and health personnel and supervisors from relevant management departments. The Occupational Safety and Health Committee is responsible for planning, executing, supervising, and improving the working environment in the factory area. Regularly assess hazards and risks to employees posed by equipment and work processes through occupational safety risk assessments, and conduct accident investigations following any occupational incidents. THPT ensures that employees are protected from any form of penalty or retaliation for expressing opinions or concerns regarding occupational safety hazards or risks. If employees report concerns to the factory’s environmental safety personnel or the committee’s labor representative, or provide anonymous feedback through the suggestion box, the Company will address and resolve the issue through discussions within the Committee, ensuring effective communication and grievance channels.

Identification of Occupational Safety Risks GRI 403-2

To effectively reduce the risk of work-related injuries to employees, THPT regularly conducts occupational safety risk assessments to strengthen personnel safety and health awareness, and minimize risks within the factory. When identifying risks, each unit is required to classify the possible hazards caused by different working environments, equipment, or manufacturing processes, and convert them into risk levels based on the frequency of occurrence, severity, and likelihood of causing losses. Occupational safety risks with a risk rating of 40 or above are listed as "unacceptable risks." If there is unacceptable risk, improvements must be proposed within a specified timeframe to eliminate it as quickly as possible. For risks that cannot be completely eliminated, the Company will implement mitigating measures to minimize potential harm.

Risk Identification ▼	The safety and environmental protection units (all of whom have obtained local occupational safety certificates) work together with other units to conduct a potential risk factor survey based on past incidents, industry incidents, and current events.
Hazard Assessment ▼	Each unit collaborates with the Finance and Accounting Department to assess the severity of risks in terms of their impact on employee safety, as well as potential damage and losses to the Company.
Risk Management ▼	Propose management measures for each risk and regularly track improvement status.
Process Management	The Occupational Safety Committee reviews the effectiveness of each process annually.

Occupational Accidents and Occupational Diseases GRI 403-9, 403-10

THPT’s occupational accident statistics are compiled and reported in accordance with local laws and regulations. The total number of regular employees across all domestic and overseas operating sites is 1,501 (excluding non-regular employees). Occupational accident statistics for all employees are shown in the table below. In 2025, there were zero deaths and zero serious work-related injuries across all factories. Only one recordable occupational injury occurred in 2025. The Company assisted the employee with the necessary follow-up medical treatment, after which the employee returned to work. The Company has analyzed the root causes of occupational incidents and implemented corrective measures in areas prone to accidents to create a safe, zero-injury workplace.

2025 Occupational Accident Statistics						
Item	Gender	Taiwan	Vietnam Factory	Dongguan factory	Philippines factory	Workers who are not employees
Total working hours (hr)		5,000	2,223,552	280,592	1,956,864	639,359
Percentage of fatalities resulting from work-related injuries.	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Male	0	0	0	0	0

Percentage of serious work-related injuries	Female	0	0	0	0	0
Percentage of recordable work-related injuries	Male	0	0	0	0.86	0
	Female	0	0	0	0	0
Number of recordable work-related injuries	Male	0	0	0	1	0
	Female	0	0	0	0	0
Recordable occupational disease (cases)	Male	0	0	0	0	0
	Female	0	0	0	0	0
Note 1:	Serious work-related injuries: work-related injuries resulting in death, or injuries that prevent or significantly hinder a worker's return to their pre-injury health status within six months.					
Note 2:	Recordable work-related injuries: work-related injuries resulting in death, serious injuries, and injuries requiring treatment away from the workplace (both on- and off-site) are recorded. This includes traffic accidents during employee commutes.					
Note 3:	Total working hours = Total number of employees (based on the number of employees employed by the Company as of December 31) × number of working days × daily working hours (eight hours)					
Note 4:	Fatality rate from work-related injuries: Number of fatalities from work-related injuries x 1,000,000 ÷ total working hours					
Note 5:	Percentage of serious work-related injuries: Number of serious work-related injuries x 1,000,000 ÷ total working hours					
Note 6:	Percentage of recordable work-related injuries: Number of recordable work-related injuries x 1,000,000 ÷ total working hours					
Note 7:	THPT reported no cases of occupational illness among its employees in 2025					
Note 8:	Workers who are not employees refer to contractors (e.g., catering, cleaning, security, and repair personnel) and dispatched workers engaged in the Company's regular operations.					

Occupational Hazard Risk Control

THPT recorded a significant reduction in occupational injuries in 2025, with only one recordable occupational injury reported. The investigation determined that the incident was caused by employee distraction during work. The Company will continue to have its occupational safety unit investigate the root cause of the incident and implement follow-up preventive measures, while promoting safety awareness among other employees to reduce factors that may lead to workplace injuries. The improvement results will also be compiled and reported to the Occupational Safety and Health Committee. In the event of an immediate danger in the workplace, workers may stop work and retreat to a safe location without endangering other workers, and must immediately report to their supervisor. These regulations are outlined in the employee handbook to create a safe, zero-accident work environment.

Types of Work-related Injuries	Number of Incidents in 2025	Improvement Measures
Pinch injuries	1	Strengthen operating SOPs and occupational safety training, and implement hazard identification, labeling, and follow-up management measures.

Occupational Disease Prevention Management GRI 403-7

THPT's production model minimizes the risk of occupational diseases for employees, while the Company continues to enhance the work environment. High-risk areas and potential occupational disease hazards are identified through annual occupational safety risk assessments, with corresponding preventive measures implemented. Daily implementation of the 8S Methodology ensure that all protective equipment and safety protocols are consistently followed. At the same time, employees' health status is monitored continuously through special health examinations, and they will be promptly notified of any abnormalities and, if necessary, reassigned to other positions. The Company reported no cases of occupational illness in 2025 and will continue to conduct inspections of areas with potential occupational hazards, while ensuring the effective implementation of relevant protective measures through occasional inspections.

Type of Occupational Disease	Hazard Factors	Preventive Management Measures
Physical	Noise from machines and waste powder crushing.	Pre-employment hazard education and training, personal protective equipment (PPE) donning (ear muffs, earplugs), special health checkups (hearing tests)
Chemical	Organic solvents	Local exhaust devices installed, pre-employment hazard education and training, wearing personal protective equipment (masks), special health checkup (respiratory function, benzene operation test).
	Dust	
Ergonomics	Long-term heavy lifting (lower back pain, herniated disc, etc.)	Replace/reduce manual handling of heavy objects, assign nurses to provide preliminary diagnosis to employees, and share health information periodically.
	Long-term computer use (carpal tunnel syndrome, cervical displacement, etc.)	

Occupational Accident Emergency Response GRI 403-5, 403-7

To enhance employees' ability to respond to emergency events and equip relevant personnel with the necessary knowledge and skills, THPT holds biannual fire safety drills and emergency response training at each of its factory sites. This ensures that effective disaster response measures are implemented at all stages of an emergency, minimizing injuries, property damage, and environmental impact. The Company also ensures employees are familiar with evacuation routes, the nearest emergency exits, and the designated assembly points to expedite personnel accounting after an evacuation. Reduce personnel injuries caused by confusion during disasters.



Fire drill evacuation and assembly at TaiHan (Philippines)



YongHan (Vietnam) Firefighting drill conducted by the night-shift fire brigade

Occupational Safety Training

In 2025, THPT provided environmental, safety, and fire safety-related education and training courses to a total of 2,248 participants, totaling 3,040 hours. These courses included new employee occupational safety training, equipment and operational risk identification, hazardous chemical awareness, and fire drills. With employee safety as its highest priority, the Company annually reviews risk management training across all production processes through a dedicated committee, striving to create a work environment free of occupational accidents.

