TONG HSING
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TONG HSING ELECTRONIC

2025 SUSTAINABILITY REPORT

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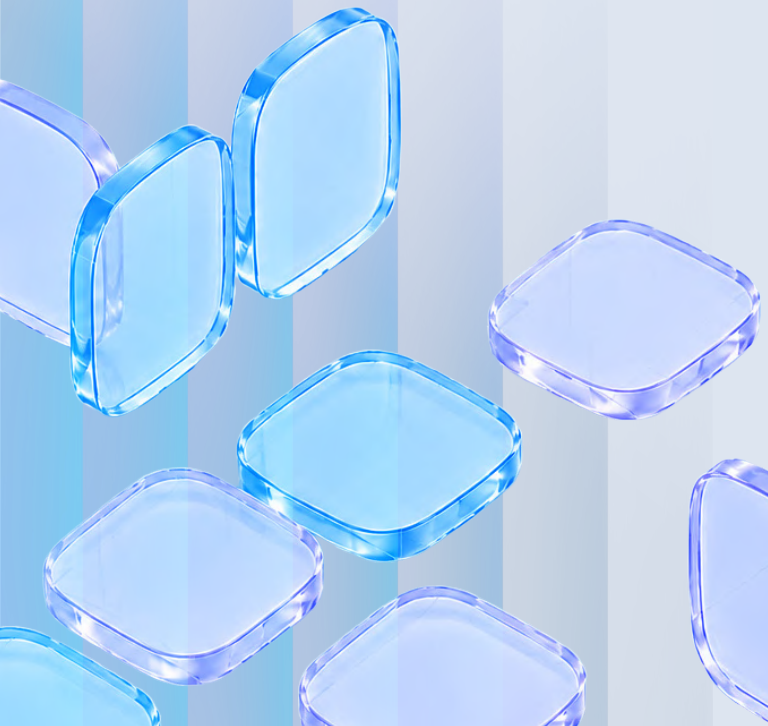
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About the Report

Reporting Summary GRI 2-3

This Report has been prepared in accordance with the GRI Standards issued by the Global Reporting Initiative (GRI). It describes how Tong Hsing Electronic Industries Ltd. (hereinafter referred to as "Tong Hsing")fulfills its corporate citizenship responsibilities and highlights its active efforts in sustainable management, corporate governance and ethical corporate management, operational strategy and performance, customer relations, product innovation and quality management, sustainable supply chain management, environmental sustainability, the creation of a supportive and fulfilling workplace and a safe and healthy work environment, and shared prosperity with society.

Tong Hsing recognizes stakeholders' expectations for non-financial information disclosure and takes into consideration investors' concerns. Tong Hsing provides reliable and transparent information to the public and simultaneously discloses relevant information on its corporate website. Through these efforts, Tong Hsing facilitates two-way communication with internal and external stakeholders and strives to provide a comprehensive overview of its approach to corporate sustainability while ensuring data transparency and reliability. The Report is available for viewing and download on the Company's official website.

Reporting Period GRI 2-3

This 2025 Sustainability Report covers the period from January 1 to December 31, 2025, and discloses Tong Hsing Electronic Industries Ltd.'s sustainability management practices across various ESG dimensions. The Report covers stakeholder identification and engagement, communication with stakeholders and the analysis of material topics, materiality assessment and related responses, assessments of sustainability impacts and material risks, alignment with the United Nations Sustainable Development Goals (SDGs), and performance information related to the management approaches and actions for material ESG topics. Certain content is included to enhance readers' understanding of the information presented in the Report.

Reporting Boundary

The reporting boundary includes five production plants—Tong Hsing Taipei Plant, Bade Plant, Longtan Plant, Zhubei Plant—and a subsidiary in the Philippines, as well as one administrative office located in the Chang-Yih Hi-Tech Industrial Park. The reporting boundary is consistent with that of the consolidated financial statements for the same year. The Company's consolidated financial statements have been audited by KPMG.

Principles Followed in Report Preparation GRI 1

This Report has been prepared and disclosed in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies" and the "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies." The Report structure and disclosures also refer to the Global Reporting Initiative (GRI) Sustainability Reporting Standards 2021, the United Nations Sustainable Development Goals (SDGs), the SASB Semiconductors Standards, and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This Report was independently assured by TÜV NORD Taiwan Co., Ltd. (TÜV NORD), a third-party assurance provider, in accordance with AA1000AS v3 and a Type 1 moderate level of assurance. The assurance was also conducted in accordance with the requirements of the GRI Standards 2021. The Independent Assurance Statement is included in the Appendix.

The greenhouse gas emissions information for 2024 and 2025 disclosed in this Report was compiled based on an organizational greenhouse gas inventory conducted in accordance with ISO 14064-1:2018. The inventory was verified by TÜV NORD, an independent third-party verification body, which issued a verification statement confirming the completeness and reliability of the emissions data.

Publication Frequency GRI 2-3

Tong Hsing Electronic Industries Ltd. publishes a sustainability report on an annual basis. In support of energy saving, carbon reduction, and environmental protection, the Report is made available in electronic format on the Company's official website for reader access.

Reporting Period	From January 1 to December 31, 2025
Date of Previous Report	August 2025
Date of Current Report	August 2026
Estimated Date of Next Report	August 2027
Reporting Frequency	Publish Annually

Restatements of Information GRI 2-4

- The 2024 local procurement data has been adjusted. For details, please refer to Chapter 3, Sustainable Supply Chain Management.
- The 2024 total energy consumption and energy intensity data has been adjusted. For details, please refer to Chapter 4, Energy Management.
- The 2023 volatile organic compound data for the Zhubei plant has been adjusted. For details, please refer to Chapter 4, Air Pollution Control.
- The calculation methodology for 2024 municipal water withdrawal has been adjusted. For details, please refer to Chapter 4, Water Resource Management.
- The 2024 packaging recycling weight data has been adjusted. For details, please refer to Chapter 4, Circular Economy.

Contact Information GRI 2-3

The Report is published in electronic format and made available on the Company's website. We welcome all stakeholders to browse and download it online. If you have any comments or suggestions regarding the content of this Report, please feel free to contact us using the methods provided below.

Sustainability Office
Phone: +886-3-5535888
Email: ESG@theil.com

Message from the President GRI 2-22

Greetings to all stakeholders

2025 marked a year in which Tong Hsing's sustainability transformation moved toward systematic implementation. Consolidated revenue for the year totaled NT$11.54 billion, while profitability remained stable. In the face of economic cycles, we chose to devote more resources to building resilience and strengthening our long-term competitiveness. With innovation as our foundation, we have embraced a new vision for the next stage: building a sustainable value chain in which people and nature thrive together. To achieve this vision, we are advancing four strategic pillars: low-carbon manufacturing, an inclusive workforce, responsible governance, and shared local well-being.

Low-Carbon Manufacturing and Green Transition — Turning Carbon Reduction Targets into a Measurable Path

We have transformed our original commitment to reducing carbon emissions by 30% by 2030 into a measurable and reviewable roadmap. Using 2024 as the baseline year, we target annual reductions of 2% in 2025–2026 and 4–8% annually from 2027 through 2030. Across the Group, we continue to conduct Scope 1, 2, and 3 greenhouse gas inventories in accordance with ISO 14064-1:2018 and have obtained third-party verification. In terms of renewable energy, the rooftop solar installations at our Longtan and Bade plants have reached a combined capacity of 304.76 kWp. In 2025, we implemented 14 electricity-saving and two water-saving projects, reducing electricity consumption by 739,754 kWh and carbon emissions by 350 metric tons of CO_2e. Water savings totaled 28,940 cubic meters, generating cost savings of NT$4.43 million. Environmental expenditures totaled NT$1.70 million, while the total volume of recycled water reached 5.28 million metric tons during the year.

Inclusive Workplace and Sustainable Talent — Making Every Contribution Count

Tong Hsing firmly believes that diversity and inclusion are fundamental drivers of innovation. In 2025, women accounted for 60.57% of our workforce, 48.6% of management positions, and 44% of our Board of Directors, demonstrating meaningful progress in gender diversity and balanced development. The return-to-work rate following parental leave reached 92%, while average annual employee training totaled 42.6 hours per employee. Building on the RBA Code of Conduct, we continued to strengthen human rights protections alongside health promotion initiatives, fostering a workplace characterized by dignity, safety, and opportunities for development.

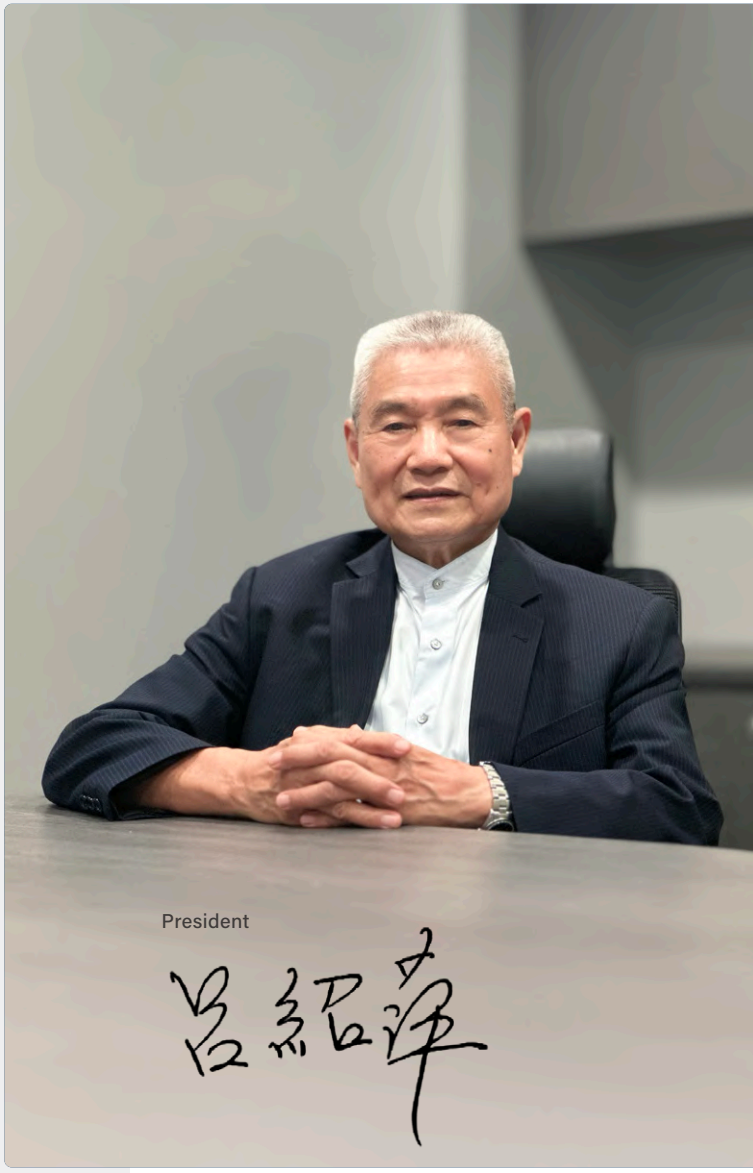
Responsible Supply Chain and Ethical Governance — Making ESG Part of Everyday Management

We formally incorporated ESG indicators into managers' KPIs with a 10% weighting and linked them to external sustainability assessments, energy-saving performance, and incentive compensation, bringing sustainability metrics into the core of decision-making. In 2025, we completed assessments of 585 A-rated suppliers, achieving a 100% audit completion rate. We also achieved 100% completion of integrity and anti-corruption training for new employees. To date, we hold 281 patents, including 64 newly granted patents during the year, reflecting our governance achievements in advancing quality, integrity, and innovation together.

Shared Local Well-being and Community Engagement — Letting Technology Shine a Light on Society

Tong Hsing leverages its expertise to contribute to the community. In 2025, we participated in Hsinchu County's Corporate Energy-Saving Support Program, replacing 409 LED panel lights, T8 LED fixtures, and bracket lights, and installing 96 air circulators at three social welfare organizations. These initiatives are expected to save 33,600 kWh of electricity annually, reduce carbon emissions by nearly 16 metric tons of CO_2e, and lower electricity costs by more than NT$100,000, demonstrating our commitment to giving back to society through concrete action

Sustainability is a long-term journey. Tong Hsing will remain people-centered and data-driven as we work with our supply chain partners, customers, employees, and local communities to advance our sustainability transformation. Together, we will continue striving toward our vision of a future where people and nature thrive together.



Sustainability Highlights and Achievements

SDGs x ESG Actions

Environmental

- Continued pursuing the target of reducing carbon emissions by 30% by 2030 and implementing annual carbon reduction initiatives.
- Implemented 14 energy-saving projects, resulting in annual electricity savings of 739,754 kWh and a reduction of 350 metric tons of carbon emissions.
- Installed rooftop solar power systems at the Longtan and Bade plants, with a combined capacity of 304.76 kWp.
- Recycled 5.28 million metric tons of water during the year and implemented two water-saving projects, conserving 28,940 cubic meters of water.
- Achieved a waste recycling rate of 45.76% and reused 6.36 metric tons of waste silicon sludge.
- Improved photoresist efficiency by 50% and obtained AEC-Q100 Grade 2+ certification.



Social

- Achieved a 92% return-to-work rate among female employees following parental leave, representing a significant improvement over the previous year.
- Promoted a diverse and inclusive workplace, with women accounting for 60.57% of all employees and 48.6% of managerial positions.
- Provided an average of 42.6 training hours per employee, totaling 141,743 training hours.
- Achieved an average customer satisfaction score of 85.2% for ceramic circuit boards.
- Through the LED Lighting Replacement Program, three social welfare organizations assisted in replacing 409 lights with LED alternatives and installing 96 air circulators.



Governance

- Achieved a corporate governance evaluation ranking in the 6%–20% range among all listed companies.
- Women accounted for 44% of the Board members, exceeding the market average.
- To strengthen the alignment of sustainability management with executive performance, incorporated external ESG assessments as well as environmental and energy-saving indicators into performance evaluations, with compensation determined based on KPI achievement. ESG-related indicators accounted for 10% of the overall evaluation.
- Held 281 patents, including 64 newly granted patents in 2025.
- A total of 585 suppliers received an "A" rating in supplier evaluations, and 100% of the scheduled supplier audits were completed. Achieved 100% completion for ethical management and anti-corruption training among new employees.



About Tong Hsing GRI 2-1, 2-2

Tong Hsing was established in 1974 and specializes in the manufacture of electronic components and semiconductor packaging. The Company employs 3,330 people and reported revenue of NT$11.54 billion in 2025. The Company's core technologies encompass ceramic circuit board processes, image product reassembly and packaging, and miniaturized packaging of polycrystalline modules. The Company's products include multi-chip modules, thick-film hybrid integrated circuit modules, printed circuit board assemblies, high-frequency modules, power semiconductor modules, wafer-level reassembly and packaging, as well as automotive image sensor IC packaging. The Company's products and services are primarily sold and delivered to markets in Europe and the Americas.

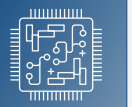
Guided by the principles of Steadiness and Practicality, Integrity and Honesty, and Customer First, the Company remains firmly rooted in Taiwan while maintaining stable operations. We continue to introduce innovative thinking and automated systems to enhance process efficiency and product quality, delivering differentiated and competitive one-stop solutions to strengthen our global service capabilities. Our vision is to build a "Happy Enterprise" by enhancing product and service quality, continuously improving customer satisfaction, and establishing long-term partnerships with global industry leaders and key suppliers. Through the joint development of new materials, equipment, and technologies, we aim to stay abreast of industry trends and technological advancements.

To realize the Company's business vision, Tong Hsing will continue to strengthen its product lines, invest in R&D and innovation, and expand its global operational footprint. We are committed to becoming a leading brand in customized packaging and testing services for ceramic circuit boards, automotive image sensor IC packaging, RF modules, and miniaturized polycrystalline module packaging, thereby advancing our goal of sustainable growth.

Tong Hsing focuses on high value-added electronic components and packaging and testing services. Our products are used in diverse fields, including automotive electronics, communications, biomedicine, and semiconductors, providing customers with one-stop integrated solutions. Our main products and services can be categorized into four major types:

1 Ceramic Substrate

To meet the demands of high power and high-thermal-dissipation applications, Tong Hsing offers a diverse range of ceramic substrate technologies, including Direct Plated Copper (DPC), Direct Bonded Copper (DBC), Active Metal Brazing (AMB), and Thick-Film Printed Circuit Boards (Thick-Film PCBs). These technologies are widely used in electric vehicles, industrial control systems, and the energy sector.



2 Imaging Products

We provide comprehensive image sensor manufacturing services, including wafer probing testing, wafer reconstruction, packaging, and final testing. These services are particularly suitable for automotive imaging systems and intelligent surveillance devices.



3 Module Packaging

Our offerings include high-frequency wireless communication modules (RF packages) and power semiconductor modules, meeting the demands of high-speed computing and high-efficiency power management. These solutions deliver excellent thermal performance and packaging reliability.