Statistics on Fire Safety and Occupational Safety Education and Training		
Environmental safety and health fire safety education and training	Number of employees	2,248 employees
	Hours of education	3,040 hours
New employee training (including occupational safety training)	Number of employees	749 employees
	Hours of education	749 hours

Health Promotion GRI 403-6

THPT has set up blood pressure monitors so employees can check their blood pressure at any time, and has placed thermometers and hand sanitizer at all entrances and exits for employee use. We organize health seminars and promote health knowledge through events such as "Understanding Stress and Promoting Physical and Mental Well-being" and "High Risks of Cardiovascular Diseases." We also manage cafeteria ingredients to encourage healthy eating habits, helping employees cultivate overall physical and mental health awareness.

Health Information	Periodic health seminars and health information promotion.
Healthy Working Environment	Employee working hour supervision, occupational disease and operational risk assessment.
Healthy Living Habits	Regular and special health checkups, healthy employee meals

Employee Health Checkup GRI 403-3

We care about the health of our employees and provide general health checkups in conjunction with special health checkups tailored to each employee's work environment and risk factors to monitor their physical condition. If any abnormalities are detected or a doctor determines an employee is no longer suited for their current role, we will assist in transferring them to a less hazardous position and continue to follow up on their progress and assess their overall well-being.

Health Checkup Type/Factories	Taiwan	Vietnam Factory	Philippines factory	Dongguan factory
General Health Checkup (number of employees)	10	914	355	35
Special Health Checkup (number of employees)	N/A	186	28	42
Note 1: No employees in Taiwan are engaged in high-risk operations, therefore no personnel have participated in special hazard operation health checkups. Note 2: Special health checkups in the factory are conducted in accordance with local government determinations of high work-related injury risk and are tailored to the specific hazards employees may be exposed to. These examinations include benzene testing, hearing tests, X-rays, and lung dust tests.				

Contractor Safety Management

THPT places great importance on the safety management of contractors and suppliers. To enhance the safety of operations within the factory, all dangerous work is accompanied and supervised by dedicated personnel, and pre-operation risk assessments are conducted for high-risk tasks to ensure operator safety. Before contractors enter the factory, a physical and mental health assessment, temperature measurement, and alcohol disinfection will be conducted to ensure all personnel entering the factory are in optimal condition.

4.5 Social Engagement

All factories of THPT organize public welfare and social care activities annually in response to the United Nations Sustainable Development Goals (SDGs). In 2025, the Company continued to support disadvantaged groups in the community who were in need, including student Li, who was unable to learn alongside other students due to illness, as well as orphanages and underprivileged students in need of school supplies. The Company hopes to leverage its influence to mobilize greater resources, helping them gain more stable educational opportunities and ensuring that this cycle of kindness continues to spread.

Philanthropic Projects	Location	Manpower Invested (Number of Employees)	Expenditure (NT\$)
Syin-Lu Social Welfare Foundation - Donations for Disadvantaged Children	Taiwan	1	30,000
THPT Family Day: "Support Local Produce"	Taiwan	42	161,100
Donation to Neihu High School Volleyball Team	Taiwan	3	500,000
TaiHan Dongguan - Community Blood Drive	Dongguan	8	2,560
TaiHan Dongguan - "6.30" Village Revitalization Donation	Dongguan	3	4,155
YongHan Vietnam - Donation to a Student with Kidney Failure	Vietnam	3	22,371
YongHan Vietnam - Donation of Supplies to Orphans Through the Hai Duong Provincial Red Cross	Vietnam	5	38,893
THPT and TaiHan Philippines participated in a tree planting activity hosted by the LIMA Duty-free Zone Environmental Protection Society.	Philippines	3	7,155
TaiHan Philippines - Distribution of School Supplies to Underprivileged Students at a School	Philippines	10	9,547

Community Feedback

Donation to Neihu High School Volleyball Team

For two consecutive years, THPT has sponsored the Neihu High School volleyball team with NT\$500 thousand, hoping the players can compete in national tournaments without worries and perform at their best without having to be concerned about equipment and other logistical resources. At the same time, we hope their determination and fighting spirit in the High School Volleyball League will inspire more people and bring enthusiasm and passion for sports to our colleagues in the workplace.



2025 46th National Volleyball Championship - Senior High School Women's Division, 2nd Place



Taipei City Education Cup Volleyball Tournament - Senior High School Men's Division, 3rd Place

YongHan Vietnam - Donation to a Student with Kidney Failure

YongHan Vietnam donated VND 20 million to student Li, who is currently undergoing treatment for kidney failure due to financial hardship. Although still very young, the student must frequently endure the pain of undergoing hemodialysis and other medical treatments at the hospital. As student Li's parents are both manual laborers with unstable incomes, the family's already modest financial situation has been further strained by the ongoing medical expenses, placing them under tremendous financial pressure. YongHan Precision Technology Co., Ltd. understood and empathized with student Li's difficult circumstances. The Company personally visited the student to offer encouragement and donated VND 20 million to provide the family with additional financial support for medical treatment, helping the student continue pursuing an education and achieve personal dreams.

Donations of Essential Supplies to Disadvantaged Communities in Vietnam and the Philippines

At the beginning of the new school year in June, TaiHan Philippines donated 60 sets of school supplies to underprivileged students at Bugtong na Pulo Elementary School, hoping that they would not have to worry about the cost of school supplies and could focus on learning new knowledge as the new semester begins.

In November, YongHan Vietnam donated infant formula, milk, and other daily necessities to an orphanage through the Hai Duong Provincial Red Cross. The Company hopes these children can once again feel warmth during the cold winter and grow up healthy and happy.



Group photo of YongHan Vietnam's donation activity.



Distribution of school supplies in the Philippines factory

Environmental Conservation

THPT Family Day: "Support Local Produce"

THPT places great importance on supporting disadvantaged groups in the community and provides annual donations as a way of giving back to the community. On May 24, we combined community outreach with Family Day by holding the THPT Family Day "Support Local Produce" event. Led by the Company's Chief Sustainability Officer, we visited the Formosa Plastics Yangmei Organic Ecological Farm to harvest organic vegetables for donation and participate in team competitions, promoting public welfare while strengthening relationships among employees.

Although it rained on the day of the event, it did not dampen the enthusiasm of the THPT family. After completing the farm's agricultural education program, we still carried out the traditional "urn kiln cooking" experience, one of the earliest methods of cooking. Next, the farm manager gave a presentation on the ecological environment and the impact of organic farming practices, helping us understand the role of black soldier flies in the ecological cycle and the challenges involved in organic cultivation. Next, the farm director led employees and their family members in rolling up their sleeves and bending down to experience harvesting organic vegetables firsthand. After learning that the vegetables harvested during the event would be donated to charitable organizations serving disadvantaged groups, everyone enthusiastically joined in and worked even harder. Through a combination of sweat and rain, a total of 71 kg of organic vegetables were harvested and donated. Finally, after successfully completing the donation mission, everyone was able to fully devote their energy to the team competitions that followed. As employees and their family members worked together to complete each challenge, the THPT family grew even closer.

The Ruth Society For Disability Services has long been dedicated to caring for people with disabilities in the local community, greatly reducing the burden on their families. It also provides vocational training, giving them the opportunity to work at sheltered workshops and earn a living through their own efforts. Therefore, the vegetables harvested during this THPT event will be donated to the Ruth Society For Disability Services, with the hope of making a meaningful contribution and providing practical support to the center.



Employees worked diligently to harvest organic vegetables



Group Photo of the Organic Vegetable Donation

TaiHan Philippines Participated in the "Plant a Tree" project organized by the LIMA Duty-free Zone.

For two consecutive years, THPT (Philippines) has participated in the "Plant a Tree" program organized by the Environmental Protection Society of LIMA Duty-free Zone as part of the local Environment Month. Upholding the belief that "Plant a Tree," THPT (Philippines) donated 50 tree saplings and, on July 25, joined representatives from other companies in the industrial park to plant the trees on-site in Quezon Province. We hope our small contribution can bring positive change for a better environment.