4 Customized Packaging and Testing

We provide packaging and testing services for hybrid IC modules and biomedical products, meeting the stringent reliability and precision requirements of specialized markets. This demonstrates our strong potential in cross-industry integration and diversified application development.



Company Information

Company Name	Tong Hsing Electronic Industries Ltd.
Stock Code	6271
Date of Establishment	1974

Industry Category	Semiconductor Industry
Listing Date	November 16, 2007
Headquarters Location	No. 88, Ln. 1125, Heping Rd., Bade Dist., Taoyuan City

Global Number of Employees	3,330 people
Paid-in Capital	NT$2.09 billion
Main Business Activities	Imaging products, hybrid integrated circuit modules, and ceramic circuit boards

Operational Sites



Taipei Plant
No. 55, Ln. 365, Yingtao Rd., Yingge Dist., New Taipei City



Longtan Plant
No. 21, Longyuan 5th Rd., Longtan Dist., Taoyuan City (Longtan Science Park)



Philippines Plant
103 Prosperity Ave., Carmelray Ind'l Park Canlubang, Calamba City Philippines



Bade Plant
No. 88, Ln. 1125, Heping Rd., Bade Dist., Taoyuan City



Zhubei Plant
No. 84, Taihe Rd., Zhubei City, Hsinchu County

For information on global operational sites, please refer to the Company's official website.

Sustainable Management

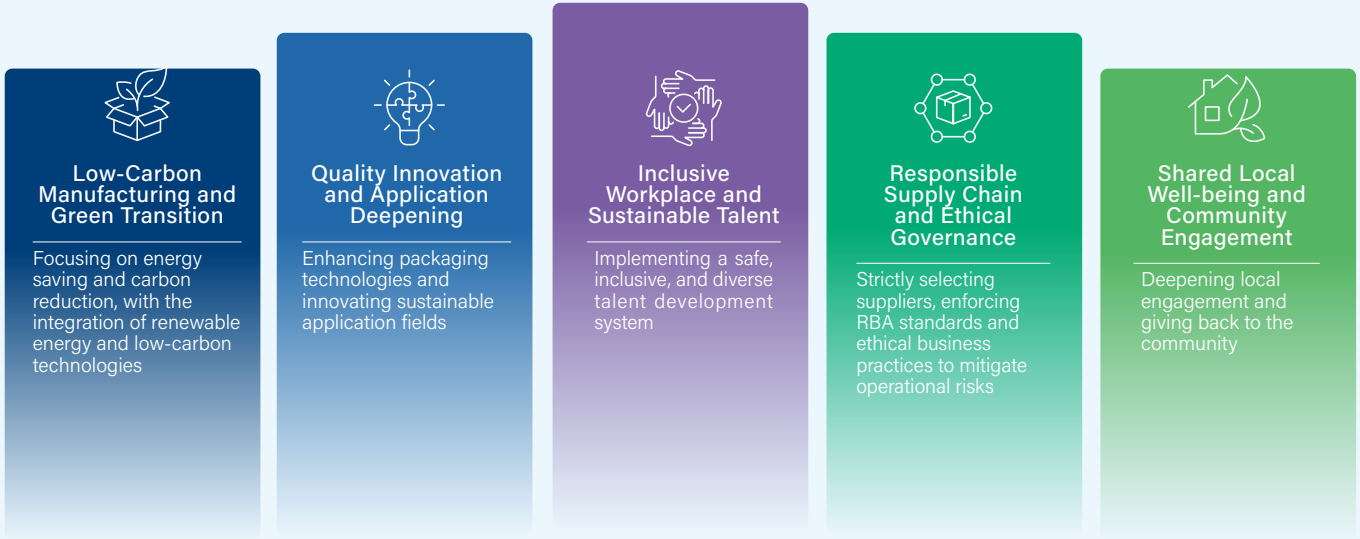
Sustainability Strategy and Policy GRI 2-23, 2-24

Tong Hsing adheres to the principles of integrity and sustainable development by establishing comprehensive internal regulations in accordance with the "Corporate Governance Best Practice Principles" and the "Sustainable Development Best Practice Principles." The Company actively engages with stakeholders to understand their concerns, continuously refines its sustainability strategies and practices, enhances transparency, and demonstrates its full commitment to corporate governance and its economic, environmental, and social responsibilities. We also follow domestic and international sustainability trends and standards, including the International Covenant on Economic, Social and Cultural Rights (ICESCR), the International Covenant on Civil and Political Rights (ICCPR), and the United Nations Guiding Principles on Business and Human Rights (UNGPs). Based on these key international human rights frameworks, we have established a "Corporate Social Responsibility Policy," under which we are committed to complying with laws and regulations, protecting employee rights, prioritizing environmental protection and workplace safety, upholding ethical standards, and pursuing continuous improvement. Through these efforts, we actively make a positive contribution to society and embody the core values of sustainable corporate management.

Sustainable Vision

Rooted in integrity and driven by innovation, we are committed to building a sustainable value chain where people and nature coexist in harmony, striving to become the world's leading sustainable brand in high-value-added electronic components and packaging.

Sustainable Strategy Pillars



To implement the five sustainability strategic pillars outlined above, the Company has established long-term development principles and management mechanisms for each pillar and continuously monitors their effectiveness:

- **Low-Carbon Manufacturing and Green Transition:** In line with international greenhouse gas inventory practices and science-based carbon reduction principles, the Company has established a long-term carbon reduction roadmap and is progressively implementing it through energy-saving projects, renewable energy adoption, and process optimization.
- **Quality Innovation and Application Deepening:** Advanced packaging technology R&D is a long-term core focus. The Company continues to invest in the development of new materials and applications to strengthen product competitiveness and enhance collaboration with customers.
- **Inclusive Workplace and Sustainable Talent:** The Company has established diverse, equitable, and safe human resource systems and sustains long-term workforce and organizational resilience through employee training, career development, and occupational health and safety management.
- **Responsible Supply Chain and Ethical Governance:** With integrity as the foundation of its business practices, the Company continues to implement supplier assessments and RBA management mechanisms, strengthening supply chain resilience, compliance, and governance over the long term.
- **Shared Local Well-being and Community Engagement:** With a long-term commitment to local communities, the Company continues to build local connections and social trust through industry-academia collaboration and community engagement.

ESG Implementation Organization GRI 2-13, 2-14

Tong Hsing places great importance on the participation and commitment of senior management. To strengthen its sustainability governance structure and enhance implementation effectiveness, the Company established the Sustainable Development Committee in 2022, chaired by the President, to oversee the Company's overall sustainability strategies and guide their implementation. In 2025, the Company further established a Board-level Sustainable Development Committee comprising three directors. A Sustainability Office was established under the committee to plan and promote various ESG initiatives. The Company also established cross-functional working groups covering corporate governance and risk management, product innovation, environmental and energy conservation, and sustainable supply chain management to integrate internal resources, strengthen cross-functional collaboration, and ensure the effective implementation of sustainability initiatives.

The Sustainability Office is responsible for identifying the Company's material sustainability topics and preparing the Sustainability Report. The relevant content is reviewed by the Sustainable Development Committee and then submitted to the Board of Directors for review to ensure the completeness and accuracy of disclosed information. The Sustainable Development Committee reports on the Company's sustainability performance and progress to the Board of Directors on a quarterly basis and regularly reviews key performance indicators, including the 2030 carbon reduction target. Through ongoing improvements to its management practices, the Company continues to advance steadily toward its sustainability goals.

Internal Control System for Sustainability Information

To ensure the completeness and accuracy of sustainability information disclosures, the Company has established an internal control system for sustainability information. The Sustainability Office consolidates and prepares sustainability information in accordance with the GRI Standards, while individual facilities and functional units are responsible for providing the corresponding data and supporting documentation. The relevant information is reviewed item by item by the Sustainable Development Committee and then submitted to the Board of Directors for review and final approval. The Sustainable Development Committee reports on the progress and outcomes of the Company's sustainability initiatives to the Board on a quarterly basis. The Company also strengthens data credibility through cross-functional cross-checking and independent third-party assurance, thereby ensuring the reliability and consistency of sustainability information governance.

Responsibilities of the Sustainable Development Committee

1. Formulation of the Company's sustainable development policy.
2. Formulation of the Company's sustainable development goals, strategies, and implementation plans relating to sustainability governance, ethical business practices, and environmental and social matters
3. Review, monitoring, and revision of the implementation status and effectiveness of the Company's sustainable development initiatives, and regular reporting to the Board of Directors
4. Monitoring issues of concern to stakeholders, including shareholders, customers, suppliers, employees, government agencies, nonprofit organizations, local communities, and the media, and overseeing stakeholder communication plans.



Tong Hsing's Corporate Social Responsibility Policy

1 Comply with laws and regulations and respect employees' rights and interests. Safeguard occupational health and safety and fulfill our commitment to environmental protection.

2 Conduct businesses with integrity and uphold highethical standards. Enhance corporate social responsibility and promote continuous improvement.



Decisions on Material Topics GRI 2-12, 2-13, 2-16

Tong Hsing conducts a material topic assessment every two years, with the latest assessment completed in 2024. Tong Hsing comprehensively references the GRI Standards (2021 Universal Standards), SASB standards, the TCFD recommendations, and sustainability issues of concern to domestic and international peers across the upstream and downstream value chain to establish a diverse and forward-looking foundation for identifying sustainability topics. At the same time, the Company conducts systematic identification and prioritization of sustainability topics based on the four core principles of the AA1000 AccountAbility Principles (2018), namely Inclusivity, Materiality, Responsiveness, and Impact.

The Company gathers a broad range of internal feedback and external stakeholder perspectives through departmental interviews and surveys. The Sustainability Office consolidates a list of potential topics, which are then jointly evaluated with departmental heads to assess their potential or actual impact on the Company's operations, the environment, and society. The evaluation results are disclosed in accordance with GRI Standards, detailing the impacts of each material topic on the Company, along with corresponding management strategies and practices. These outcomes serve as a critical reference for adjusting the Company's sustainability goals and business strategies, thereby enhancing transparency and the effectiveness of external communications.

In defining and managing significant impacts, the Company follows the GRI Standards and considers incidents involving fines exceeding NT$1 million or those related to personal safety accidents as significant impacts. For the management of such issues, the Board of Directors serves as the highest governance body, responsible for oversight and decision-making. The Risk Management Committee is tasked with establishing and maintaining risk management processes. Based on the type of incident and the responsible department, relevant unit supervisors are assigned to initiate investigation and response mechanisms, ensuring the implementation of preventive measures and continuous improvement. Through this institutionalized process, Tong Hsing is able to systematically identify and manage significant sustainability impacts, thereby strengthening its corporate risk control capabilities and deepening its commitment to stakeholder responsibility, continuously advancing toward stable and sustainable operations.

Materiality Analysis Process GRI 3-1 a. 2-16

We referred to the GRI Universal Standards 2021 and took the following steps to conduct the identification of material topics and the assessment of significance of impacts:

Steps	Step1 →	Step2 →	Step3 →	Step4 →
Contents	Understanding of organizational context	Identification of actual and potential impacts	Assessment of significance of impacts	Determination of material topics for reporting
Purposes	Internal and external analysis and identification of impact sources	Management completed material topics impact assessments	Confirmation of material topics	Confirmation of the management indicators for material topics and corresponding SDGs
Summary of Implementation Process	▪ Through the following channels, 18 sustainability-related issues were identified as the scope for material topics identification in the report. ▪ Employees from each department listedlist sustainability issues of concern to stakeholders based on their daily work experience. ▪ ReviewedReview the material topics of leading domestic and international peers as well as the development of global sustainability trends. ▪ To ensure the objectivity, completeness, and inclusiveness of material topics, the matrix of material topics from the previous version of the report was also reviewed.	The prioritization of key sustainability issues is determined as follows: ▪ The significance of each ESG issue is assessed based on two key aspects: the extent of its impact on the economy, environment, and human rights, and the level of concern it raises among stakeholders. ▪ In 2024, the internal ESG Committee convened to gather stakeholders' opinions and assess the impact of key issues on internal operations. ▪ Internal Senior Executive Impact Survey: Distributed 10 questionnaires to mid-to-senior level executives (100% response rate). External experts and consultants provided feedback to analyze the significant impact on various issues. ▪ External Stakeholder Concern Survey: Collected 114 responses through an online questionnaire to gather stakeholder feedback. ▪ Through statistical analysis of their direct and indirect impacts, a quantitative assessment was conducted to identify the level of influence of each issue, resulting in a preliminary materiality matrix.	▪ To ensure alignment with the GRI standards of completeness and stakeholder inclusiveness, and to strengthen the connection between annual material topics and core functions, the preliminary materiality assessment results were reviewed and determined by the ESG Committeefinalized by ESG Committee members. ▪ Five material topics were ultimately selected for disclosure in as the scope of materiality disclosures forthe Report. Based on the nature and scopecontent of each material topic, the corresponding GRI Topic Standards and disclosuresdisclosure topics were identified and addressed in the Report.	▪ We will continue to review the materiality matrix. In accordance with the corporate governance evaluation requirements set by the Taiwan Stock Exchange, listed companies are required to assess risks related to environmental, social, and corporate governance (ESG) issues relevant to their operations based on the principle of materiality, and to establish corresponding risk management policies or strategies. ▪ The severity and likelihood of risks associated with material topics, along with related risk considerations and assessments, are analyzed and explained in the table below. A summary of management actions and corresponding measures following the risk assessment is also provided..

(1) Stakeholder Identification

Tong Hsing values stakeholder feedback and actively seeks input from various stakeholders through multiple communication channels. With the promotion of the sustainability unit, Tong Hsing has re-identified stakeholder groups and their key concerns as a reference for formulating future sustainability policies.

Tong Hsing is committed to fostering an open and accountable communication environment, actively listening to and responding to stakeholder concerns and expectations as a core foundation for advancing sustainability and corporate responsibility. To enhance the quality of engagement and decision-making transparency, we identify and categorize stakeholders based on the nature of our operations and industry characteristics, referencing the five key principles of the AA1000 Stakeholder Engagement Standard (AA1000SES 2015): Dependency, Responsibility, Tension, Influence, and Diverse Perspectives.

We engage in two-way communication with the aforementioned stakeholders through various channels, including regular interviews, surveys, meetings, and regulatory filings. This ensures that we can promptly understand their concerns and adjust our business strategies and sustainability actions accordingly, thereby fulfilling our commitment to transparent governance and responsible management.

Through systematic assessment and internal consensus building, we have identified eight key stakeholder categories:

1. **Company Employees:** As the core drivers of our operations, employees' working conditions, occupational safety, welfare, and career development are key areas we continuously invest in.
2. **Shareholders / Investors:** Focused on corporate governance, business performance, and financial transparency, they are the primary audience for our sound management and information disclosure.
3. **Government Agencies:** As policymakers and regulators, the Company must ensure compliance with relevant laws and align its development with policy directions.
4. **Customers:** As the source of the Company's revenue, they have high expectations for product quality, delivery schedules, innovation capabilities, and information security.
5. **Suppliers / Contractors:** As indispensable partners in the production and service processes, we must work together with them to maintain the stability, responsibility, and environmental management of the supply chain.
6. **Society / General Public:** This category includes local communities, media, and civic groups, which are concerned with the Company's performance on environmental, social, and ethical issues.
7. **Academic / Research Institutions:** They play a key role in promoting industry-academia collaboration, technological innovation, and forward-looking research, which are crucial to the Company's R&D capabilities and technological advancement.
8. **Financial Institutions:** They provide funding support and assess the Company's ESG risks and creditworthiness, making them key stakeholders in the Company's sustainable financing strategy.



(2) Communication and Analysis of Stakeholder Concerns GRI 2-29

Tong Hsing adopts diverse communication methods for stakeholder engagement, selecting appropriate approaches based on the characteristics of each stakeholder group, their areas of concern, and the purpose of the interaction. Through the proactive and broad-based collection of stakeholder feedback, the Company ensures that the needs and concerns of all parties are fully understood and appropriately addressed.

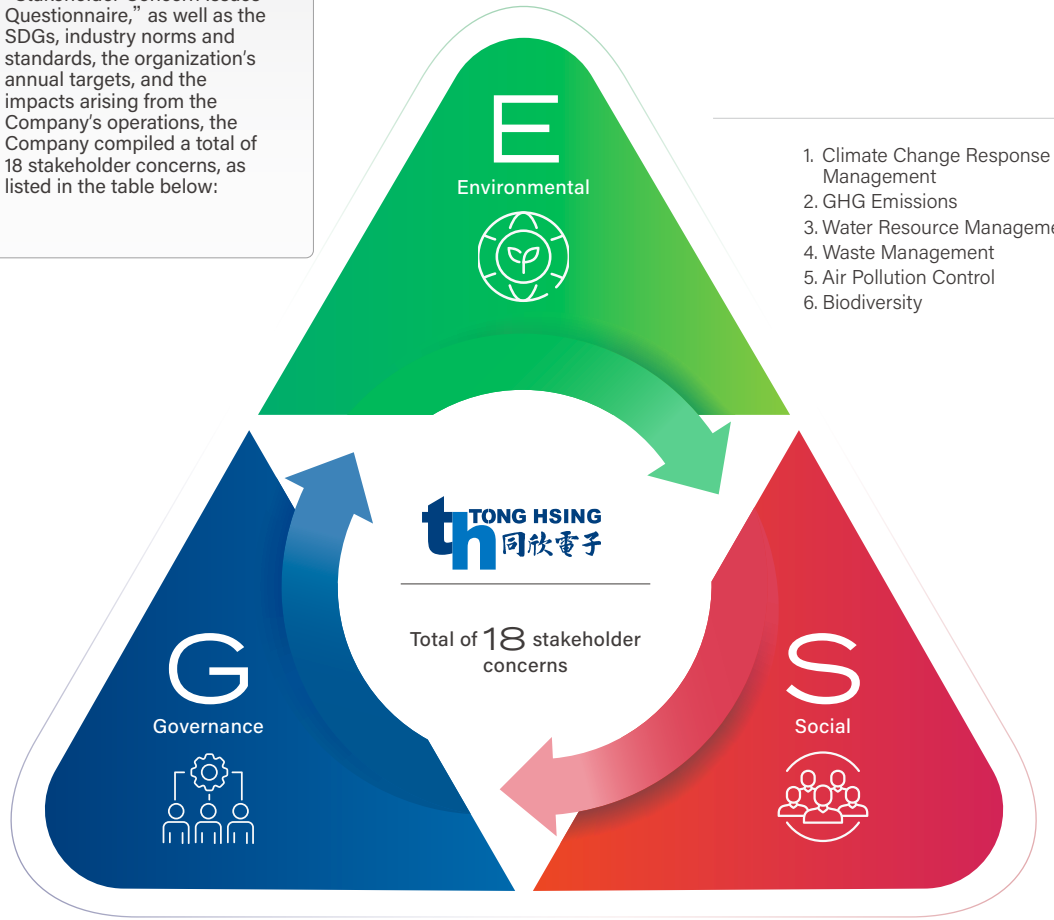
In addition to internal daily communication and coordination mechanisms, the Company also conducts regular surveys through the "Stakeholder Concern Issues Questionnaire" to systematically identify stakeholders' key concerns regarding economic, environmental, and social issues.

In the previous year, when identifying material sustainability topics, Tong Hsing considered national policy trends; international standards and frameworks, such as the SASB Industry Standards and TCFD climate disclosure framework; sustainability assessment organizations such as EcoVadis; and global initiatives such as the SDGs, UNGC, and RBA. Taking the Company's operational characteristics into consideration, Tong Hsing identified 18 sustainability topics that are highly relevant to its operations.

At the same time, the Company collected stakeholder feedback through the "Stakeholder Concern Issues Questionnaire," with the Sustainability Office consolidating and analyzing the results to understand the key concerns of each stakeholder group. By integrating the Company's overall development strategy, industry trends, observations of value chain practices, and recommendations from external experts and consultants, the Company established preliminary assessment directions.

Building on the preliminary assessment results, Tong Hsing further conducted a comprehensive review of the potential or actual impacts of each topic on the economy/governance, environment, society, and human rights. Based on this assessment, the Company identified and prioritized its annual material topics. These material topics serve as the core focus of the Company's sustainability disclosures and help stakeholders understand the Company's management approaches and actual impacts related to key issues. To enhance governance transparency and stakeholder communication, the Company reports stakeholder engagement activities and the results of its material topic assessment to the Board of Directors at least once a year.

Based on the results of the "Stakeholder Concern Issues Questionnaire," as well as the SDGs, industry norms and standards, the organization's annual targets, and the impacts arising from the Company's operations, the Company compiled a total of 18 stakeholder concerns, as listed in the table below:



1. Climate Change Response and Management
2. GHG Emissions
3. Water Resource Management
4. Waste Management
5. Air Pollution Control
6. Biodiversity

1. Ethical Corporate Management and Business Ethics
2. Regulatory Compliance
3. Information Security
4. Innovative Products and Services
5. Product Liability
6. Customer Relationship Management
7. Sustainable Supply Chain Management

1. Employment
2. Occupational Safety and Health
3. Talent Recruitment, Retention, and Development
4. Human Rights Policy and Diversity and Inclusion
5. Social Participation/ Community Engagement

Stakeholder Communication and Achievements

Stakeholder	Issues of Concern	Communication Channels or Methods	Frequency	Response Measures	Actions Taken in 2025
Employees	▪ Labor Relations	Labor–Management Meeting	Quarterly	▪ Equal employment opportunities and establishment of an Employee Welfare Committee ▪ Quarterly labor-management meetings and accessible grievance channels ▪ Implementation of occupational safety and health measures and training programs	▪ Quarterly labor-management meetings ▪ Provide gifts for holidays and festivals, staff travel, employees' internal and external training courses, and employees' physical examinations ▪ Provide on-site medical services and banking services
	▪ Salary and Welfare Benefits/Employment Relations	Employee Welfare Committee	Quarterly		
	▪ Training and Development	Intranet and Training Courses	Ad hoc		
	▪ Occupational Safety and Health	Ad hoc Communication Meetings/Awareness-Raising Sessions	Ad hoc		
		Occupational Safety and Health Committee	Quarterly		
	▪ Company Policies and Strategies	Employee Suggestion Box/Monthly Meetings	Ad hoc		
	▪ Employee Relations	Employee Performance/Health Center/Employee Cafeteria/Break Room	Ad hoc		
Shareholders /Investors	▪ Company Policies and Strategies	Annual Shareholders' Meeting	Annually	▪ Timely disclosure through the Market Observation Post System ▪ Shareholders' meetings and investor conferences to address investor concerns ▪ Establishment of sound governance and risk management mechanisms	▪ Held one annual shareholders' meeting ▪ Ad hoc updates to the Company's website ▪ Active communication with investors: Held 51 in-person meetings, 63 conference calls, and 4 quarterly investor conferences, totaling 118 communication events
	▪ Corporate Governance	Company Website/Major Announcements/ Market Observation Post System	Ad hoc		
	▪ Company Risk Management	Questions by Phone and Collection of Feedback	Ad hoc		
	▪ Business Performance/Operational Status	Investor Conferences/Visits by Investors or Analysts	Ad hoc		
	▪ Dividend Policy	Company Website/Annual Report/Quarterly Financial Reports	Annually		
Customers	▪ Process Technology	Customer Visits/Discussion Forums	Ad hoc	▪ Customer audits and satisfaction surveys ▪ Implementation of ISO 27001 to protect information and privacy ▪ Conflict-free minerals and integrity management	▪ Completed the annual customer audits ▪ Conducted customer satisfaction surveys
	▪ Product Quality and Responsibility	Customer Audits/Surveys	Ad hoc		
	▪ Customer Service/Customer Relations				
	▪ Product Delivery and Capacity				
	▪ Ethical Corporate Management and Business Ethics	Surveys/Declarations	Ad hoc		
	▪ Information Security				
	▪ Conflict-Free Minerals Survey				
	▪ Confidential Information Protection				

Stakeholder	Issues of Concern	Communication Channels or Methods	Frequency	Response Measures	Actions Taken in 2025
Suppliers (Contractors)	▪ Supply Chain Management ▪ Raw Material Delivery and Availability	Annual Supplier Visits or Supplier Visits to the Company	Ad hoc	▪ Supplier assessments and RBA audits ▪ Delivery schedule management to ensure stable material supplies ▪ On-site audits of outsourced contractors	▪ Regular supplier visits ▪ Audited suppliers' product quality ▪ Evaluated waste disposal providers
	▪ Occupational Safety and Health	On-Site Audits of Contractors	Ad hoc		
	▪ Compliance with Legal Regulations	On-Site Quality Audits of Suppliers	Ad hoc		
Government Agencies	▪ Compliance with Various Regulations	Greenhouse Gas Reduction Water Resource Management Water and Electricity Conservation Correspondence On-Site Audits	Ad hoc	▪ Compliance with legal reporting requirements and participation in information sessions ▪ Promotion of carbon reduction and environmental compliance ▪ Regular disaster prevention and occupational safety and health awareness programs	▪ Submitted reports regularly as required by law ▪ Attended government briefings ▪ Conducted 127 regulatory awareness sessions covering disaster prevention, fire safety in employee dormitories, and occupational health and safety management
	▪ Labor Relations ▪ Policy Advocacy and Risk Management	Labor Relations Awareness-Raising Disaster Prevention Awareness-Raising Dormitory Fire Safety Awareness-Raising Occupational Safety and Health Awareness-Raising	Ad hoc		
Financial Institutions (Banks)	▪ Business Performance/Operational Status, Innovative Product and Services	Telephone or Written Inquiries, Regular Feedback Collection Interviews	Ad hoc	▪ Provision of profitability and operational performance data ▪ Communication and collaboration on sustainable financing and investment	▪ Communicated with banks regarding sustainable finance and investment ▪ Company profitability and performance data
Society/ General Public	▪ Compliance with Environmental Regulations	Regular Audits	Ad hoc	▪ Environmental compliance and pollution prevention ▪ Establishment of grievance hotlines and email channels ▪ Organization of public welfare activities, such as blood donation drives	▪ Conducted 3 blood donation events ▪ Established grievance channels ▪ Grievance hotline: +886-3-362-5000 ext. 26701 ▪ Grievance email: hr@theil.com
	▪ Environment and Occupational Safety and Health	Suggestion Boxes/Complaint Channels			
	▪ Public Welfare Activities	Public Service Ads/Blood Donation			
Academic Institutions	▪ Corporate Social Responsibility and Social Participation	Industry-Academia Collaboration	Ad hoc	▪ Industry-academia collaboration to cultivate sustainability talent ▪ Joint investment in the development of new technologies	▪ Partners in 2025 included: National Central University, National Tsing Hua University, National Taipei University of Technology, Minghsin University of Science and Technology, and the Industrial Technology Research Institute

(3) Identification and Prioritization of Material Topics

Following stakeholder engagement, Tong Hsing further conducted an assessment of operational impacts, considering factors such as the scale, scope, and likelihood of impacts associated with each topic. A multi-dimensional approach was adopted to identify material topics and comprehensively assess their overall impact. Specifically, Tong Hsing conducted a standardized and quantitative internal assessment using the "Sustainability Issues Materiality Assessment Questionnaire" to identify and prioritize 18 sustainability topics across three major dimensions: economic/governance, environmental, and social dimensions. These included six environmental topics, five social topics, and seven economic/governance topics, which serve as the priority areas for disclosure in this Report.

The assessment process was led by the Sustainable Development Division, which worked with external consultants and experts to review the overall process and the appropriateness of the assessment criteria, thereby ensuring that the identification results were comprehensive and free from omissions or bias.

To enhance communication efficiency with stakeholders, the Company has also established a "Stakeholder Section" on the official website, providing a dedicated contact channel (thdiscipline@theil.com). Stakeholders may use this email address to raise questions, provide suggestions, or file complaints regarding material topics or the report's content, ensuring information transparency and smooth communication, and further enhancing external engagement and the Company's commitment to corporate responsibility.

Assessment of Operational Impacts

For the 18 sustainability issues that had been prioritized through a stakeholder survey, the "Sustainability Issues Materiality Assessment Questionnaire" was then used to invite 10 department heads to conduct a more detailed and standardized internal assessment of each issue, evaluating dimensions such as severity (scale and scope), likelihood of occurrence, and human rights violation risks (with a 100% questionnaire response rate).

Identification of Material Topics

The results obtained from the "Stakeholder Concern Issues Questionnaire" and the "Sustainability Issues Materiality Assessment Questionnaire" were analyzed with equal weighting, ranked based on their quantitative values, and threshold criteria for material topics were established. In 2024, a total of 10 material topics were identified, as shown in the material topic matrix.

Validation of Material Topics

External consultants were engaged to jointly review and validate the appropriateness of the identified material topics and threshold criteria, ensuring that no important topics requiring priority disclosure were omitted or inadequately addressed. This process ensured completeness, inclusiveness, and comprehensiveness, as well as alignment with the Company's sustainable development strategy.

Confirmation of Material Topics

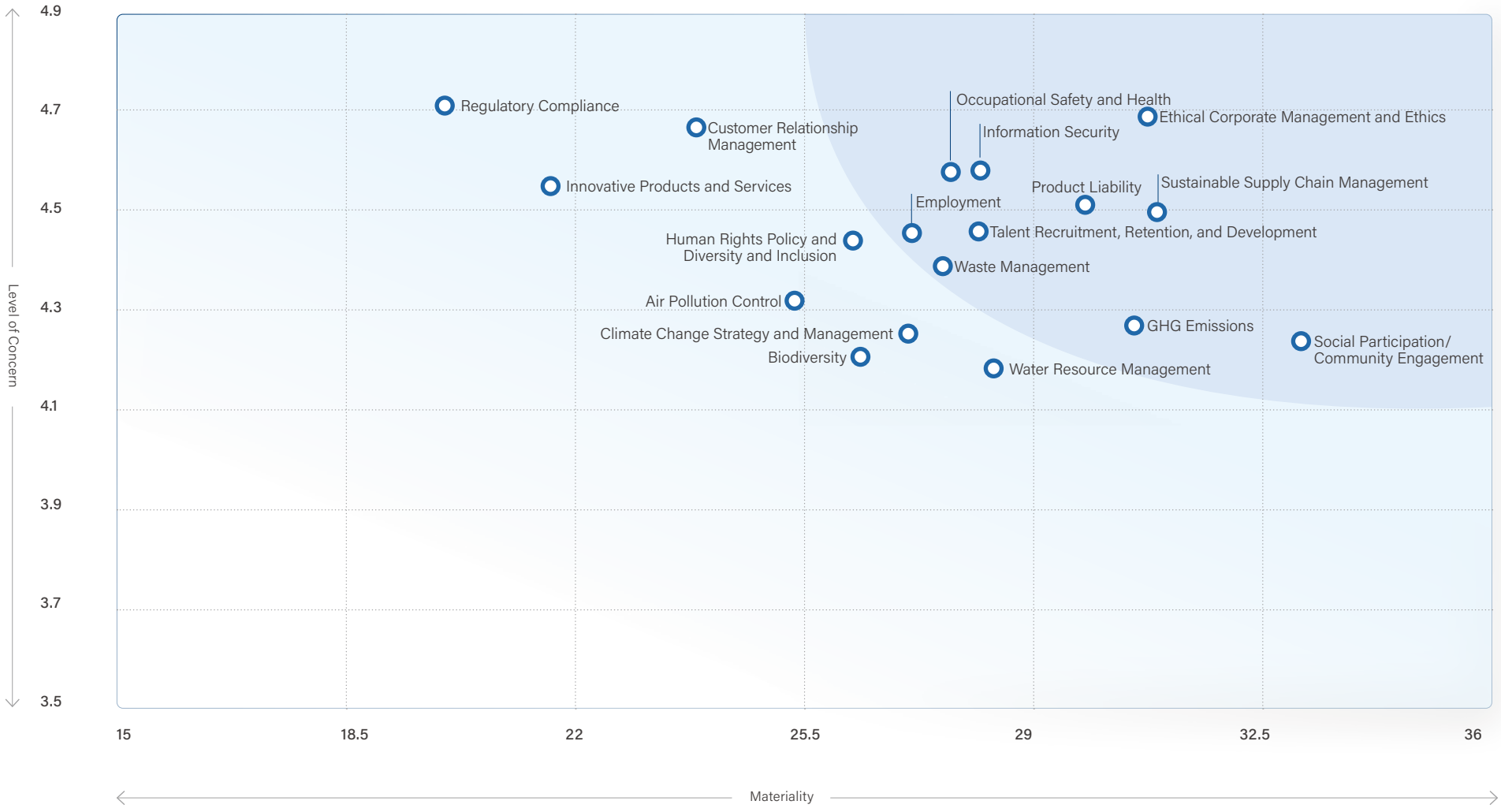
The 10 material topics identified by Tong Hsing in 2024 were consolidated and finalized into five material topics after discussions among members of management. The Report discloses, for each material topic, its impacts as well as the Company's corresponding policies, commitments, management actions, indicators, and targets.

List of Material Topics GRI 3-2 a.