"Plant a Tree" Program Poster



TaiHan Philippines employees participating in tree planting

05 Environmental Sustainability (Divider Page)

Management Guideline

Type of issue	Name of issue	2025 Strategic Goals	2025 Implementation Results	2026 Targets	Medium- and Long-term Goals
Material topic	Energy Management	◆ Energy consumption per unit of revenue to 34 GJ/NT\$ million production value	◆ Energy consumption per unit of revenue was 34 GJ per NT\$ million in production value (actual: 39.31 GJ per NT\$ million in production value).☒	◆ Lower the energy consumption per unit of revenue to 38 GJ/NT\$ million production value	➤ Lower the energy consumption per unit of revenue to 30 GJ/NT\$ million production value ➤ The percentage of renewable energy usage accounts for 5% or more of the total annual electricity consumption.
Continuous Monitoring	GHG emissions	◆ Complete the GHG inventory for all factories ◆ Total carbon emissions in 2025 to be reduced by 2% compared to 2024.	◆ Complete the GHG inventory for all factories☑ ◆ Total carbon emissions in 2025 to be reduced by 2% compared to 2024 (actual total carbon emissions increased by 6.8%, target not achieved)☒	◆ Total carbon emissions in 2026 to be reduced by 1% compared to 2025.	➤ Total carbon emissions in 2035 to be reduced by 20% compared to 2024.

2025 Performance Highlights

Electricity savings from the implementation of the 2025 power-saving plan.	776,123.2 kWh	GHG Inventory for All THPT Operating Sites	All have completed third-party verification
Survey suppliers' usage of conflict mineral raw materials.	None were used.	Updated Group TCFD Assessment	Completed

5.1 Climate Change Risk Analysis (TCFD)

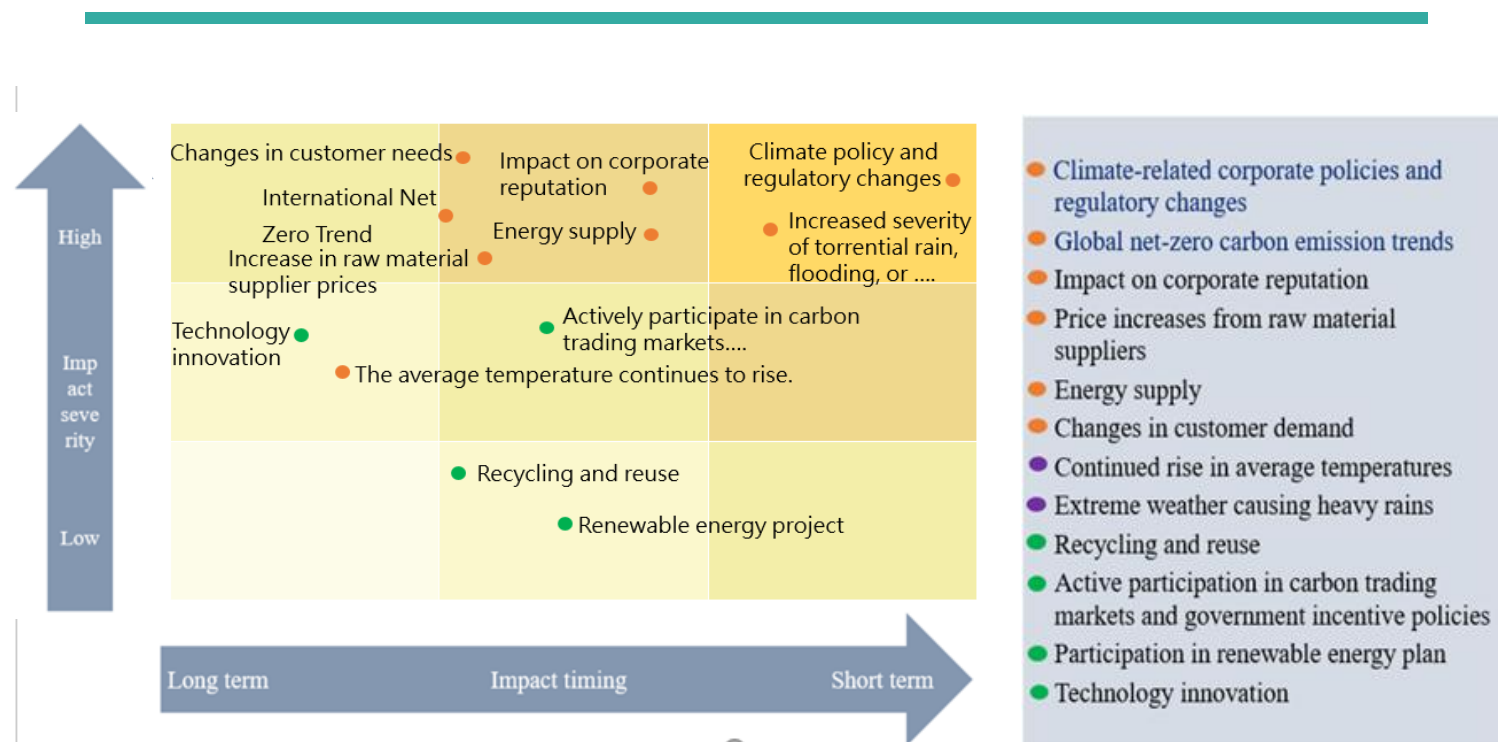
Climate Change Management Framework

To gain a more comprehensive understanding of the impact of climate change on THPT, the Company has adopted the Task Force on Climate-related Financial Disclosures (TCFD) framework since 2022. Following its four core pillars, Governance, Strategy, Risk Management, and Metrics and Targets, the Company identifies climate-related risks and opportunities, assesses their potential financial impacts, and develops corresponding response plans based on the assessment results.

Item	Management Strategies and Actions
Governance	➤ Board of Directors→ As the highest governance body of THPT, the Board of Directors receives an annual report on the Group's climate governance performance and future planning.
	➤ Sustainability Committee member→ Assists the Board of Directors in establishing climate-related targets, planning initiatives, and overseeing their implementation.
	➤ The Sustainability Promotion Team→ Assists in tracking the quarterly progress of each target.
Strategy	➤ Identification of Risks and Opportunities→ Each department identifies climate-related risks and opportunities based on their frequency of occurrence, likelihood, and degree of financial impact.
	➤ Scenario Simulation Settings→ Relevant simulation scenarios and data published by the IPCC, IEA, and TCCIP are collected, with SSP1-2.6 and SSP5-8.5 serving as the basis for low- and high-carbon emissions simulation scenarios.
	➤ Future Financial Impact Assessment→ Future financial impacts are estimated based on different scenarios and data.
Risk Management	➤ Following the TCFD→ The TCFD framework guidelines are adopted to complete the risk and opportunity identification process.
	➤ Reporting of Identification Results→ Climate-related risks and opportunities are prioritized to facilitate the planning of response measures.
	➤ Climate Risk Education and Training→ TCFD training is conducted on a regular basis.
Metrics and Targets	➤ Carbon Reduction Target→ GHG emissions are calculated in accordance with ISO 14064-1, with a target of reducing emissions by 1% annually.
	➤ Energy Conservation Plan→ Priority is given to replacing outdated energy-intensive equipment, installing renewable energy systems, and implementing energy management systems.
	➤ Climate Change Response→ The Group's climate resilience is reviewed on a regular basis.

Climate Change Risk and Opportunity Materiality Matrix

THPT closely monitors international climate-related initiatives and conducts climate-related risk and opportunity identification in accordance with the TCFD recommendations. Through questionnaire surveys on the potential impacts of climate change, the Company identified a total of eight major climate-related risks and four major opportunities in 2025. By collecting managers' assessments of impact severity and integrating the expected timing of those impacts, the Company established its climate change risk and opportunity materiality matrix. This matrix serves as the basis for analysis and prioritization of response measures and adaptation strategies. The Company expects to strengthen its climate risk resilience and reduce the financial impact of climate risks.