No.	Material Topics	Positive and Negative Actual and Potential Impacts		Significance and Importance to Tong Hsing	Value Chain Impacts: Upstream	Value Chain Impacts: Tong Hsing	Value Chain Impacts: Downstream	Corresponding Chapter
1	Corporate Governance and Ethical Corporate Management	Positive Impact:	Adhering to the Ethical Corporate Management Best Practice Principles can reduce legal and compliance risks, attract partners who value corporate ethics, further enhance the Company's reputation and brand image, and strengthen external trust and market competitiveness.	Corporate compliance is not only a fundamental requirement for sustainable governance but also a concrete expression of a company's responsibility to society, contributing to stable operations and long-term development.	✓	✓	✓	Chapter 1 Corporate Governance and Ethical Corporate Management
		Negative Impact:	Engaging in improper business practices may lead to increased management costs and operational risks, damage the Company's image and stakeholder trust, and adversely affect orders and revenue performance.					
2	GHG Emissions	Positive Impact:	Proactive carbon reduction efforts help minimize environmental impacts and legal compliance pressures, reduce potential carbon tax and carbon fee costs, and enhance the Company's resilience to climate risks.	Carbon emissions are one of the main causes of climate change. Their long-term accumulation leads to increased risks of extreme weather events, which in turn affect the stability of corporate supply chains and operations.	✓	✓	✓	Chapter 4 Sustainable Environment
		Negative Impact:	Ignoring greenhouse gas management may result in penalties from regulatory authorities and environmental pressure, while also increasing operational costs and reducing corporate resilience and sustainability ratings.					
3	Social Participation/ Community Engagement	Positive Impact:	Actively participating in local communities and public welfare activities helps promote social well-being, build a positive corporate image, and enhance stakeholder recognition and support.	When a company fulfills its social responsibilities, it not only practices the philosophy of "taking from society and giving back to society," but also builds long-term reputation and trust capital.		✓		Chapter 6 Social Inclusion
		Negative Impact:	Neglecting social contributions may result in missed opportunities to shape brand value and establish local connections, thereby weakening the Company's positive social influence.					
4	Sustainable Value Chain	Positive Impact:	Implementing sustainable procurement and supply chain management by partnering with suppliers who demonstrate strong ESG performance can not only improve product quality and reduce risks but also help lower costs and enhance corporate reputation.	Building a sustainable value chain can strengthen the sustainability capabilities of upstream and downstream partners, while promoting overall supply chain resilience and responsible management.	✓	✓	✓	Chapter 3 Sustainable Supply Chain Management
		Negative Impact:	Partnering with suppliers lacking sustainability awareness may lead to quality or compliance risks, which can damage corporate reputation and customer trust, ultimately affecting revenue and market performance.					
5	Human Resource Management	Positive Impact:	Offering competitive salaries and benefits, comprehensive training programs, and career development opportunities can effectively motivate employee engagement and retention, thereby enhancing overall productivity and corporate competitiveness.	Sound human resource policies are key to attracting and retaining top talent, helping to build a sustainable and efficient organizational culture.		✓		Chapter 5 Friendly Workplace
		Negative Impact:	Failure to provide good career development and fair treatment may lead to increased employee turnover, affecting organizational stability and productivity performance.					

Note: The blue background in the table represents economic governance issues; green represents environmental issues; and orange represents social issues.

Materiality Matrix



(4) Changes in Material Topics

Tong Hsing conducts a material topic identification process every two years. In 2025, the Company continued to use the results of the previous year's assessment as an important basis for its sustainability strategies and management decisions.

The most recent material topic identification process was completed in 2024. In assessing the scope of material topics that year, the Company considered not only sustainability topics under the GRI Standards but also disclosure requirements under the SASB Standards relevant to its industry, thereby enhancing the comprehensiveness and industry relevance of its topic identification. In addition, to sharpen the focus of material topics on key risks and emerging trends, certain topics were appropriately adjusted and renamed to better reflect the Company's current operations and the issues of greatest concern to stakeholders.

Changes in Material Topics for 2025

2023 Material Topics	2024/2025 Material Topics	Description of Changes
Corporate Governance	Corporate Governance and Ethical Corporate Management	Information security management has been incorporated into the corporate governance material topic
Information Security Management		
Climate Change Response and Management	GHG Emissions	▪ Climate change response and management strategies focus on carbon reduction, emphasizing greenhouse gas emissions. ▪ Waste management has been incorporated
-	Social Participation/ Community Engagement	Added
-	Sustainable Value Chain	Added (Combined Topics: Sustainable Supply Chain Management and Product Responsibility)
-	Human Resource Management	Added (Combined Topics: Employment Relations and Talent Recruitment, Retention, and Development)
Customer Relationship Management		This topic was not identified as one of the top five material topics and is therefore disclosed as a general topic.
Occupational Safety and Health		This topic was not identified as one of the top five material topics and is therefore disclosed as a general topic.

Material Topic Management Policy

For each material topic, Tong Hsing has established corresponding policies, goals, monitoring measures, and action outcomes. Short-term goals are expected to be achieved between 2025 and 2026, mid-term goals are set for 2027 to 2030, and long-term goals cover the period from 2031 to 2050. The execution direction is reviewed and adjusted annually to effectively manage sustainable development policies.

Management of the Material Topic "Corporate Governance and Ethical Corporate Management" GRI 3-3

Material Topics: Corporate Governance and Ethical Corporate Management		
	Corresponding GRI Indicators	GRI 205-3 , GRI 206-1 , GRI 418-1
	Linked SDGs	
Policy or Commitment GRI 3-3 c.	Tong Hsing has established an "Integrity Management Policy" to foster a corporate culture of integrity and a sound business operation model. This policy clearly prohibits all employees from directly or indirectly offering, promising, requesting, or accepting any form of improper benefits during business activities. Employees are also prohibited from engaging in any actions that violate the principles of integrity or applicable laws, or that constitute a breach of fiduciary duty.	
Indicators and Goals GRI 3-3 e.ii.	Short-term Goals	▪ Achieve a corporate governance evaluation ranking within the 21st–35th percentile among all listed companies. ▪ Ensure that independent directors and directors of each gender account for at least one-third of the Board. ▪ Maintain zero violations of the Company Act, Securities and Exchange Act, integrity and ethical business conduct regulations, and other applicable laws and regulations. ▪ Maintain zero major security incidents, with major information security incidents defined as Level 4 incidents according to the Company's Information Security Incident Management Procedures. ▪ Obtain ISO 27001 certification for the information security management system.
	Mid- to Long-term Goals	▪ Strengthen the frequency of internal audits and compliance training programs. ▪ Maintain a record free of major legal violations and become a trusted benchmark for corporate integrity and governance.
Effectiveness Tracking Mechanism GRI 3-3 e.i.,e.iii., and e.iv.	▪ The audit unit conducts regular audits and internal control reviews. ▪ Any violations are reported promptly and reviewed for corrective action.	
Annual Actions and Measures GRI 3-3 d.	2025 Performance Results	▪ Achieved a corporate governance evaluation ranking within the 6%–20% range among all listed companies. ▪ Fully achieved all established targets, with KPIs for the corporate governance evaluation, Board composition, and zero major information security incidents meeting the short-term goals. ▪ Continued to promote internal awareness of the Integrity Management Policy, achieving a 100% training completion rate among new employees in integrity management training in 2025. ▪ Achieved a 100% signing rate for the newly introduced supplier integrity clauses. ▪ A total of 3,205 participants attended information security courses and assessments, with a passing rate of 96.69%. ▪ The Board of Directors consisted of nine directors, including four female directors (44%) and three independent directors (33%). ▪ The Board of Directors convened five times, with an average director attendance rate of 91%.

Management of the Material Topic "GHG Emissions" GRI 3-3

Material Topics		
GHG Emissions	Corresponding GRI Indicators	GRI 302-1 , GRI 302-3 , GRI 302-4 , GRI 305-1 , GRI 305-2 , GRI 305-3 , GRI 305-5 , GRI 306-1 , GRI 306-2 , GRI 306-3 , GRI 306-4 , GRI 306-5
	Linked SDGs	7 AFFORDABLE AND CLEAN ENERGY; 13 CLIMATE ACTION
Policy or Commitment GRI 3-3 c.	Following ISO 14064-1 and national greenhouse gas inventory standards, carbon reduction targets are set, accompanied by energy efficiency management and a low-carbon transition aligned with government policies.	
Indicators and Goals GRI 3-3 e.ii.	Short-term Goals	▪ Using 2024 as the baseline year, reduce Scope 1 and Scope 2 emissions by 2% annually from 2024 through 2026.
	Mid-term Goals	▪ Reduce Scope 1 and Scope 2 emissions by 4%–8% annually from 2027 through 2030.
	Long-term Goals	▪ Develop green manufacturing processes and renewable energy solutions.
Effectiveness Tracking Mechanism GRI 3-3 e.i.,e.iii., and e.iv.	▪ Greenhouse Gas Inventory Report ▪ Compile and compare carbon emission data annually.	
Annual Actions and Measures GRI 3-3 d.	2025 Performance Results	▪ The five major sites (Taipei, Longtan, Zhubei, Bade, and the Philippines) completed organizational greenhouse gas inventories in accordance with ISO 14064-1:2018. ▪ Total electricity consumption across the Group was 121,114,437 kWh, a decrease of 739,754 kWh compared with 2024. ▪ The rooftop solar power systems at the Bade and Longtan plants continued to generate electricity for self-consumption, with a combined installed capacity of 304.76 kWp. ▪ The Company planned the installation of a 1 MW rooftop solar power generation system at the Philippine plant and continued to evaluate options for procuring renewable electricity. ▪ The Company continued to implement the carbon reduction roadmap: using 2024 as the baseline year, the Company aims to reduce Scope 1 and Scope 2 emissions by 2% annually from 2025to 2026, with a cumulative 30% reduction targeted by 2030.

Management of the Material Topic "Social Participation/Community Engagement" GRI 3-3

Material Topics		
Social Participation/ Community Engagement	Corresponding GRI Indicators	GRI 203-1
	Linked SDGs	1 NO POVERTY; 2 ZERO HUNGER; 3 GOOD HEALTH AND WELL-BEING; 4 QUALITY EDUCATION; 11 SUSTAINABLE CITIES AND COMMUNITIES
Policy or Commitment GRI 3-3 c.	Upholding the commitment of "taking from society and giving back to society," the Company supports local initiatives in public welfare, education, and environmental protection, encourages employee volunteer participation, and continues to maintain good interaction and communication with the community.	
Indicators and Goals GRI 3-3 e.ii.	Short-term Goals	▪ Organize or participate in at least 3 public welfare activities each year.
	Mid- to Long-term Goals	▪ Develop long-term public welfare partnership programs. ▪ Increase the employee participation rate year by year. ▪ Become a key partner in local social sustainability initiatives.
Effectiveness Tracking Mechanism GRI 3-3 e.i.,e.iii., and e.iv.	▪ Include annual achievements in the sustainability report for disclosure. ▪ The Sustainable Development Division collects, consolidates, and analyzes implementation results from each unit.	
Annual Actions and Measures GRI 3-3 d.	2025 Performance Results	▪ The Company participated in Hsinchu County's Corporate Energy-Saving Support Program, donating LED lighting fixtures and circulating fans to three social welfare organizations to improve lighting and ventilation while reducing their operational energy burden. ▪ The Company partnered with Story Wear to launch the "Denim Reborn Project," using discarded jeans as the medium for interactive workshops. A total of 21 participants took part in hands-on denim deconstruction activities, supporting local tailors and women returning to the workforce. ▪ On Labor Day, the Company distributed planters made from recycled waste silicon sludge to all employees, putting the principles of resource circularity into practice in daily operations and reinforcing them as part of the corporate culture.

Management of the Material Topic "Sustainable Value Chain" GRI 3-3

Material Topics: Sustainable Value Chain		
	Corresponding GRI Indicators	GRI 204-1 , GRI 308-1 , GRI 414-1
	Linked SDGs	9 Industry, Innovation and Infrastructure; 12 Responsible Consumption and Production
Policy or Commitment GRI 3-3 c.	The Company is committed to green innovation and sustainable supply chain management, developing miniaturized, high-performance, and low-energy products and processes, utilizing eco-friendly materials, and strengthening patent portfolios to enhance competitiveness. Through sustainable procurement policies and supplier management mechanisms, partners are required to comply with sustainability standards and requirements, conduct sustainability risk assessments and audits, and jointly realize sustainable value.	
Indicators and Goals GRI 3-3 e.ii.	Short-term Goals	▪ Increase the signing rate of the "Supplier Code of Conduct Commitment" among suppliers. ▪ Establish a sustainable supplier evaluation system.
	Mid- to Long-term Goals	▪ Collaborate with upstream and downstream partners to enhance ESG maturity, creating a transparent and trustworthy sustainable supply chain system.
Effectiveness Tracking Mechanism GRI 3-3 e.i.,e.iii., and e.iv.	▪ Require the procurement unit to update the supplier list and evaluation data annually ▪ Arrange improvement plans and follow-up reviews for high-risk suppliers	
Annual Actions and Measures GRI 3-3 d.	2025 Performance Results	▪ All eight new suppliers have completed and signed the "Supplier Code of Conduct Commitment" and integrity clauses, achieving a 100% signing rate. ▪ The Company continued to conduct ESG surveys and risk assessments for suppliers, with annual evaluations covering six key areas: supplier manufacturing locations and raw material sources, geopolitical risks, delivery lead times, transportation, incoming material quality, and conflict minerals due diligence. ▪ Local procurement accounted for 61.34%, helping reduce transportation-related carbon emissions and supply chain disruption risks through increased local sourcing. ▪ All new and major suppliers are required to sign declarations covering human rights, environmental protection, and ethical business practices, including hazardous substance management, the prohibition of conflict minerals, labor and human rights, anti-corruption, and personal data protection.

Management of the Material Topic "Human Resource Management" GRI 3-3

Material Topics: Human Resource Management		
	Corresponding GRI Indicators	GRI 401-1 , GRI 401-2 , GRI 401-3 , GRI 404-1 , GRI 404-2 , GRI 404-3 , GRI 405-1
	Linked SDGs	1 No Poverty; 5 Gender Equality; 8 Decent Work and Economic Growth; 10 Reduced Inequalities
Policy or Commitment GRI 3-3 c.	The Company is committed to creating a fair workplace by offering competitive remuneration, comprehensive promotion mechanisms, and continuous learning opportunities to promote employee development and organizational growth.	
Indicators and Goals GRI 3-3 e.ii.	Short-term Goals	▪ Achieve an average of 20 hours of employee training per year. ▪ Complete the managerial competency training program. ▪ Enhance employee satisfaction.
	Mid-term Goals	▪ Achieve an average of 25 hours of employee training per year.
	Mid- to Long-term Goals	▪ Establish a talent succession pipeline and leadership development system within the organization. ▪ Foster a culture of gender equality and organizational learning.
Effectiveness Tracking Mechanism GRI 3-3 e.i.,e.iii., and e.iv.	▪ Require the Human Resources Department to consolidate training outcomes annually.	
Annual Actions and Measures GRI 3-3 d.	2025 Performance Results	▪ The Company had a total of 3,330 employees worldwide, including 2,017 women and 1,313 men. Women accounted for more than 60% of the workforce, representing a strong achievement in the semiconductor packaging industry and demonstrating the Company's long-term commitment to gender equality, diversity, and inclusion. ▪ Total internal training reached 141,743 hours, with an average of 42.6 training hours per employee, exceeding both the short-term target of 20 hours per year and the medium-term target of 25 hours per year. ▪ Employee Satisfaction Survey: The survey covered 3,352 employees, with 1,487 valid responses, representing a response rate of 44.36%. ▪ The Company employed 15 employees with disabilities, including seven with severe disabilities, fully meeting legal requirements while continuing to promote workplace inclusion and a diverse organizational culture.