Climate Risk GRI 201-2

In recent years, the operational impacts of climate change have been increasing and are becoming increasingly uncertain. Therefore, THPT referenced issues of concern to international organizations, the TCFD, and its peers, and through a questionnaire survey, identified 6 transition risks, 2 physical risks, and 4 potential opportunities. The company has also established the following response strategies and management methods to reduce the potential financial impact of various climate change factors.

Climate Risk Identification Results

Risk type	Relevant issues	Potential financial risks	Impact time point	Response Strategy
Transitional risks	Climate policy and regulatory changes	Total GHG control, carbon fees, carbon taxes, and carbon trading lead to increased costs.	Short-term (within 3 years)	- Plan for renewable energy power generation equipment in new factory buildings. - Plan to purchase renewable energy certificates.
	International Net Zero Trend	Increased costs for the installation of renewable energy and the procurement of low-carbon equipment.	Mid-term (4-6 years)	- Plan for renewable energy power generation equipment in new factory buildings. - Gradually replace old, energy intensive machines.
	Impact on corporate reputation	The impact of the decrease in revenue caused by the failure to meet customer needs.	Mid-term (4-6 years)	- Periodically publish the sustainability report to disclose the Company's sustainability direction. - Actively participate in sustainability evaluations

	Increase in raw material supply costs	Raw material suppliers pass on decarbonization or carbon tax costs, leading to an increase in raw material procurement costs.	Mid-term (4-6 years)	Application of recycled plastic and recyclable plastic technologies
	Changes in customer needs	In response to consumers' growing demand for environmentally friendly products, customers will require products with lower environmental impact and higher recyclability.	Mid-term (4-6 years)	Actively respond to customer requirements by investing in relevant technology R&D and talent development in advance.
	Energy supply	In response to the transition toward net zero emissions, energy prices and supply stability may both be affected.	Mid-term (4-6 years)	Strengthen energy management, increase the proportion of renewable energy use, and maintain adequate backup fuel reserves for power generation.
Physical risks	Increased severity of torrential rain, flooding, or droughts caused by extreme weather.	An increased number of extreme weather days, along with a higher likelihood of flooding and water shortages, leads to work stoppages, reduced production, and equipment damage.	Short-term (within 3 years)	1. Improve water-use efficiency within the factory. 2. Always check if the factory is located in a high-risk area for drought or flooding.
	The average temperature continues to rise.	Increased use of cooling equipment leads to increased consumption of refrigerant and electricity.	Long-term (7-10 years)	1. Set air conditioners to 28°C. 2. Internal initiatives to promote energy saving and carbon reduction.

Climate Opportunity Identification Outcome

Type of opportunity	Relevant issues	Potential opportunities	Impact time point
Resource efficiency	Recycling and reuse	Packaging materials and water are recycled and reused.	Long-term (7-10 years)
Energy source	Actively participate in carbon trading markets and government incentive policies.	Additional carbon credits obtained through carbon trading markets and government incentive policies.	Mid-term (4-6 years)
	Renewable energy project	Build solar power in advance, and invest surplus renewable energy in carbon trading or sell it to the power company.	Mid-term (4-6 years)
Products/Services	Technology innovation	Develop products using alternative raw materials or technologies that can significantly increase the use of recycled plastics.	Mid-term (4-6 years)

Scenario Analysis - Physical Risks

Based on the scenario information provided by the IPCC, THPT faces potential property losses under the SSP1-2.6 (very low emission mitigation) and SSP5-8.5 (very high emission) scenarios.

External scenarios	Description	Fees	Countermeasures
SSP1-2.6 (very low emission mitigation scenario)	Under these scenarios, based on data provided by the IPCC, future sea level rise, 2050 flood levels, and total precipitation were projected. The results indicate that, under both scenarios, the Company has a low likelihood of experiencing seawater inundation at its operating sites or equipment damage caused by flooding from heavy rainfall before 2050.	➤ Estimated production value lost per day of shutdown at various factories. - Vietnam factory: 4 million - Dongguan factory: 1 million - Philippines factory: 3.5 million	◆ Currently, we have installed backup generators, uninterruptible power systems, and secured relevant insurance coverage ◆ We plan to acquire additional water pumps as needed, based on the flooding risk at each plant.
SSP5-8.5 (very high emission scenario)	Under the scenario in which very high carbon emissions intensify extreme weather events, employee commuting at the Vietnam and Philippines factories may be disrupted. Therefore, the financial loss resulting from a one-day shutdown at each plant was calculated.		

Scenario Analysis – Transition Risk

The carbon fee is calculated according to the scenario parameters outlined in the IEA WEO 2025.

External scenarios	Description	Fees
Carbon Fees STEPS Based on the current scenario.	Simulate future scenarios according to the established policies (Stated Policies Scenario). ➤ Developing countries 2035→ 682 CO₂e/ton ; (≅ 22USD) 2050→1,054 CO₂e/ton (≅ 34USD)	- Based on the simulated global GDP growth rate, carbon emissions are projected to reach approximately 25,860 tonnes in 2035, resulting in an estimated carbon fee of approximately NT\$17 million. - Under the same scenario, carbon emissions in 2050 will be roughly 43,400 metric tons, requiring a carbon fee of approximately NT\$45 million.
Carbon Fees NZE 2050 Net Zero Scenario	Simulate future scenarios based on the Net Zero Emissions by 2050 Scenario. ➤ Developing countries 2035→3,875 CO₂e/ton ; (≅ 125 USD) 2050→7,750 CO₂e/ton (≅ 250 USD)	- Based on the simulated global GDP growth rate, carbon emissions are projected to reach approximately 25,860 tonnes in 2035, resulting in an estimated carbon fee of approximately NT\$100 million. - Under the same scenario, carbon emissions in 2050 will be roughly 43,400 metric tons, requiring a carbon fee of approximately NT\$336 million.
Carbon reduction transition technologies	The cost of low-carbon transformation for enterprises is approximately NT\$9,000 per metric ton of CO₂ (Industrial Development Administration data). - It is expected that electricity consumption will decrease by 10% in 2035 compared to 2024. - It is expected that electricity consumption will decrease by 25% in 2050 compared to 2024.	- Reduce CO₂e emissions by 10% in 2035, approximately 2,586 tons, with carbon transition costs of around NT\$23 million. - Reduce CO₂e emissions by 25% in 2050, approximately 10,850 tons, with carbon transition costs of around NT\$97.6 million.
Install renewable energy systems	- Under the STEPS scenario, renewable energy systems will not be installed. - Under the NZE scenario: →By 2035, the cumulative share of renewable energy will reach 5%. →By 2050, the cumulative share of renewable energy will reach 10%.	Beginning in 2025, THPT's Vietnam and Philippines factories partnered with third-party energy companies to install rooftop solar power systems without requiring any additional investment from the Company. The systems are expected to be completed and commence operation in the first half of 2026.

Note 1: The Company plans to gradually adopt and disclose the estimated financial impacts of climate change risks, opportunities, risk management, and opportunity management in accordance with IFRS S2 beginning in 2028.

Climate Change Response Strategies

Short-term strategies (0–3 years):	Mid-term strategies (3–5 years):	Long-term strategy (6–10 years):
2026–2028	By 2031	By 2040
5% less carbon emissions than in 2022	15% less carbon emissions than in 2022	30% less carbon emissions than in 2022

We have integrated the Company's various departments and established a Sustainability Committee and a promotion team. We have also consolidated relevant domestic and international issues and the expectations of our suppliers and customers to define goals and develop response strategies, which are implemented in our daily operations.

Actively collaborate with external vendors to implement energy-saving projects, such as upgrading the heating systems of aging molding machines and improving regional air conditioning systems.