Material Topics

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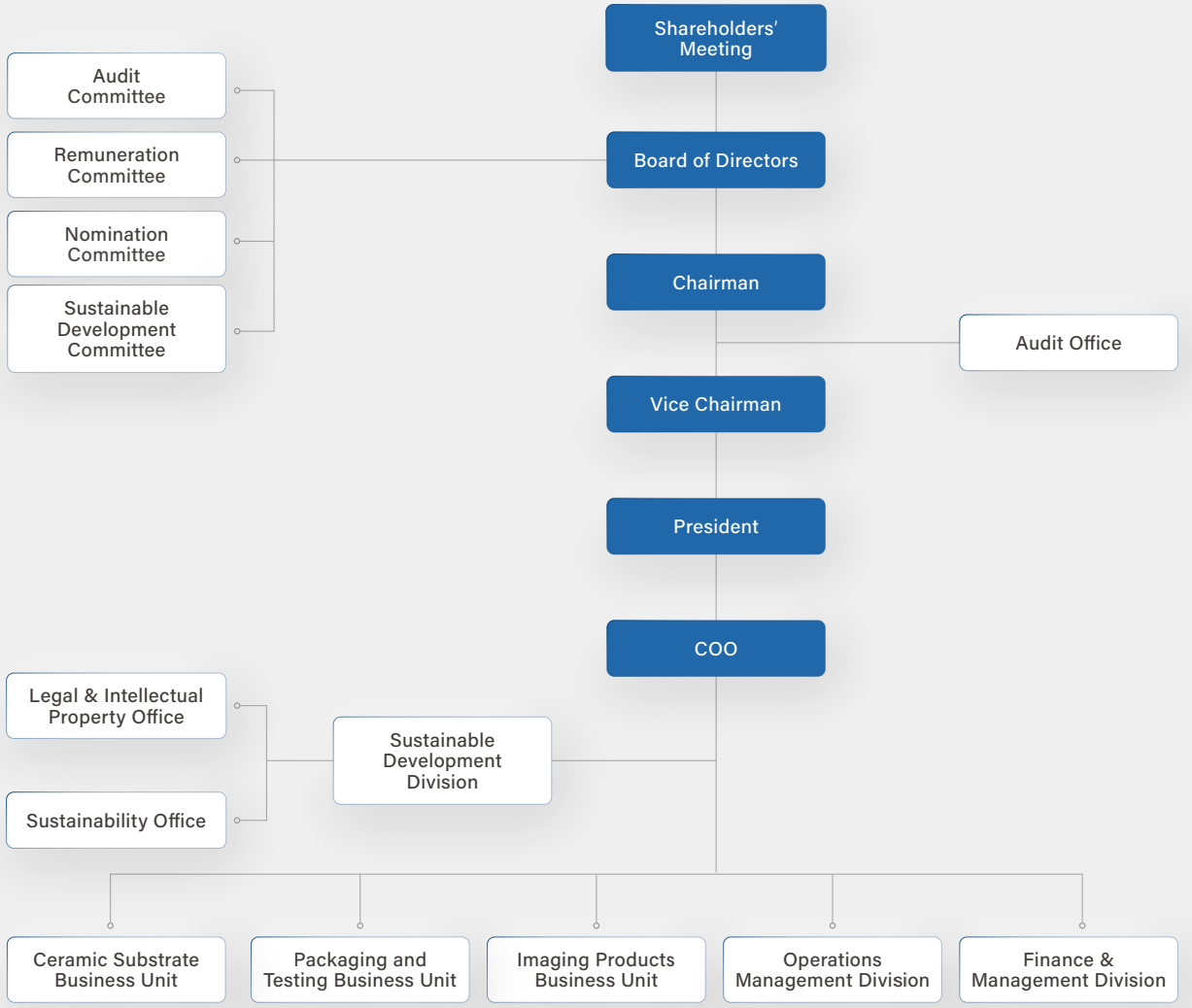
Corporate Governance and Ethical Corporate Management

I. Corporate Governance Structure GRI 2-9

Tong Hsing upholds the principles of integrity and honesty in its business operations, strictly adhering to domestic and international laws and regulations as well as global corporate ethics standards, and is committed to building a sound and transparent governance framework. The Company's highest governance body is the Board of Directors, which is responsible for formulating business strategies, overseeing management, and evaluating the Company's significant impacts on the economy, environment, and society. In accordance with the Corporate Governance Best Practice Principles, the Company has appointed a spokesperson and a deputy spokesperson to coordinate external communications and information disclosure, enabling the prompt handling of shareholder suggestions, external inquiries, and legal disputes. This ensures active responses to the needs of stakeholders and demonstrates the Company's strong commitment to information transparency and responsible governance.

To enhance governance effectiveness and clarify functional responsibilities, the Board of Directors has established four functional committees: the Audit Committee, Remuneration Committee, Nomination Committee, and Sustainable Development Committee. Independent directors serve as key members of these committees, which hold regular meetings to perform their oversight and review responsibilities. In addition, to further strengthen sustainability governance, the Company established the Board-level Sustainable Development Committee in 2025, comprising three directors. A Sustainability Office was established under the committee to plan and promote various ESG initiatives. The Company also established cross-functional working groups covering corporate governance and risk management, product innovation, environmental and energy conservation, and sustainable supply chain management to integrate internal resources, strengthen cross-functional collaboration, and ensure the effective implementation of sustainability initiatives.

Organizational Chart of the Highest Decision-Making and Governance Unit



Board Diversity and Independence GRI 2-10

The Company's Board of Directors is the highest governance body, responsible for setting strategic directions, overseeing business performance, and managing the Company's significant impacts on the economy, environment, and society (including human rights). According to the Company's Articles of Incorporation, the Board of Directors consists of 9 members, including 4 female directors, accounting for 44%, and 3 independent directors, with independent directors accounting for 33%. The current Board is the 19th Board of Directors, with a term of office from May 28, 2025, to May 27, 2028. In 2025, the Board held five meetings in total, including two meetings during the 18th Board's term (January 1–May 27) and three meetings during the 19th Board's term (May 28–December 31).

The Company values the diversity and professionalism of its Board members. Board members are selected according to the director nomination procedure, and a clear board diversity policy has been established, covering the following two key aspects:

1. Basic Qualifications and Values: The Company is committed to gender balance and diversity of values, the current Board includes four female directors, accounting for 44%, which exceeds the market average and demonstrates the Company's commitment to gender equality.
2. Professional Background and Industry Experience: Board members possess professional knowledge and skills closely related to the Company's operations and development, covering areas such as accounting, finance, marketing, technology, and industry management. They also have practical experience in the semiconductor, financial, and high-tech industries, strengthening the Board's decision-making and supervisory capabilities.

List of Board Members

Title	Name	Gender	Date of Appointment/ Election	Operational Judgment	Business Management	Crisis Management	Leadership and Decision-Making	Industry Knowledge	International Outlook	Accounting Expertise	Accounting Expertise	Banking Expertise	Technology Expertise	Marketing Expertise	Employee Status
Chairman	Tie-Min Chen	Male	2025.05.28	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Corporate Director	Hsi-Hu Lai	Male	2025.05.28	✓	✓	✓	✓	✓	✓	✓	✓	✓			
	Jia-Li Huang	Female	2025.05.28	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓
	Pen-Chi Chen	Female	2025.05.28	✓	✓	✓	✓	✓	✓	✓	✓				
	Shao-Chiao Chen	Female	2025.05.28	✓	✓	✓	✓	✓	✓		✓	✓		✓	
	Shu-Chen Tsai	Female	2025.05.28	✓	✓	✓	✓	✓	✓		✓			✓	
Independent Director	Ta-Sheng Chiu	Male	2025.05.28	✓	✓	✓	✓	✓	✓		✓	✓			
	Hsien-Hua Huang	Male	2025.05.28	✓	✓	✓	✓	✓	✓		✓	✓			
	Chung-He Tai	Male	2025.05.28	✓	✓	✓	✓	✓	✓		✓	✓	✓		



Board Operations GRI 2-11, 2-16

In 2025, the Board of Directors held a total of 5 meetings, averaging 1 meeting every 2.4 months, demonstrating the Board's proactive commitment to fulfilling its governance responsibilities. The annual average attendance rate of all directors reached 91%, reflecting their strong commitment to corporate governance and supervisory duties.

The Board meeting agenda covered the review of business performance, the discussion of sustainable development strategies, and responses to key risk events. The Board regularly reviewed major ESG-related issues during meetings, including but not limited to the handling of significant whistleblowing cases, potential negative impacts arising from operations, and corporate reputation risks triggered by public opinion. For major decisions and events, the Board of Directors not only carefully assessed their potential risks and impacts but also clearly assigned and confirmed the responsible units and scopes of duties for follow-up actions. Progress and outcomes were continuously tracked in subsequent meetings to enhance governance transparency and accountability, ensuring effective management and response to sustainability issues.

Material critical events raised by the Company's internal personnel or stakeholders, including regulatory compliance irregularities, occupational safety incidents, adverse ESG risks, reputational events, and stakeholder disputes, were reported by the relevant responsible units to the Board of Directors or its Audit Committee and Sustainable Development Committee for review and discussion.

When a material critical event occurred, the responsible unit prepared a response report and submitted it to the Board for review and decision-making at a regular or special meeting. A designated department was also assigned to handle follow-up actions and improvements. When necessary, the Board continued to monitor the progress of event management to ensure that risk controls and response measures were effectively implemented. In 2025, the Company did not identify any material violations or significant ESG disputes requiring public disclosure. Nevertheless, the Board continued to oversee and communicate on key issues, including corporate governance, information security, carbon emission risks, and supply chain management, to strengthen the Company's overall governance and risk management mechanisms.

Fair Governance GRI 2-15

In accordance with the "Procedural Rules of Board Meetings," when a board agenda item involves a director or the legal entity represented by the director having a conflict of interest, the director must disclose the key details of the conflict during the meeting. If the conflict may affect the Company's interests, the Director shall recuse themselves from discussion and voting and is also prohibited from acting as a proxy for other directors to exercise voting rights. During the agenda review process, the Company verifies each director's concurrent positions and related parties to identify any conflicts of interest requiring recusal, with the relevant details documented in the minutes of the board meeting.

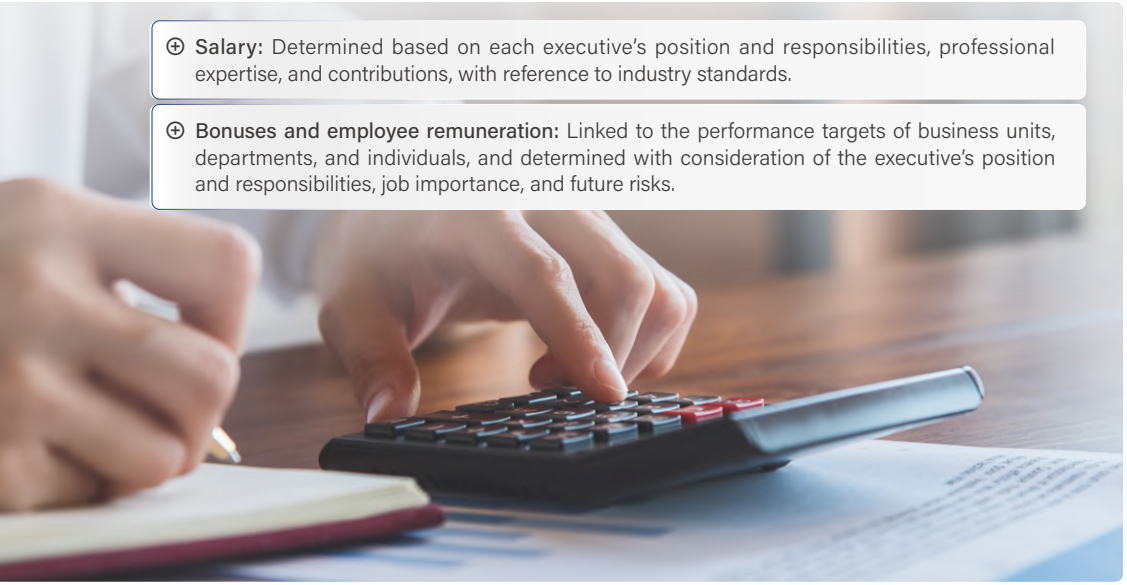
To uphold the Company's principles of fair governance and to avoid governance risks associated with an excessive proportion of directors concurrently serving as senior executives, currently only one director also serves as a senior executive, accounting for 11% of the Board seats. This is below the legally recommended limit of one-third, maintaining the independence and objectivity of the Board of Directors. For information regarding the educational and professional backgrounds of the Company's board members, as well as any related conflicts of interest, please refer to page 3 of the Company's 2025 Annual Report.

Compensation and Performance Management GRI 2-19, 2-20

The Company's director remuneration is determined based on each director's responsibilities, professional capabilities, and actual contributions, while also referencing industry standards. The related disbursements are carried out in accordance with Article 19 of the Articles of Incorporation. According to the Articles of Incorporation, if the Company makes a profit in a given year, up to 3% may be allocated as director remuneration. This allocation must be approved at a Board meeting attended by at least two-thirds of the directors and by a majority of the directors present, and is ultimately submitted to the shareholders' meeting for reporting. The Company evaluates the performance of its directors and managers through the "Rules for Performance Evaluation of the Board of Directors" and the "Employee Performance Management Procedure," respectively. The Company conducts an annual Board performance evaluation and semiannual employee performance evaluations. To strengthen the linkage between the Company's sustainable environmental management indicators and the Board of Directors' performance, the review of the sustainability report outcomes is used as a reference for the Board's evaluation, enhancing the alignment between performance and sustainability goals.

Remuneration of major executives includes salaries, bonuses, and employee remuneration.

- **Salary:** Determined based on each executive's position and responsibilities, professional expertise, and contributions, with reference to industry standards.
- **Bonuses and employee remuneration:** Linked to the performance targets of business units, departments, and individuals, and determined with consideration of the executive's position and responsibilities, job importance, and future risks.



To strengthen the linkage between the Company's sustainable environmental management indicators and managerial performance, the results of external ESG evaluations and environmental energy-saving indicators are incorporated as two major sub-KPIs for managerial performance assessments. The achievement of these KPIs serves as the basis for remuneration allocation, with the ESG indicator weighted at 10%. The KPI achievement rates are categorized into Grades A, B, and C, which are linked to the managers' variable remuneration.

2025 Annual Total Compensation Ratio GRI 2-21

Year	Ratio of the highest individual annual total compensation in the organization to the median annual total compensation of other employees	Ratio of the percentage increase in the highest individual annual total compensation within the organization to the median percentage increase in annual total compensation of other employees
2024	22.18	-6.59
2025	20.34	-2.37

Note 1: Annual Total Compensation Ratio: Annual total compensation of the highest-paid individual in the organization/ Median annual total compensation of all other employees (excluding the highest-paid individual).

Note 2: Annual Total Compensation Change Ratio: Percentage increase in the annual total compensation of the highest-paid individual in the organization/Percentage increase in the median annual total compensation of all other employees (excluding the highest-paid individual).

Employee Salary Data for Tong Hsing over the Past Two Years

(Unit: NT$)

Year	2024	2025	Difference
Average salary of full-time employees not holding managerial positions	901,351	952,744	5.70%
Median salary of full-time employees not holding managerial positions	765,490	738,926	-3.47%

Note: The definition of managerial positions follows the regulations specified in FSC No. 1120384295.

Operation of Functional Committees GRI 2-12 b.i.

To strengthen operational risk management and impact identification capabilities, the Company has established multiple functional committees under the Board of Directors, including the Audit Committee, Remuneration Committee, Nomination Committee, and Sustainable Development Committee. Each committee continuously collects feedback from stakeholders on the positive and negative impacts of the Company's operations through business communications, internal meetings, surveys, document signings, and grievance mechanisms, based on which it formulates and adjusts relevant strategies and policies. The Board of Directors is responsible for overseeing the impact management processes and outcomes of each committee, conducting performance reviews at least once a year to ensure the continued effectiveness of the management mechanisms.

Audit Committee

The Audit Committee consists of three independent directors and is chaired by Mr. Ta-Sheng Chiu, an independent director. It assists the Board of Directors in overseeing the implementation and quality of the Company's systems for accounting, auditing, financial reporting processes, and internal controls, ensuring that financial information is appropriately presented, complies with applicable requirements, and maintains overall integrity. The Committee is also responsible for the appointment and removal of CPAs, as well as reviewing their independence and performance. Additionally, it oversees the Company's implementation of internal control systems, compliance with laws and regulations, and the identification and management of existing or potential risks.

Additionally, the Audit Committee plays a key role in the Company's overall risk management by regularly holding cross-departmental risk management meetings to coordinate and discuss responses to significant risk issues and decide deciding whether to report these to the Board of Directors based on the severity of the risks. In 2025, the Audit Committee held a total of 5 meetings, with an average attendance rate of 100% among committee members, demonstrating strong participation and the fulfillment of governance responsibilities.

Members of the Audit Committee of Tong Hsing

Name	Title	Gender	Term
Ta-Sheng Chiu	Independent Director	Male	2025/05/28~2028/05/27
Hsien-Hua Huang	Independent Director	Male	2025/05/28~2028/05/27
Chung-He Tai	Independent Director	Male	2025/05/28~2028/05/27

Remuneration Committee

The Remuneration Committee consists of three independent directors and is chaired by Mr. Ta-Sheng Chiu, an independent director. It is responsible for conducting professional and objective evaluations of the compensation policies and systems for directors and managers. The committee convenes at least twice a year and may hold ad hoc meetings as needed to provide recommendations to the Board of Directors. In 2025, the attendance rate of all committee members was 100%.

The committee is dedicated to establishing and regularly reviewing the annual and long-term performance goals of directors and managers, along with the related compensation policies, systems, and structures, and using these as the basis for evaluating their performance achievements and the reasonableness of their compensation. The committee also reviews the allocation ratio of remuneration for senior management and employees, taking into account individual capabilities, contributions, and performance to reduce the risk of losing key talent and to support the Company's sustainable operations.

Members of the Remuneration Committee of Tong Hsing

Name	Title	Gender	Term
Ta-Sheng Chiu	Independent Director	Male	2025/05/28~2028/05/27
Hsien-Hua Huang	Independent Director	Male	2025/05/28~2028/05/27
Chung-He Tai	Independent Director	Male	2025/05/28~2028/05/27

Nomination Committee GRI 2-10

To strengthen corporate governance and oversight mechanisms, the Company established the Nomination Committee in November 2021. The committee consists of three independent directors and is chaired by Mr. Ta-Sheng Chiu, an independent director. The committee is responsible for establishing the selection criteria for members of the Board of Directors and senior managers, including professional background, technical expertise, industry experience, gender diversity, and independence, and, based on these criteria, carrying out the processes of candidate search, review, and nomination.

The Nomination Committee is responsible for the organizational planning of the Board of Directors and functional committees, conducting performance evaluations of the Board, each committee, individual directors, and senior managers, and regularly reviewing the independence of independent directors. To implement sustainable governance, the committee also formulates and reviews director continuing education programs and succession plans and promotes the establishment and enhancement of the Company's corporate governance best practice principles

Board of Directors Nomination and Selection Procedures

Sustainable Development Committee

The Sustainable Development Committee consists of two independent directors and one director, with Independent Director Ta-Sheng Chiu serving as the convener. The committee is responsible for defining the Company's sustainability vision, strategies, and goals, and overseeing the implementation of material issues, including climate change, environmental protection, social welfare, and corporate governance. The committee is also responsible for reviewing the Sustainability Report to ensure the accuracy and completeness of disclosed information. It regularly reports the progress and effectiveness of sustainability initiatives to the Board of Directors to fulfill the Company's corporate social responsibility and pursue sustainable business operations.

Members of the Nomination Committee of Tong Hsing

Name	Title	Gender	Term
Ta-Sheng Chiu	Independent Director	Male	2025/05/28~ 2028/05/27
Hsien-Hua Huang	Independent Director	Male	2025/05/28~ 2028/05/27
Chung-He Tai	Independent Director	Male	2025/05/28~ 2028/05/27

Members of the Sustainable Development Committee of Tong Hsing

Name	Title	Gender	Term
Ta-Sheng Chiu	Independent Directo	Male	2025/05/28~ 2028/05/27
Hsien-Hua Huang	Independent Directo	Male	2025/05/28~ 2028/05/27
Jia-Li Huang	Director	Female	2025/05/28~ 2028/05/27



Board Performance Evaluation GRI 2-18

To strengthen the effectiveness of Board operations and the quality of corporate governance, the Company adopted the Rules for Performance Evaluation of the Board of Directors by resolution of the Board of Directors on August 11, 2020. The Rules stipulate that an internal performance self-evaluation shall be conducted annually based on established evaluation criteria and procedures, and that an evaluation shall be conducted at least once every three years by an independent external professional institution or a team of external experts and scholars. The evaluation results are submitted to the Remuneration Committee and the Board of Directors for reporting and serve as a reference for the future selection and nomination of directors. The individual performance evaluation results of directors are also used as a reference for determining their individual compensation. The Company's Rules for Performance Evaluation of the Board of Directors and evaluation results are disclosed on the Company's website following Board meetings.

Evaluation Criteria

The Company's Board performance evaluation covers three levels, with the following evaluation criteria for each:

- **Board as a Whole:** Five key areas, including participation in the Company's operations, enhancement of the quality of Board decision-making, Board composition and structure, director selection and continuing education, and internal controls.
- **Functional Committees:** Five key areas, including participation in the Company's operations, understanding of functional committee responsibilities, enhancement of the quality of functional committee decision-making, composition and member selection of functional committees, and internal controls.
- **Individual Directors:** Six key areas, including understanding of the Company's goals and mission, understanding of directors' responsibilities, participation in the Company's operations, management of internal relationships and communication, directors' professional capabilitiesand continuing education, and internal controls.

(I) Internal Evaluation

The results of the Company's 2025 Board performance evaluation are as follows. The overall evaluation indicated that the various governance mechanisms operated effectively and steadily:

Assessment Subject	Overall Average Self-Assessment Score	Maximum Score
Board of Directors	4.85	5
Audit Committee	5.00	5
Remuneration Committee	5.00	5
Nomination Committee	4.95	5
Individual Directors (Average Score)	4.97	5

The results of the 2025 Board performance evaluation were submitted to the Nomination Committee for review on February 25, 2026, and were reported to and approved by the Board of Directors on the same day.

(II) External Evaluation

In accordance with the Company's Rules for Performance Evaluation of the Board of Directors, an external evaluation shall be conducted at least once every three years by an independent external professional institution or a team of external experts and scholars. In July 2025, the Company engaged the Taiwan Corporate Governance Association to conduct an external evaluation of the Board's performance. The evaluation period covered December 2024 through November 2025. The institution and its evaluation experts had no business dealings with the Company and maintained full independence. The evaluation covered five key dimensions: Board composition and division of responsibilities, guidance and oversight, delegation and risk management, communication and collaboration, and self-discipline and continuous improvement. The evaluation was conducted through document review and on-site interviews.

The Taiwan Corporate Governance Association issued the Board Performance Evaluation Report on January 27, 2026. The recommendations and proposed measures were submitted to the Nomination Committee for review on February 25, 2026, and subsequently reported to the Board of Directors. The evaluation results have been disclosed on the Company's website. A summary of the 2025 external evaluation report is provided below:

Item	Recommendations	Improvement Status
1	Fully leverage the functions of the Nomination Committee by developing succession plans for senior executives in alignment with the Company's sustainable development goals, and regularly reviewing the implementation results of senior executive development and succession plans to establish a sustainable talent management mechanism under the Board's oversight.	The recommendation has been implemented.
2	Regularly review and adjust the Board performance evaluation criteria based on phased development goals to enhance the differentiation of self-evaluation results and improve Board effectiveness.	The performance evaluation criteria have been revised and are pending Board approval.
3	Establish the work objectives and performance evaluation mechanisms for the head of internal audit with reference to the Audit Committee's opinions, thereby strengthening the independence of internal audit and the Audit Committee's oversight of internal audit functions.	The recommendation has been implemented.
4	Establish a reporting procedure for material extraordinary events, covering at least the types of events or information subject to reporting, reporting deadlines, reporting methods, and reporting levels, so that all Board members can promptly and fully understand the Company's various risks.	The reporting procedure for material extraordinary events has been completed and is pending Board approval.

Board Continuing Education and Collective Knowledge GRI 2-17

The Company values the continuous enhancement of directors' professional knowledge and governance capabilities. It believes that, amid a rapidly changing industry environment and increasingly stringent sustainability disclosure requirements, directors must continuously improve their expertise and strategic vision to effectively fulfill their supervisory duties and guide the Company's long-term development. In 2025, the Company's re-elected directors accumulated a total of 81 hours of continuing education throughout the year. The courses covered topics such as corporate governance practices, sustainability, gender equality, and human rights, climate change management, internal controls, and compliance issues, helping directors gain a comprehensive understanding of global ESG trends and enhance their decision-making quality and risk identification capabilities. Complete information on the continuing education activities undertaken by the Company's directors in 2025 is provided below:

Directors' Continuing Education Hours

Directors' Continuing Education Courses and Hours in 2025:

Title	Name	Continuing Education Date	Organizer	Course Title	Number of Continuing Education Hours
Director	Tie-Min Chen	2025/10/30	Taiwan Corporate Governance Association	Group Governance and Performance Management	3 hours
		2025/10/30	Taiwan Corporate Governance Association	Defensive Measures Against Hostile Takeovers and the Legal Responsibilities of Company Officers	3 hours
Representative of a Corporate Director	Hsi-Hu Lai	2025/10/30	Taiwan Corporate Governance Association	Group Governance and Performance Management	3 hours
		2025/10/30	Taiwan Corporate Governance Association	Defensive Measures Against Hostile Takeovers and the Legal Responsibilities of Company Officers	3 hours
Representative of a Corporate Director	Jia-Li Huang	2025/11/27-28	Accounting Research and Development Foundation	Continuing Education Program for Accounting Officers of Issuers, Securities Firms, and Stock Exchanges	12 hours
		2025/10/30	Taiwan Corporate Governance Association	Group Governance and Performance Management	3 hours
		2025/10/30	Taiwan Corporate Governance Association	Defensive Measures Against Hostile Takeovers and the Legal Responsibilities of Company Officers	3 hours
		2025/07/31	Taiwan Stock Exchange Corporation (TWSE)	2025 Taiwan Capital Market Growth Summit	3 hours
		2025/05/16	Securities and Futures Institute (SFI)	2025 Insider Trading Prevention Seminar	3 hours
Representative of a Corporate Director	Pen-Chi Chen	2025/10/30	Taiwan Corporate Governance Association	Group Governance and Performance Management	3 hours
		2025/10/30	Taiwan Corporate Governance Association	Defensive Measures Against Hostile Takeovers and the Legal Responsibilities of Company Officers	3 hours
		2025/07/09	Taiwan Stock Exchange Corporation (TWSE)	2025 Cathay Sustainable Finance and Climate Change Summit	6 hours

Title	Name	Continuing Education Date	Organizer	Course Title	Number of Continuing Education Hours
Representative of a Corporate Director	Shao-Chiao Chen	2025/10/30	Taiwan Corporate Governance Association	Group Governance and Performance Management	3 hours
		2025/10/30	Taiwan Corporate Governance Association	Defensive Measures Against Hostile Takeovers and the Legal Responsibilities of Company Officers	3 hours
Representative of a Corporate Director	Shu-Chen Tsai	2025/10/30	Taiwan Corporate Governance Association	Group Governance and Performance Management	3 hours
		2025/10/30	Taiwan Corporate Governance Association	Defensive Measures Against Hostile Takeovers and the Legal Responsibilities of Company Officers	3 hours
Independent Director	Ta-Sheng Chiu	2025/10/30	Taiwan Corporate Governance Association	Group Governance and Performance Management	3 hours
		2025/10/30	Taiwan Corporate Governance Association	Defensive Measures Against Hostile Takeovers and the Legal Responsibilities of Company Officers	3 hours
		2025/07/25	Securities and Futures Institute (SFI)	2025 Legal Compliance Seminar on Insider Equity Transactions	3 hours
Independent Director	Hsien-Hua Huang	2025/06/27	Taiwan Corporate Governance Association	Where Is the DEI Policy Headed?	1 hours
		2025/04/23	Taiwan Corporate Governance Association	Management Accounting and ESG Innovation	1 hours
		2025/02/21	Taiwan Corporate Governance Association	Current Global Economic Conditions	1 hours
		2025/02/21	Corporate Operating and Sustainable Development Association	Corporate Governance and Securities Regulations — Taiwan's Sustainable Development Policies and Relevant Securities Laws and Regulations	3 hours
Independent Director	Chung-He Tai	2025/10/30	Taiwan Corporate Governance Association	Group Governance and Performance Management	3 hours
		2025/10/30	Taiwan Corporate Governance Association	Defensive Measures Against Hostile Takeovers and the Legal Responsibilities of Company Officers	3 hours

II. Ethical Business Practices

To establish a culture of ethical corporate management and strengthen the corporate governance framework, the Company, in 2016, adopted the "Ethical Corporate Management Best Practice Principles," which were approved by the Board of Directors. The principles clearly stipulate those directors, managers, and all employees shall not directly or indirectly offer, receive, or promise any improper benefits in business dealings, nor engage in any actions that violate the principles of integrity or constitute breaches of fiduciary duty. The regulations cover situations such as bribery, illegal political contributions, improper donations and entertainment, and conflicts of interest, and establish corresponding internal control mechanisms for high-risk operational activities.

The Company's corporate governance unit is responsible for promoting ethical business practices, with Ms. Jia-Li Huang, the Chief Financial Officer, serving as the dedicated officer. She regularly reports to the Board of Directors on the Company's ethical corporate management policies, implementation results, and the execution of preventive measures. To enhance all employees' awareness of ethical business practices and compliance requirements, all new hires are required to complete ethics training before assuming their positions, with a 100% training completion rate in 2025. Additionally, the Company conducts an annual company-wide "Ethical Corporate Management and Insider Trading Prevention Training" to promote policy content, risk prevention, and the consequences of violations.

In addition, to prevent insider trading and the risk of improper information disclosure, the Company has established the "Procedures for Major Information Processing and Prevention and Management of Insider Trading," which apply to directors, managers, and all employees. The procedures clearly stipulate that anyone aware of non-public material information must not disclose it externally or make improper inquiries, ensuring consistency and legality in information disclosure while reducing the risk of violations. In 2025, the Company conducted ethical corporate management and insider trading prevention training and assessments for directors, managers, and employees, totaling 1,628 participant attendances and 922 training hours, aiming to strengthen awareness and compliance across the entire workforce.

The Company has established the "Ethical Corporate Management Best Practice Principles" and implemented the following preventive measures:

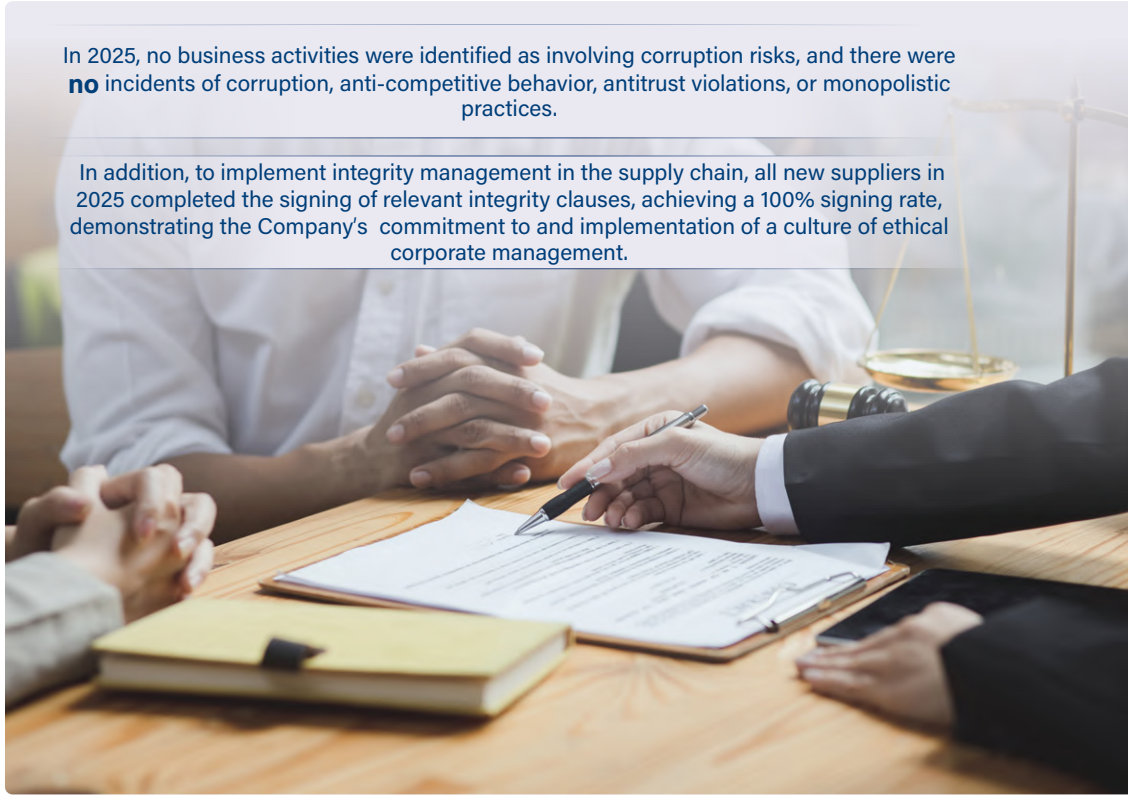
- ⊕ The Company established the "Whistleblowing Management Procedures" to provide internal and external channels for reporting violations of ethical conduct, thereby implementing the policy.
- ⊕ The Legal and Intellectual Property Office is responsible for managing and evaluating trade secrets, patents, and other intellectual property rights to enforce the Ethical Corporate Management Best Practice Principles.
- ⊕ The corporate governance unit is responsible for conducting educational and promotional training, ensuring that employees do not engage in unfair competition and that the rights, health, and safety of other stakeholders are upheld.

Anti-Corruption Actions GRI 205-3, 206-1

Upholding the principle of ethical corporate management, the Company adheres to high moral standards in all business activities, adopts a zero-tolerance attitude toward corruption and bribery, and has established relevant policies and management mechanisms to set clear anti-corruption and anti-bribery guidelines. The Company also strengthens employees' and business partners' awareness and compliance with ethical standards through ongoing communication and training.

In 2025, no business activities were identified as involving corruption risks, and there were **no** incidents of corruption, anti-competitive behavior, antitrust violations, or monopolistic practices.

In addition, to implement integrity management in the supply chain, all new suppliers in 2025 completed the signing of relevant integrity clauses, achieving a 100% signing rate, demonstrating the Company's commitment to and implementation of a culture of ethical corporate management.



Whistleblower and Grievance Channels GRI 2-25, 2-26

In accordance with the "Whistleblowing Management Procedures," the Company has established a comprehensive reporting and complaint-handling process to ensure that all cases are handled fairly, confidentially, and in compliance with applicable laws and regulations. If a complaint involves a general employee, it will be reported to the department head; if it involves a director or senior executive, it will be reported to the Audit Committee. The responsible unit shall immediately initiate an investigation, and, if necessary, may seek assistance from relevant departments. It shall also ensure the right of the accused to present a statement. To ensure fairness in handling, if the case handler has a conflict of interest with the whistleblower or the accused, or if other circumstances may affect the impartiality of the case, they shall voluntarily recuse themselves; both the whistleblower and the accused may also request recusal.

If the investigation confirms a violation, the party involved will be immediately required to cease the related conduct, and disciplinary actions will be taken based on the severity of the case, such as job reassignment or submission to the Board of Directors for review. Major cases will also be handled in accordance with the requirements of the competent authorities. For substantiated cases, the Company will also require the relevant units to review the internal control systems and operating procedures and propose necessary improvement measures. If employees encounter unlawful acts in the workplace, the Company has established procedures for handling workplace misconduct. Employees may report incidents to the HR or Occupational Safety units, and upon receiving a report, the Company will form a Workplace Violence Response Team to investigate and address the matter. Based on the Company's internal review for 2025, four substantiated cases of workplace misconduct and violence and one substantiated case concerning working conditions were identified. All cases were successfully resolved through mediation and handled in accordance with the Company's relevant regulations. There were no environmental complaints, and no deficiencies were identified following inspections by the Department of Environmental Protection.