Assess the area available for renewable energy installations at each factory and implement the initiative in a progressive manner.

Obtain carbon credits in preparation for the Company's carbon neutrality, and continue to review its energy allocation ratio.

Identify opportunities to reduce carbon emissions throughout the production process and across the supply chain. Strive to achieve carbon neutrality.

- **Replace company vehicles with electric or hybrid vehicles.**

Since 2004, all THPT factories have been certified under the ISO 14001 environmental management system standards to minimize and prevent potential environmental damage and pollution. Through the reduction of pollution, resource recycling, energy conservation, and waste reduction, we ensure the achievement of sustainable goals that balance economic development and environmental protection. Based on eco-friendly and green manufacturing practices in its corporate operations, the Company has also established reduction targets and related regulations for energy management, GHG emissions, water resource management, and waste management. These measures aim to minimize the environmental impact of the production process and fulfill our social responsibility as a member of the industry.



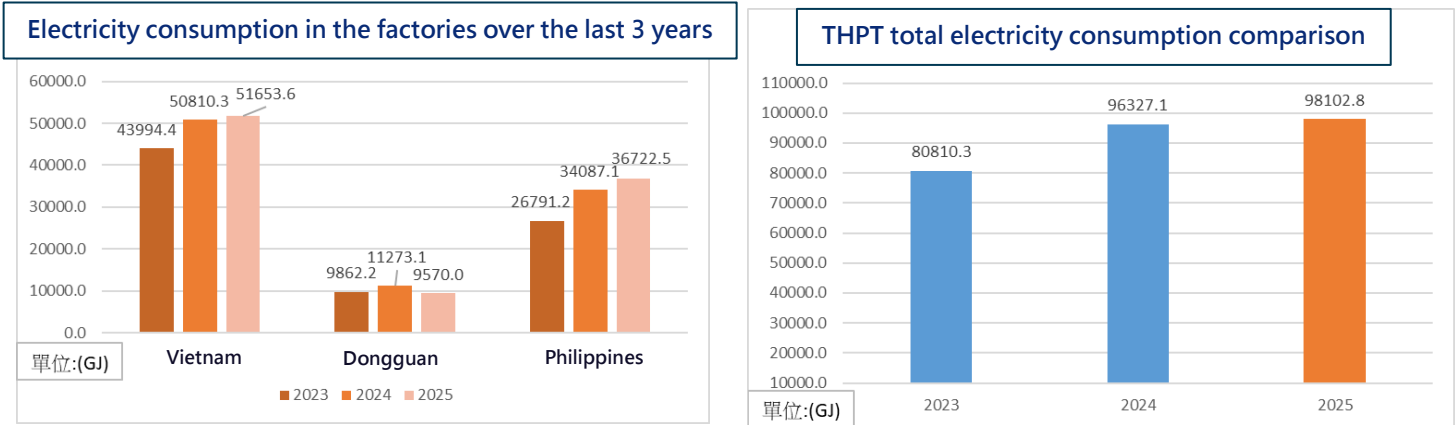
5.2 Energy Management

Energy Consumption GRI 302-1, 302-3

According to the results of the GHG inventory, more than 70% of THPT's carbon emissions are generated from purchased electricity. Therefore, energy management and energy transition are critical issues that the Company must address. In 2025, the Company's energy consumption per unit of output value increased from 37.57 GJ/NT\$ million to 39.31 GJ/NT\$ million, failing to achieve the target of reducing it to 34 GJ/NT\$ million. This was primarily due to the commencement of operations at the Company's new Vietnam factory and production line expansion in the Philippines, which resulted in a relatively significant increase in energy use. Nevertheless, through energy management efforts in recent years, all plants have effectively improved energy efficiency. The Company will continue to track the energy management policies and performance of each plant to reduce the environmental impact caused by production. And reset the 2026 electricity intensity target to 38 GJ per million in output value.

Factories	Taiwan	Vietnam Factory	Dongguan factory	Philippines factory	Total Volume
Electricity (GJ)	156.67	51,653.66	9,570.00	36,722.53	98,102.84
NT\$ million production value	N/A	1,269.99	289.13	1,106.49	2,495.31
Energy consumption per unit production value	N/A	40.67	33.10	33.19	39.31

Note 1: kilowatt-hours (international unit symbol: kWh), commonly called a kWh, "1 kWh" = 1,000 Wh = 1 kilowatt. Hour (1 kWh), 1 kWh = 3,6 MJ. The energy conversion coefficient is based on information provided on the Bureau of Standards, Metrology and Inspection website of the Ministry of Economic Affairs (MOEA).
Note 2: The production value of each factory varies due to exchange rate differences; therefore, the total production value and the sum of individual factory values will have some discrepancies.
Note 3: Taiwan is excluded from the statistics because it has only office operations and does not generate output value.



THPT energy consumption

In 2025, THPT's electricity consumption was still derived entirely from non-renewable energy sources. Total energy consumption was 102,657.98 GJ, representing only a slight increase compared with the previous year. The Company will continue to strengthen monthly data monitoring, report electricity consumption and energy-saving performance to the Sustainability Committee on a quarterly basis, and actively plan renewable energy installation projects in the hope of achieving its long-term objectives.

Type	Item	2024 Energy Consumption (GJ)	2025 Energy Consumption (GJ)
Direct energy (A)	Liquefied natural gas (LNG)	0	0
	Liquefied petroleum gas (LPG)	17.63	31.57
	Diesel fuel	2,615.53	4,150.17
	Gasoline	461.30	373.40
Indirect energy (B)	Purchased electricity (excluding renewable energy)	96,327.11	98,102.84
Non-renewable energy (C)	(A)+(B)	99,421.57	102,657.98
Renewable energy (F)	Solar energy (self-consumption)	0	0
Total energy (G)	(C)+(F)	99,421.57	102,657.98
Percentage of renewable energy (H)	(F)/(G)	0%	0%
Note 1: The calorific value conversion was calculated based on the values published in the Bureau of Energy's "2020 Energy Statistics Handbook: Calorific Values of Energy Products by Unit." The calorific value of gasoline is 7,800 kcal/L; diesel, 8,400 kcal/L; liquefied petroleum gas (LPG), 6,635 kcal/L; and electricity, 1 kWh = 3,600 kJ. Note 2: The solar power generation projects at the Company's Vietnam and THPT (Philippines) factories are both scheduled for completion in the first half of 2026 and will provide renewable energy for production operations.			

Power Saving Statistics

We attach great importance to power efficiency during production. In addition to planning an annual power-saving plan, we also regularly track relevant data. Specific energy-saving measures include replacing energy intensive lamps, machinery, and air conditioning systems. We also actively promote electricity-saving practices among our colleagues. For instance, employees are encouraged to turn off office equipment, such as computers, monitors, lights, and other electrical devices, when leaving the office for extended periods. This helps reinforce the concepts of environmental protection, energy conservation, and carbon reduction, while minimizing unnecessary energy waste. In 2025, the Company achieved total electricity savings of 776,123.2 kWh. In addition, rooftop solar panel installations at the Vietnam and THPT (Philippines) plants are scheduled for completion in the first half of 2026. This will mark THPT's first use of renewable energy and represents another important milestone in the Company's continued commitment to sustainable operations.

Power Saving Measures	Implementation Factories	Environmental Protection Expenditure (NT\$)	Electricity Savings (kWh)	Estimated electricity cost savings of approximately (NT\$)
Replaced 56 LED light tubes/bulbs.	Vietnam Factory	7,280	14,477.0	41,479.5
Drying hopper	Philippines factory	717,825	423,072.0	1,436,766.0
56 W crusher	Philippines factory	157,412	127,296.0	431,018.0
112 W industrial chiller	Philippines factory	178,396	196,410.2	666,568.0
Replaced 14 Grade 1 energy-efficient air conditioners	Dongguan factory	173,510	14,868	61,954.9
Total	-	1,234,423	776,123.2	2,637,786.4

GHG Emissions Management

GHGs are the main cause of global climate anomalies, and addressing them is key to mitigating environmental damage and meeting stakeholder expectations. Since 2022, THPT has conducted an annual GHG inventory in accordance with ISO 14064-1:2018 and the GHG Protocol. At the same time, in accordance with the screening principles for significant emission sources, THPT has progressively improved data collection for Scope 3 emission categories to provide customers and suppliers with more accurate and reliable carbon emissions data, thereby supporting the achievement of decarbonization goals across the entire supply chain. Although the Company is not currently subject to regulatory requirements for GHG inventory and emissions reduction management, it has voluntarily engaged an independent third party to verify its GHG emissions.

Factories	Taiwan	Vietnam Factory	Dongguan factory	Philippines factory	Total
Scope 1 (metric tons CO ₂ e/year)	0.67	331.76	82.70	189.48	604.61
Scope 2 (metric tons CO ₂ e/year)	25.97	9,418.66	1,508.77	7,893.30	18,846.70
Scope 3 (metric tons CO ₂ e/year)	35.91	2,887.73	579.46	3,489.38	6,992.48
Total (excluding Scope 3)	26.64	9,750.42	1,591.47	8,082.78	19,451.31

NT\$ million production value	N/A	1,269.99	289.13	1,106.49	2,495.31
Emission intensity per unit of production value	N/A	7.67	5.50	7.30	7.79
Note 1: As 2025 marks the first year in which the entire THPT Group completed a comprehensive Scope 3 GHG inventory, it has been designated as the Group's base year for GHG inventory. Note 2: Taiwan electricity carbon emission factor: Calculated based on 0.474 (kg CO₂e/kWh) as published by the Energy Administration in 2024. Note 3: The overseas factories are calculated based on the locally published electricity carbon emission factor. (Vietnam factory: 0.6592 kg CO₂e/kWh; Dongguan factory: 0.570 kg CO₂e/kWh; Philippines factory: 0.712 kg CO₂e/kWh) Note 4: Global Warming Potential (GWP) values are based on the IPCC 2021 Sixth Assessment Report (AR6). Note 5: Emission intensity per unit of production value = carbon emissions (tons, excluding Scope 3) / NT\$ million production value. Note 6: Taiwan is excluded from the statistics because it has only office operations and does not generate output value.					

5.3 Water Resource Management

THPT recognizes the critical importance of water resources for sustainable operations. In addition to ongoing promotion of water conservation measures and monitoring of water usage, we have set a target to reduce water withdrawal by 1% annually, using 2022 as the baseline. Through these efforts, we aim to balance maximizing shareholder value with environmental protection and sustainable business practices.

Water Risk Assessment

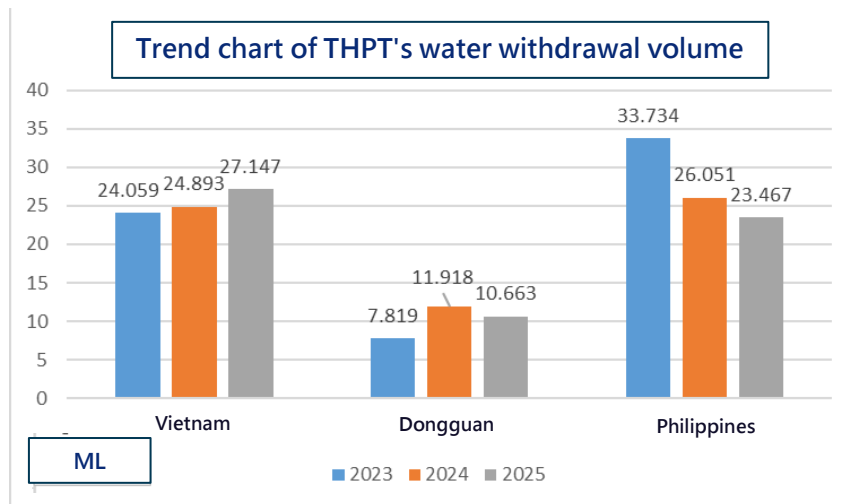
The "Aqueduct Water Risk Atlas," developed by the World Resources Institute (WRI), indicates that THPT's facilities are located in areas with water stress below 20%. An assessment confirms this will not impact local water consumption.

Item	Taiwan	Vietnam factory	Dongguan factory	Philippines factory
Water resource risk	Low	Medium-low	Low	Medium-low
Water source	Dahan River, Shihmen Reservoir	Ta Binh River, Yuehe Reservoir	Water of Dongjiang Lake	Groundwater of Lima (The No. 6 deep well)
Discharge outlet management	North District Water Resource Recycling Center, Taoyuan	Sewage Treatment System, Futian Industrial Park	Chang-An Water Supply Company	Lima Water Company (No. 1 and No. 2 outlets)
Location of final wastewater discharge	Nankan River	Sông Sắt River	Maozhou River	Tiguero Creek

Water Withdrawal GRI 303-2, 303-3, 303-4, 303-5

THPT's production process does not generate water pollution, and the majority of water usage is dedicated to cooling and domestic needs during production. All wastewater is discharged into the legal sanitary sewer system and treated, posing no threat to the ecosystem or natural water bodies. Meanwhile, the water consumption of each factory is relatively small compared to the total local water withdrawal and does not pose a burden on local water resources. In 2025, total water withdrawal was 61.277 ML, a decrease of 1.58 ML compared with 2024. This not only achieved the annual target of a 1% reduction, but also marked the second consecutive year of reduced water withdrawal. THPT will continue to strengthen water resource management and minimize its impact on the natural environment as much as possible.

Item	Vietnam Factory	Dongguan factory	Philippines factory	Total (ML)
Water withdrawal from third-party sources (ML)	27.147	10.663	23.467	61.277
Effluent discharge volume (ML)	21.717	-	20.534	42.251
Water consumption	5.429	-	2.932	8.316
Water withdrawal intensity	0.021	0.036	0.021	0.022
Note 1: In 2025, there is no surface water, groundwater, or internally-stored water. Note 2: The unit of water withdrawal is megaliters (ML). Note 3: Statistics are reported to the third decimal place and are not rounded. Note 4: Taiwan Operation Headquarters is only a small office for general administrative purposes, and due to the difficulty in separately measuring its water withdrawal and discharge from other shared-space tenants, it is excluded from the calculation. Note 5: Due to difficulties in distinguishing floor pipelines in the leased building at the Dongguan factory, effluent discharge volume is not currently being calculated. Note 6: Water withdrawal intensity = Water sourced from third parties (ML) / NT\$ million production value.				



5.4 Waste Management

GRI 306-3, 306-5

To reduce the environmental impact of waste generated from THPT's production and operations, the Company has gradually implemented a zero waste to landfill program since 2025. Waste generated during production is sorted, with reusable resources prioritized for internal recycling and reuse, thereby minimizing the use of landfill or incineration as the final waste disposal methods. We uphold the concept of environmental sustainability, promote various waste reduction measures and policies, reduce waste generated from employees' daily operations, and increase the ratio of in-house waste recycling and reuse. The waste generated by the Taiwan headquarters office is combined with that of other tenants in the leased building, making it difficult to measure separately. Since the office only produces a small amount of waste from daily employee activities, the data is excluded from the statistics.

Waste Disposal Method

- **General industrial waste**
In 2025, a total of 504.16 tonnes of general industrial waste, including waste paper and waste packaging materials, were recycled or disposed of by a waste disposal company along with other non-recyclable general domestic waste. THPT also encourages employees to use reusable, eco-friendly tableware and shopping bags to reduce waste generated in daily life.
- **Hazardous industrial waste**
In 2025, THPT generated a total of 18.96 tonnes of hazardous industrial waste, all of which was disposed of by qualified waste disposal companies in accordance with the law to ensure comprehensive waste management.