The Company has established and announced the following independent reporting channels:

- Mail-in reports: Head of the Audit Office, 88, Ln. 1125, Heping Rd., Bade Dist., Taoyuan City 334
- Email reports: thdiscipline@theil.com
- Workplace Violence Consultation and Grievance: Grievance hotline: +886-3-362-5000 ext. 26701; Grievance email: hr@theil.com

Statistics on Tong Hsing's Whistleblower and Grievance Cases Over the Past Three Years (Updated based on the actual categories and data of grievance cases, including remedies for negative impacts, where applicable)

Year		2023		2024		2025		
Case Type	Plant	Number of Cases	Case Closure Rate	Number of Cases	Case Closure Rate	Number of Cases	Case Closure Rate	Processing Results
Workplace Misconduct	Taipei Plant	2 (1 Unsubstantiated Case)	100%	1	100%	1	100%	Case Closed
	Bade Plant	1	100%	1 (Unsubstantiated)	100%	1	100%	Case Closed
	Longtan Plant	0	-	0	-	2	100%	Case Closed
	Zhubei Plant	1	100%	1 (Unsubstantiated)	100%	0	-	-
Environmental Protection Issues	Taipei Plant	0	-	1	100%	0	-	-
Working Conditions	Taipei Plant	0	-	0	-	1	100%	Case Closed

Tong Hsing Whistleblowing and Complaint Channel Process

1. The Company has established an independent channel for internal and external personnel to report misconduct. thdiscipline@theil.com
2. Cases are received and logged by a dedicated unit, ensuring confidentiality and the protection of the whistleblower.
3. Cases are reviewed to determine if they meet the criteria for investigation; those that do are formally filed.
4. Whistleblowing cases are reported to the appropriate supervisor or the Audit Committee based on the level of the subject involved.
5. The investigation unit promptly verifies the facts and takes appropriate action based on the findings.Cases of significant severity are reported to the Board of Directors or handled in accordance with legal requirements.
6. Upon completion of the investigation, the whistleblower is informed of the outcome, and all relevant records are maintained.
7. For verified cases, internal controls and operating procedures should be reviewed, and preventive measures should be proposed.

III. Regulatory Compliance GRI 2-27, 205-3, 206-1

The Company's business philosophy is: "Steadiness and Practicality, Integrity and Honesty, and Customer First." With the pursuit of profit and earnings as the foremost goal, the Company is committed to ensuring product innovation, enhancing added value and profitability, strengthening team professionalism and leadership capabilities, continuously improving operational performance, and fundamentally adhering to laws and regulations.

The Company's legal compliance performance in 2025 was as follows:

E Environment: The Company received no environmental penalties in 2025. The Company continued to operate in accordance with the ISO 14001 Environmental Management System and ISO 14064-1 greenhouse gas inventory standard, implementing environmental management measures covering waste treatment, wastewater management, and air pollution control to ensure compliance with applicable regulatory requirements.

S Social: In 2025, the Company was subject to three penalties for violations of the Labor Standards Act, with total fines of NT$148,000. None constituted a material penalty, defined as a fine of NT$1 million or more. The Company completed corrective actions in accordance with the requirements of the competent authorities and strengthened relevant management mechanisms to prevent similar incidents from recurring.

G Governance: In 2025, the Company had no incidents of corruption, anti-competitive conduct, antitrust violations, or monopolistic practices, and received no monetary or non-monetary sanctions arising from such incidents.

The relevant key laws, internal regulations, or procedural manuals related to corporate governance, environmental, economic, and social regulatory compliance is disclosed as follows:

Category	Key relevant laws in Taiwan	Corresponding Company regulations or procedural manuals	Were there any legal violations in 2025?
Corporate Governance	Company Act, Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, Audit Committee Regulations, Remuneration Committee Regulations	Articles of Incorporation, Ethical Corporate Management Best Practice Principles, Whistleblowing and Complaint Management Procedures	The Company operates in accordance with the law and has not incurred any significant monetary penalties (exceeding NT$1 million) or other non-monetary sanctions.
Employees Labor Rights and Conditions	Labor Standards Act, Employment Service Act, Gender Equality in Employment Act, Labor Insurance Act, Labor Pension Act, National Health Insurance Act, Employee Welfare Funds Act, Regulations of Leave-Taking of Workers, Regulations for Implementing Labor-Management Meeting	Filing of Work Rules, Filing of Labor-Management Meeting Representative Roster, Tong Hsing Responsible Business Alliance Compliance Management Procedures Manual	In 2025, the Company received three administrative penalties for violations of the Labor Standards Act, involving working hours, overtime pay, and wage payment. The Company completed corrective actions for all the above deficiencies and continued to strengthen its working-hour and payroll management mechanisms to ensure compliance. In addition, a review of the Company's operating sites and key suppliers confirmed that no incidents of forced labor had occurred.
Occupational Safety and Health	Occupational Safety and Health Act, Enforcement Rules of the Occupational Safety and Health Act, Labor Health Protection Regulations, Occupational Safety and Health Facilities Rules, Occupational Safety and Health Education and Training Regulations	Filing of Occupational Safety and Health Work Rules, Filing of Occupational Safety and Health Organization and Personnel, ISO 45001 Occupational Health and Safety Management System and Related Procedure Manuals	No occupational accidents resulted in labor inspection penalties.

Category	Key relevant laws in Taiwan	Corresponding Company regulations or procedural manuals	Were there any legal violations in 2025?
Environmental	Basic Environment Act, Climate Change Response Act, Waste Disposal Act, Resource Recycling and Reuse Act, Air Pollution Control Act, Noise Control Act, Drinking Water Management Act, Effluent Standards, Water Pollution Control Act and its Enforcement Rules, etc.	ISO 14001 Environmental Management System and related procedures (including waste management procedures and wastewater management procedures), ISO 14064-1 Greenhouse Gas Inventory standard and Greenhouse Gas Inventory Report	The Company complies with environmental regulations and has had no violations resulting in penalties.
Economic and Social	Fair Trade Act, Patent Act, Copyright Act, laws and regulations related to intellectual property rights, Trade Secrets Act, Personal Data Protection Act, Civil Code, Sexual Harassment Prevention Act	Labor Contracts, Human Resources Management Regulations, Information Security Management Regulations	The Company has no records of violations of economic or social regulations and has not incurred any fines.
Product	▪ Fair Trade Act, Personal Data Protection Act ▪ IECQ QC 080000 Hazardous Substance Process Management System	▪ ISO 9001 Quality Management System and related procedural manuals ▪ IECQ QC 080000 and RoHS systems for the effective control of hazardous substances in accordance with international standards	The Company had no incidents involving customer fines or compensation due to violations related to customer privacy breaches or hazardous substances. There were also no violations of marketing and communications regulations or product health and safety regulations.

Compliance Training

To provide timely legal and regulatory assistance and consultation to all departments, the Company has legal personnel who offer relevant information and educational materials. In addition, the Company provides training to ensure that relevant personnel are aware of and understand the latest regulations, enabling them to review and update their practices to avoid unintentional violations. At the same time, this training strengthens employees' compliance and ethical awareness, helping to fulfill the Company's fundamental social responsibility.

Tong Hsing Compliance-Related Training Overview

Year	Training Course	Course Objectives and Benefits	Training Participants	Number of Participant Attendances	Total Hours
2025	Promotion of laws and regulations related to corporate governance, ethical business practices, and insider trading prevention	Aimed at strengthening employees' understanding of laws related to corporate governance, ethical corporate management, and insider trading prevention, enhancing overall compliance awareness and workplace ethics, and fostering correct values. Through promotion and education, this helps the Company strengthen internal control mechanisms, implement risk management, maintain market fairness, protect investors' rights, enhance the Company's corporate image, and advance toward sustainable business goals.	Taiwanese Employees	1,628	922
2025	Personal data protection policy awareness	Designed to strengthen employees' understanding of personal data, categories of sensitive personal data, procedures for collecting, obtaining, and processing personal data, and the exercise of data subject rights. These efforts help enhance employees' awareness of laws and regulations related to personal data protection policies and strengthen risk management.	Taiwanese Employees	1,628	868

Note: The scope of compliance training does not include the Philippine subsidiary.

IV. Risk Management GRI 2-13

Risk management is a core component of corporate governance. In accordance with the Company's business strategies, relevant corporate governance units conduct comprehensive risk assessments annually, covering the identification, measurement, monitoring, and control of major risks. Based on the assessment results, the Company establishes relevant management policies and objectives. Through ongoing reviews and improvements to its management mechanisms, the Company strengthens its risk management capabilities, minimizes the potential impact of risks on operations, and pursues stable and sustainable business growth.

The corporate governance unit is responsible for overseeing the operation of the risk management framework and regularly convenes risk meetings with heads of functional units to analyze potential risks and corresponding response strategies. Heads of each unit are also responsible for identifying and controlling risks within their departments, ensuring that frontline risks are promptly recognized and managed. In addition, the Audit Office incorporates risk assessments into the annual audit plan and regularly compiles the Company's overall risk management performance for submission to the Audit Committee and the Board of Directors for review. The Company provides the Board of Directors with an annual risk management report, with the most recent report dated October 30, 2025.

Risk Management Status

The Company systematically manages operational risks by following procedures for risk identification, assessment, monitoring, reporting and disclosure, and response. Appropriate management measures are implemented to mitigate potential impacts, ensuring operational stability and sound governance. Risk management covers a broad spectrum. In addition to financial, operational, compliance, and information security risks, it also includes sustainability-related risks, such as the impact of climate change on operating costs and supply chain stability, energy and resource efficiency, environmental regulatory compliance, human rights issues, and stakeholder concerns. Looking ahead, the Company will continue to strengthen the implementation of its risk management system, gradually improve the documentation and tracking of risk processes, and establish a systematic reporting mechanism for execution results. These efforts aim to enhance the transparency and effectiveness of risk management, further supporting the Company's steady progress toward sustainable business objectives.

Risk Category	Scope Definition	Response Strategies and Actions	Responsible Unit
Market Risk	Risks arising from changes in domestic and international market demand or competition that may hinder the achievement of operational objectives.	Actively expand into diverse markets and broaden the customer base to reduce customer concentration risk; continuously strengthen R&D capabilities to enhance product performance and quality; simultaneously develop emerging application areas, such as low-Earth-orbit satellites, to diversify revenue streams.	Business Unit, Procurement Unit, and R&D Unit
Political Risk	Risks arising from geopolitical tensions or changes in national policies.	Adjust the distribution of operational location sites to enhance supply chain flexibility and resilience; implement a diversified supplier system and backup strategies to ensure uninterrupted operations.	Business Unit and Procurement Unit
Environmental Risk	Uncontrollable external risks such as natural disasters, climate change, and infectious diseases.	Establish disaster response plans and drill programs, enhance insurance coverage and recovery mechanisms; implement energy-saving and carbon reduction initiatives, as well as water and waste minimization policies; strengthen public health risk management, including workforce segregation and material reserves during pandemics.	Plant Operations and Environmental Safety Units
Legal Risk	Risks of penalties due to non-compliance in operational activities, or potential reputational damage and financial losses arising from external litigation.	Closely monitor domestic and international regulatory and policy changes to ensure compliance at operational sites; strengthen internal audit and compliance review mechanisms to reduce the likelihood of legal risks.	Legal Unit
Financial Risk	Risks of incurring losses arising from various corporate financial activities, including foreign exchange risk.	Adopt diversified customer and market strategies to spread sources of financial risk; optimize the product portfolio to enhance added value; continuously assess financial instruments and hedging strategies to mitigate the impact of market fluctuations.	Finance Unit
Operational Risk	Risks of personal injury, asset loss, and loss of net income arising from internal control or internal management factors, including information security management and intellectual property management.	Enhance supply chain resilience through diversified operational sites and supplier strategies and establish contingency plans and appropriate inventory levels to strengthen responsiveness to geopolitical and supply disruption risks.	Operations Management, Information Security, and Legal Units

V. Information Security Management

In the digital age, the Company is committed to strengthening information security governance and fostering a strong organizational culture and employee awareness of information security to safeguard digital trust and sustainable competitiveness. Information security has become a critical foundation for supporting stable business operations and sustainable development. To address evolving cybersecurity threats and regulatory compliance requirements, Tong Hsing actively promotes its information security management system and integrates information security into its overall risk governance framework.

The Company has established a dedicated information security function and promotes cross-departmental collaboration. It has also implemented the ISO 27001 Information Security Management System to strengthen the protection of operational systems, confidential information, and various digital assets. In addition, through mechanisms such as regular risk assessments, information security incident response management, employee training, and internal audits, the Company continuously enhances its overall information security resilience and protection capabilities to ensure business continuity and reduce information security risks.

Establishment of an Information Security Risk Management Framework

To address the needs of digital transformation and continuously strengthen information and communications security governance capabilities, the Company established an Information Security Office and has progressively enhanced its information security risk management framework and related systems. The Company has established multiple cybersecurity management procedures and built a systematic cybersecurity governance framework to ensure operational continuity and the integrity of confidential information.

The Company's information security management framework is as follows:

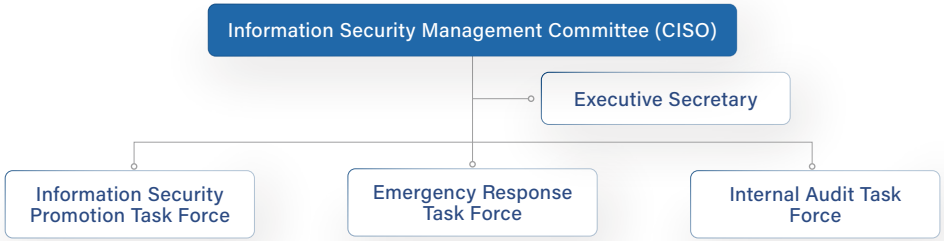
- **Information Security Management Committee:** It is composed of senior management, responsible for formulating information security strategies and major decisions, and overseeing the effectiveness of information security initiatives.
- **Chief Security Officer (CSO):** The CSO is the head of the Information Security Office and is responsible for the overall planning and implementation of information security policies and strategies and for regularly reporting the implementation status to the Information Security Management Committee.
- **Executive Secretary:** This position is held by dedicated information security personnel, who assist the CSO in handling daily administrative and coordination tasks and are responsible for cross-departmental communication and coordination of information security operations.
- **Information Security Promotion Task Force:** Responsible for implementing the Company's information security policies and technical protective measures, including system and network security, identity authentication management, and threat monitoring operations.
- **Emergency Response Task Force:** Responsible for real-time response to information security incidents and post-incident recovery, including incident reporting, investigation, tracking, and remediation activities.
- **Internal Audit Task Force:** Conducts independent review and supervision of the effectiveness of information security management systems, provides improvement recommendations, and enhances overall information security management.

The Company has formally obtained ISO 27001 Information Security Management System (ISMS) certification. The initial certification scope covered "Maintenance of the information room and information system of the Information Center of Tong Hsing Electronic Industries, Ltd. Longtan Science Park Branch." The certification scope has subsequently been expanded to include "Maintenance of the information room and information system of Tong Hsing Electronic Industries, Ltd. Bade Plant," which has also obtained ISO 27001 certification. This demonstrates that the Company has achieved international information security management standards across multiple operating sites. The certification scope will be gradually expanded as planned.

In terms of system implementation, in addition to establishing supporting information security control equipment and protection mechanisms, the Company has adopted a confidential information classification and management system and strengthened information security training for all employees to prevent risks associated with unauthorized access, data tampering, information leakage, and cyberattacks.

Since the establishment of the Information Security Office, the Company has continued to develop and enhance its Information Security Management System (ISMS), working toward a resilient information security governance framework aligned with international standards. In 2025, the Company experienced no material information security incidents, with material information security incidents defined as Level 4 incidents under the Company's Information Security Incident Management Procedures, demonstrating the effective implementation of its information security management objectives.

Information Security Management Structure



Information Security Incident Handling Process Description

When an information security incident occurs, it must be immediately reported to the Information Center, which will determine whether the incident meets the definition of a cybersecurity event. If it is not classified as a cybersecurity event, the reporting unit may handle it independently or seek assistance from the responsible unit. If it is determined to be a cybersecurity event, a "Cybersecurity Incident Report Form" must be completed, and incident handling and problem assessment should be conducted simultaneously.