Waste Disposal Flow

The Company monitors waste generation and disposal in compliance with the law. Waste disposal data is collected through qualified contractors, who are also regularly reviewed to prevent illegal practices and to ensure proper disposal of all waste.

Waste Disposal Statistics Table					
Type/disposal method (tonnes)		Vietnam Factory	Dongguan factory	Philippines factory	Total Volume
General industrial waste	Recycling and reuse	0.00	0.00	185.69	185.69
	Incineration	254.99	10.45	0.00	265.44
	Landfills	0.00	0.00	53.02	53.02
Hazardous industrial waste	Recycling and reuse	0.00	0.00	10.35	10.35
	Incineration	4.49	0.90	0.00	5.39
	Landfills	0.00	0.00	3.22	3.22
Note 1: The Taiwan Operation Headquarters generates only a small amount of daily office waste. Since it is recycled and disposed of together with the building's overall waste, it is not currently included in the statistics.					
Note 2: All hazardous/non-hazardous waste is collected by a third-party licensed contractor for proper disposal.					

Circular Economy

Plastic recycling and reuse

THPT's products are primarily made of plastic materials. During the production process, waste is generated from trial molding, mold changeovers, and defective products. To reduce the environmental impact of production and implement the principles of the circular economy, the Company has established a comprehensive waste and plastic recycling system. Production waste is sorted and processed through granulators, after which a portion is reintroduced into the manufacturing process without compromising product quality. The remaining recycled material is used for machine setup and testing. In 2025, 2,018 metric tons of plastic were recycled and reused after granulation, representing 10% of total plastic usage.

Reusable packaging

THPT works with customers to develop dedicated reusable plastic containers for shipping finished products to customers' facilities. On the return trip, the empty containers are collected and brought back for reuse, eliminating the need for single-use cardboard boxes. In addition, the Company regularly repairs damaged plastic containers whenever possible. Only when they are no longer usable are they sent for recycling. In 2025, approximately 1 million plastic containers were reused, reducing carbon emissions and the consumption of natural resources.

06 Appendix

GRI Standards Comparison Table

Statement of Use	The 2025 Sustainability Report of THPT is published in accordance with the GRI Standards, with data and information covering January 1 to December 31, 2025.
GRI 1 Version Used	GRI 1: Foundation 2021
GRI Standards Application	None

GRI 2: General Disclosure: 2021

Disclosure Item	Chapters of the Report	Note / Undisclosed information and reasons for non-disclosure	Page number
Organization and reporting			
2-1 Organizational Details	Foreword - About THPT		7
2-2 Entities Included in the Organization's Sustainability Reporting	Foreword - About THPT		7
2-3 Reporting Period, Frequency, and Contact Point	Foreword - About this Report		6
2-4 Restatements of Information	Errata	No information in this report has been restated.	-
2-5 External Assurance	Appendix – Third-Party Verification Statement		101
Activities and workers			
2-6 Activities, Value Chain, and Other Business Relationships	3.1 Supply Chain Management		49
2-7 Employees	4.1 Personnel Overview and Workplace Diversity		56
2-8 Workers Who Are Not Employees	4.1 Personnel Overview and Workplace Diversity		56
Governance			
2-9 Governance Structure and Composition	2.1 Corporate Governance		24
2-10 Nomination and Selection of the Highest Governance Body	2.1 Corporate Governance		24
2-11 Chair of the Highest Governance Body	2.1 Corporate Governance		24
2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts	1.1 Sustainability Management Organization		11
2-13 Delegation of Responsibility for Managing Impacts	1.1 Sustainability Management Organization		11
2-14 Role of the Highest Governance Body in Sustainability Reporting	Foreword - About this Report		11
2-15 Conflicts of Interest	2.1 Corporate Governance		30
2-16 Communication of Critical Concerns	1.1 Sustainability Management Organization		11
2-17 Collective Knowledge of the Highest Governance Body	2.1 Corporate Governance		27
2-18 Evaluation of the Performance of the	2.1 Corporate Governance		28

Highest Governance Body			
2-19 Remuneration Policies	2.1 Corporate Governance		31
2-20 Process to Determine Remuneration	2.1 Corporate Governance		29
2-21 Annual Total Compensation Ratio	4.3 Talent Recruitment and Retention	To protect confidential information, the Company does not disclose the annual total remuneration of the highest-paid individual.	-
2-22 Statement on Sustainable Development Strategy	Foreword - Message from the Chairman		4
2-23 Policy Commitments	4.2 Labor Relations		59
2-24 Embedding Policy Commitments	3.1 Supply Chain Management		51
2-25 Processes to Remediate Negative Impacts	2.2 Ethics and Integrity		34
2-26 Mechanisms for Seeking Advice and Raising Concerns	3.1 Supply Chain Management		51
2-27 Compliance With Laws and Regulations	2.5 Compliance with Laws and Regulations	The Company has not incurred any fines for violations of laws or regulations in the past two years.	44
2-28 Membership Associations	Foreword - About THPT	THPT has not yet participated in any associations	8
2-29 Approach to Stakeholder Engagement	1.3 Stakeholder Engagement		14
2-30 Collective Bargaining Agreements	4.2 Labor Relations		-

2025 Material Topics of THPT

Disclosure Item	Disclosure Item	Chapters of the Report	Note / Undisclosed information and reasons for non-disclosure	Page number
GRI 3: Material Topics 2021	3-1 Process to Determine Material Topics	1.4 Management of Material Topics		14
	3-2 List of Material Topics	1.4 Management of Material Topics		18
	3-3 Process to Determine Material Topics	1.4 Management of Material Topics		14
Ethics and integrity				
3-3 Process to Determine Material Topics		1.4 Management of Material Topics		14
GRI 205: Anti-corruption 2016	205-3 Confirmed Incidents of Corruption and Actions Taken	2.2 Ethics and Integrity		33
Risk Management				
Custom Topics of THPT		1.4 Management of Material Topics		14
Establish a robust risk management PDCA cycle to strengthen the Company's ability to respond to major emergency incidents.		2.3 Risk Management		36
Operational performance				
3-3 Process to Determine Material Topics		1.4 Management of Material Topics		14
GRI 201: Economic Performance 2016	201-1 Direct Economic Value	2.4 Operational Performance		42

	Generated and Distributed			
Compliance with laws and regulations				
3-3 Process to Determine Material Topics		1.4 Management of Material Topics		14
GRI 206: Anti-competitive Behavior 2016	206-1 Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopolistic Practices	2.5 Compliance with Laws and Regulations		44
GRI 416: Customer Health and Safety 2016	416-2 Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services	2.5 Compliance with Laws and Regulations		44
GRI 417: Marketing and Labeling 2016	417-2 Incidents of Non-Compliance Concerning Product and Service Information and Labeling	2.5 Compliance with Laws and Regulations		44
Labor relations				
3-3 Process to Determine Material Topics		1.4 Management of Material Topics		14
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	4.3 Talent Recruitment and Retention		65
Talent recruitment and retention				
3-3 Process to Determine Material Topics		1.4 Management of Material Topics		14
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	4.1 Personnel Overview and Workplace Diversity		56
	401-2 Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees	4.2 Labor Relations		63
	401-3 Parental Leave	4.3 Talent Recruitment and Retention		66
Career development and education and training				
3-3 Process to Determine Material Topics		1.4 Management of Material Topics		14
GRI 404: Training and Education 2016	404-1 Average Hours of Training per Year per Employee	4.3 Talent Recruitment and Retention		67
	404-3 Percentage of employees receiving regular performance and career development reviews	4.3 Talent Recruitment and Retention		68
Energy Management				
3-3 Process to Determine Material Topics		1.4 Management of Material Topics		14
GRI 302: Energy 2016	302-1 Energy consumption within the organization	5.2 Energy Management		86
	302-3 Energy intensity	5.2 Energy Management		86

Additional Disclosure Topics of THPT in 2025

Disclosure Item	Disclosure Item	Chapters of the Report	Note / Undisclosed information and reasons for non-disclosure	Page number
GRI 202: Market Presence 2016	202-1 Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage	4.3 Talent Recruitment and Retention		69
GRI 303: Water and Effluents 2018	303-3 Water Withdrawal	5.3 Water Resource Management		90
	303-4 Water Discharge	5.3 Water Resource Management		90
	303-5 Water Consumption	5.3 Water Resource Management		90
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	5.2 Energy Management		88
	305-2 Energy indirect (Scope 2) GHG emissions	5.2 Energy Management		88
	305-3 Energy indirect (Scope 3) GHG emissions	5.2 Energy Management		88
	305-4 GHG emissions intensity	5.2 Energy Management		88
GRI 306: Waste 2020	306-3 Waste Generated	5.4 Waste Management		90
	306-5 Waste directed to disposal	5.4 Waste Management		90
GRI 403: Occupational Safety and Health 2018	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	4.4 Occupational Health and Safety		71
	403-3 Occupational Health Services	4.4 Occupational Health and Safety		74
	403-5 Worker Training on Occupational Health and Safety	4.4 Occupational Health and Safety		73
	403-6 Promotion of Worker Health	4.4 Occupational Health and Safety		74
	403-9 Work-related Injuries	4.4 Occupational Health and Safety		71
	403-10 Occupational Disease	4.4 Occupational Health and Safety		71
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of Governance Bodies and Employees	2.1 Corporate Governance		24
GRI 406: Non-discrimination 2016	406-1 Incidents of Discrimination and Corrective Actions Taken	4.2 Labor Relations		59
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	4.2 Labor Relations		59

GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.2 Labor Relations		59
GRI 418: Customer Privacy 2016	418-1 Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	3.2 Customer Relations		59

SASB Comparison Table

Resource Transformation Industry - Electrical and Electronic Equipment (2023-12)

Number	Description of Indicator	Chapter / Explanation for non-applicability	Page number
RT-EE-130a.1	(1) Total energy consumption, (2) Percentage of grid electricity, and (3) Percentage of renewable energy	5.2 Energy Management	87
RT-EE-150a.1	(1) Weight of hazardous waste generated, and (2) Percentage recycled	5.4 Waste Management	92
RT-EE-150a.2	(1) Number and total weight of reportable spills, and (2) Amount recovered	The Company had no spill incidents in 2025.	-
RT-EE-250a.1	(1) Number of announced recalls, and (2) Total number of units recalled	The Company had no product recalls in 2025.	-
RT-EE-250a.2	Total monetary losses resulting from legal proceedings related to product safety.	The Company incurred no monetary losses resulting from legal proceedings related to product safety in 2025.	-
RT-EE-410a.1	Percentage of revenue from products containing IEC 62474 declarable substances.	The Company is not a brand owner and does not manufacture complete products; therefore, this indicator is not applicable.	-
RT-EE-410a.2	Percentage of revenue from products eligible for energy efficiency certification.	The Company is not a brand owner and does not manufacture complete products; therefore, this indicator is not applicable.	-
RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products.	The Company had no renewable energy-related or energy efficiency-related products in 2025.	-
RT-EE-440a.1	Description of risk management related to the use of critical materials.	Except for a few products with customer-specified materials, the Company's raw materials are not subject to the risk of monopoly or oligopoly, and over 80% of the production raw materials are provided by local suppliers.	-
RT-EE-510a.1	Description of policies and practices for preventing (1) corruption and bribery and (2) anti-competitive behavior.	2.2 Integrity and Ethics	33
RT-EE-510a.2	Total monetary losses resulting from legal proceedings related to bribery or corruption.	The Company incurred no monetary losses resulting from legal proceedings related to bribery or corruption in 2025.	-
RT-EE-510a.3	Total monetary losses resulting from legal proceedings related to anti-competitive laws and regulations.	The Company incurred no monetary losses resulting from legal proceedings related to anti-competitive laws and regulations in 2025.	-
Activity Indicator			
TC-HW-000.A	Number of units produced, by product category	Molds (set)	1,891
		Plastic (piece)	397,772,146
TC-HW-000.B	Area of manufacturing sites	Trade secrets are not disclosed	-
TC-HW-000.C	Percentage of production from owned facilities.	The Company owns all of its production equipment	-

Third-party Verification Statement



INDEPENDENT ASSURANCE OPINION STATEMENT

Taihan Precision Technology Co., Ltd. 2025 Sustainability
Report

The British Standards Institution is independent of Taihan Precision Technology Co., Ltd. (hereafter referred to as THPT in this statement) and has no financial interest in the operation of THPT other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of THPT only for the purpose of assuring its statements relating to its sustainability report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by THPT. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to THPT only.

Scope

The scope of engagement agreed upon with THPT includes the following:

1. The assurance scope is consistent with the description of Taihan Precision Technology Co., Ltd. 2025 Sustainability Report.
2. The evaluation of the nature and extent of the THPT's adherence to AA1000 AccountAbility Principles (2018) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process.

This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the Taihan Precision Technology Co., Ltd. 2025 Sustainability Report provides a fair view of the THPT sustainability programmes and performances during 2025. The sustainability report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the THPT and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are fairly represented. The sustainability performance information disclosed in the report demonstrate THPT's efforts recognized by its stakeholders.

Our work was carried out by a team of sustainability report assessors in accordance with the AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that THPT's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a review of issues raised by external parties that could be relevant to THPT's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers on approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- 2 interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the organization's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness, and Impact as described in the AA1000AP (2018).

Conclusions

A detailed review against the Inclusivity, Materiality, Responsiveness, and Impact of AA1000AP (2018) and GRI Standards is set out below:

Inclusivity

This report has reflected a fact that THPT has continually sought the engagement of its stakeholders and established material sustainability topics, as the participation of stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. There are fair reporting and disclosures for the information of Environment, Social and Governance (ESG) in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the THPT's inclusivity issues.

Materiality

THPT publishes material topics that will substantively influence and impact the assessments, decisions, actions and performance of THPT and its stakeholders. The sustainability information disclosed enables its stakeholders to make informed judgements about the THPT's management and performance. In our professional opinion the report covers the THPT's material issues.

Responsiveness

THPT has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for THPT is developed and continually provides the opportunity to further enhance THPT's responsiveness to stakeholder concerns. Topics that stakeholder concern about have been responded timely. In our professional opinion the report covers the THPT's responsiveness issues.

Impact

THPT has identified and fairly represented impacts that were measured and disclosed in probably balanced and effective way. THPT has established processes to monitor, measure, evaluate, and manage impacts that lead to more effective decision-making and results-based management within the organization. In our professional opinion the report covers the THPT's impact issues.

GRI Sustainability Reporting Standards (GRI Standards)

THPT provided us with their self-declaration of in accordance with GRI Standards 2021 (For each material topic covered in the applicable GRI Sector Standard and relevant GRI Topic Standard, comply with all reporting requirements for disclosures). Based on our review, we confirm that sustainable development disclosures with reference to GRI Standards' disclosures are reported, partially reported, or omitted. In our professional opinion the self-declaration covers the THPT's sustainability topics. However, the future report will be improved by the following areas:

- The organization currently cites "confidentiality constraints" as the reason for omitting disclosure of GRI 2-21: Annual total compensation ratio. It is encouraged to align with the disclosure requirements in the future to enhance the transparency of the organization's sustainability reporting.

Assurance level

The moderate level assurance provided is in accordance with AA1000AS v3 in our review, as defined by the scope and methodology described in this statement.

Responsibility

The sustainability report is the responsibility of the THPT's chairman as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14064, and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:



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