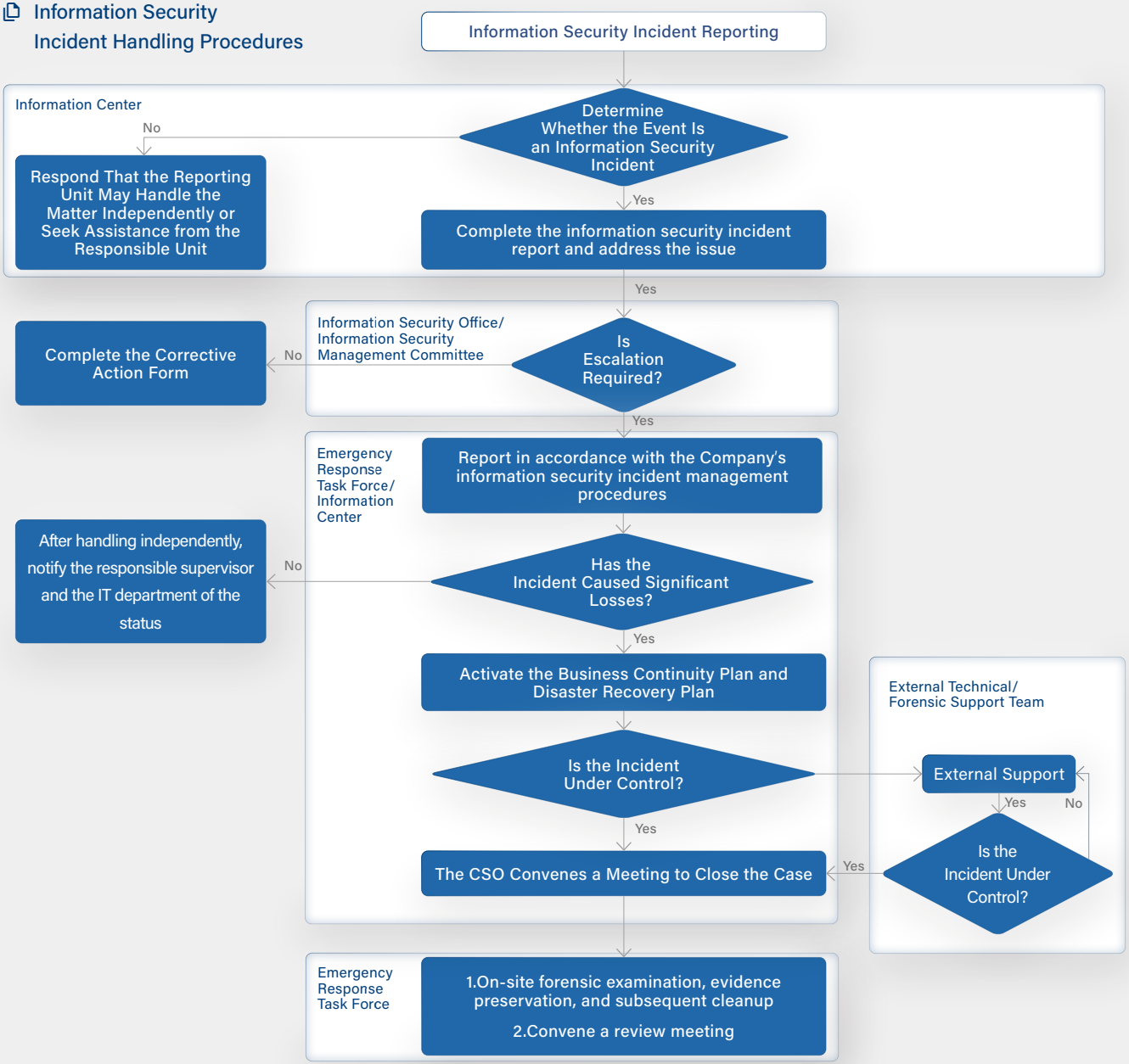
Subsequently, the Information Security Office or the Information Security Management Committee will review whether further escalation is required. If escalation is deemed necessary, the incident must be reported through the appropriate levels in accordance with internal procedures. Regardless of whether the report is submitted, the reporting unit is still required to complete the "Corrective Action Form" to document the response measures and improvement plan.

The Information Center or the Emergency Response Task Force shall be responsible for notifying relevant units and initiating response operations in accordance with the Company's established cybersecurity incident response procedures. At this stage, further assessment will be conducted to determine whether the incident has caused significant losses. If there is no significant impact, the reporting unit will handle the matter independently and notify the supervisor and IT department; if serious losses occur, the Business Continuity Plan (BCP) and Disaster Recovery Plan (DRP) must be activated to ensure uninterrupted operations.

During the handling process, continuous monitoring is required to verify whether the incident has been brought under control. If it remains uncontrolled, an information security emergency response meeting will be convened to make decisions and implement countermeasures. If necessary, an external technical or forensic support team may be engaged to assist, and the incident status will be reassessed.

Finally, the Emergency Response Task Force is responsible for on-site handling and post-incident cleanup, while convening a review meeting to summarize the incident and compile improvement measures, which will serve as a reference for preventing similar incidents in the future.

Information Security Incident Handling Procedures



Information Security Policy

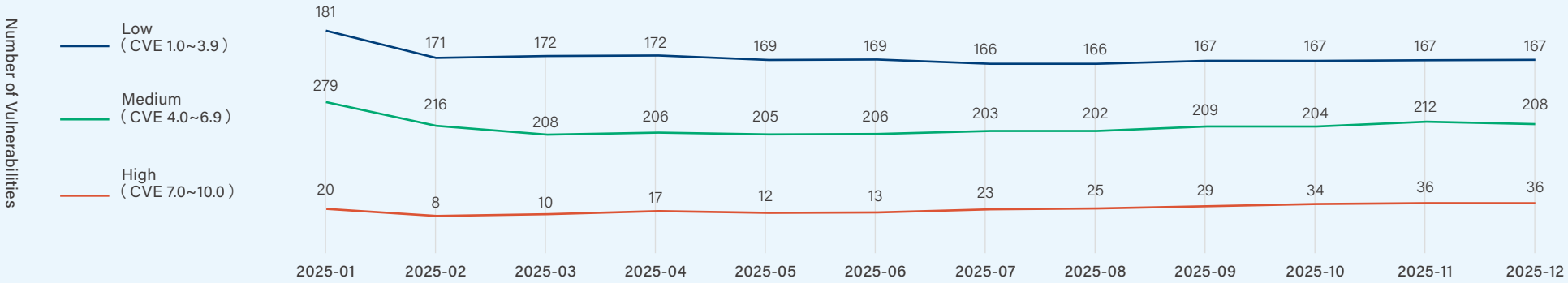
To comply with applicable laws and regulations and with reference to ISO 27001/CNS 27001 and other relevant standards, Tong Hsing Electronic Industries, Ltd. has established this Information Security Policy to protect its information assets, including data, software, and hardware equipment, from risks such as alteration, disclosure, destruction, or loss arising from external threats or improper management and use by internal personnel. This policy serves as the basis for information security practices to ensure the confidentiality, integrity, and availability of all business information and to effectively and reasonably reduce operational risks.

Specific Information Security Management Measures

Through firewalls and information zoning, security zones are established for internal, external, office, and production areas, with firewalls deployed to provide information security protection. Specific management measures include:

- Continuously implement advanced information security solutions to effectively protect and manage systems, hosts, and network activities.
- Regularly conduct employee training sessions to promote new information security knowledge and enhance staff awareness of information security
- **System and Network Security:** Implement technologies such as gateway firewalls, intrusion detection systems (IDS), intrusion prevention systems (IPS), and zero-trust networks to prevent unauthorized access and attacks.
- **Data Protection and Encryption:** Use strong encryption technologies to safeguard sensitive data, including data at rest and data in transit, ensuring its confidentiality and integrity.
- **Identity and Access Management:** Implement multi-factor authentication (MFA), granular access controls, and mobile device management systems to ensure that only authorized personnel can access critical information assets, secure access to resources, and protect the Company's confidential information in the era of cloud services.
- **Threat Intelligence Monitoring and Response:** Use monitoring platforms to continuously track and analyze internal and external threat intelligence, taking timely measures to prevent attacks.
- **Vulnerability Management:** The Company conducts regular vulnerability scans and penetration tests on critical systems and periodically patches security vulnerabilities in systems and applications. In addition, daily full backups are performed for corporate database systems such as SAP and MES, and restoration functions are tested periodically as needed. These backups serve as the last line of defense against ransomware attacks, ensuring that databases and data can be securely restored and operations resumed. According to the 2025 vulnerability management results (as shown in the figure below), 36 high-risk vulnerabilities remained at the end of 2025. As of the report date, these vulnerabilities were being progressively remediate.

2025 Vulnerability Trend Chart



Information Security Awareness and Social Engineering Protection

The Company continues to promote information security awareness campaigns and training to strengthen employees' ability to identify cybersecurity threats, including social engineering attacks and phishing emails. A variety of awareness initiatives are used to enhance overall information security awareness. Going forward, based on information security governance plans and the results of risk assessments, the Company will progressively introduce social engineering exercises and related protective measures to further strengthen its information security resilience.

Information Security Education and Training

The Information Security Office designs and implements comprehensive information security training programs covering all employees, with training tailored to different levels and topics based on specific needs. Training hours are customized according to employees' job responsibilities and information security risk assessments to ensure that employees acquire sufficient information security knowledge and skills.

In 2025, information security courses and assessments recorded 3,205 participant attendances, with an average passing rate of 96.69%.

Course Attributes/Name	End Date	Total Number of Course Participants	Number of Participants Who Passed	Number of Participants Who Did Not Pass	Pass Rate	Course Hours
Online Course ISO-PIP Tong Hsing Confidential Information Protection Policy – [Annual Refresher Only]	2025-12-31	2,101	2,096	5	99.76%	0.5
Online Course ISO-PIP Tong Hsing Confidential Information Protection Policy – [New Employees Only]	2025-12-31	387	351	36	90.70%	0.5
Online Course ISO-PIP Mobile Device Management – [New Employees Only]	2025-12-31	383	349	34	91.12%	0.5
Online Course ISO-PIP Guidelines for Using Sensitivity Labels – [New Employees Only]	2025-12-31	334	303	31	90.72%	0.5





VI. Intellectual Property Management

Patent Application and Reward System

In order to encourage employee innovation and strengthen technical R&D capabilities, Tong Hsing has established the Patent Application and Reward Management Measures as an important basis for intellectual property management. The measures clearly define the proposal process, review mechanisms, and reward system, encouraging employees to actively participate in product and technology innovation and to transform R&D outcomes into tangible assets.

Patents Obtained by Tong Hsing as of December 31, 2025

Category	Patent Status	Taiwan	Abroad	Total
Utility Model	Application Pending	0	0	0
Utility Model	Granted	1	2	3
nvention	Application Pending	56	199	255
nvention	Granted	144	134	278

Patent Classification	Number of New Patents Approved in 2025	Number of Expired or Abandoned Patents in 2025
Innovation Category (Increasing Positive Impact)	44	7
Reducing Negative Impact (Environmental)	20	2
Total	64	9

Trade Secret Management GRI 418-1

Tong Hsing places a high priority on information security and privacy protection. The Company has established the "Confidential Information Classification, Protection and Management Measures, " under which information is classified and managed according to its level of sensitivity. The Company also strengthens employees' awareness of and compliance with confidentiality requirements through training, as well as incentives and disciplinary measures. For employee-submitted creative ideas that are not suitable for public disclosure, the Company has established a trade secret proposal management mechanism and provides corresponding incentives to encourage innovative thinking while properly protecting the Company's intellectual assets.

To prevent the risk of confidential information leakage, confidentiality and non-compete clauses are incorporated into employment agreements, requiring employees to fulfill their confidentiality obligations both during and after employment. Externally, the Company signs confidentiality agreements with customers and suppliers to ensure that the business information and interests of both parties are appropriately protected.

Tong Hsing is committed to safeguarding customer trust through integrity. In 2025, there were no complaints or penalties related to breaches of customer privacy or data loss.

02 Financial Performance and Innovative Products and Services



I. Financial Performance GRI 201-1

In 2025, amid a slowdown in the global economy and changing market conditions, Tong Hsing reported revenue of NT$11,543,456 thousand, representing a slight decline from NT$12,090,994 thousand in 2024. Gross profit was NT$3,186,404 thousand, remaining broadly in line with 2024. This demonstrates that despite the decline in revenue, the Company maintained a stable profitability structure through effective cost control. Overall, Tong Hsing's financial performance in 2025 declined slightly from the previous year due to adjustments in market demand. Nevertheless, key profitability indicators remained at stable levels, with no significant structural changes.

Operating Revenue and Earnings Per Share for 2024–2025

(Unit: NT$ thousand)

Item	2024	2025
Operating Revenue	12,090,994	11,543,456
Gross Profit	3,325,898	3,186,404
Income before Tax	1,922,433	1,824,968
Earnings Per Share	8.20	7.64

Note: The figures are sourced from the financial statements. Please refer to the Investor Relations section of the Company's website

Tong Hsing's Condensed Statements of Comprehensive Income for the Past Three years

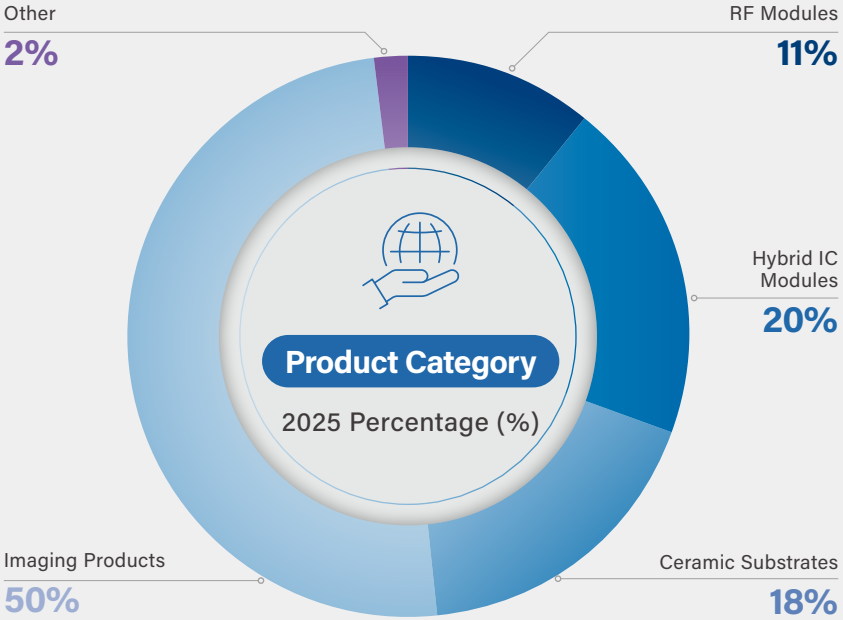
(Unit: NT$)

Item	Unit	2023	2024	2025
Operating Revenue	NT$ thousand	11,584,909	12,090,994	11,543,456
Operating Costs	NT$ thousand	8,797,373	8,765,096	8,357,052
Gross Profit	NT$ thousand	2,787,536	3,325,898	3,186,404
Operating Expenses	NT$ thousand	1,369,289	1,583,037	1,580,300
Net Operating Income	NT$ thousand	1,418,247	1,742,861	1,606,104
Non-operating Revenue and Expenses	NT$ thousand	-23,195	179,572	218,864
Income before Tax	NT$ thousand	1,395,052	1,922,433	1,824,968
Income Tax Expense	NT$ thousand	244,539	203,984	223,570
Net Income for the Period	NT$ thousand	1,150,513	1,718,449	1,601,398
Earnings Per Share	NT$	5.50	8.20	7.64

Note 1: The figures are sourced from the financial statements. Please refer to the Investor Relations section of the Company's website
Note 2: The entities included in the consolidated financial statements comprise the headquarters and all plants.

Customers and Market

Tong Hsing has long focused on the development and manufacturing of high value-added products, with its major customers concentrated in Europe and the Americas, including several internationally renowned brands. Leveraging stable quality, advanced technological capabilities, and strong customer service, the Company has established a solid foundation of trust and cooperation in the global market. The Company offers a diverse range of products, with imaging products as its core focus, primarily applied in the automotive electronics sector, where they play a key role in advanced driver assistance systems (ADAS) and intelligent in-vehicle technologies. With the continued growth of the global automotive electronics market and the rapid advancement of autonomous driving technologies, the Company has been actively engaged in related technology R&D and process optimization, aiming to enhance product differentiation and strengthen its market competitiveness.



Sales Amounts and Percentages of Tong Hsing's Main Products for the Past Two Years

Unit: NT$ thousand

Product \ Year	2024		2025	
	Amount	Percentage	Amount	Percentage
Imaging Products	5,748,736	48%	5,714,101	50%
Ceramic Substrates	2,202,995	18%	2,026,248	18%
Hybrid IC Modules	2,950,801	24%	2,320,316	20%
RF Modules	1,045,577	9%	1,268,831	11%
Other	142,885	1%	213,960	2%
Total	12,090,994	100%	11,543,456	100%

Sales Amounts and Percentages of Tong Hsing's Main Products by Region (Based on the Countries Where Customers Are Headquartered) for the Past Two Years

Unit: NT$ thousand

Region \ Year	2024		2025	
	Amount	Percentage	Amount	Percentage
Europe	1,571,089	12.99%	5,958,130	51.62%
Americas	7,484,708	61.90%	3,506,055	30.37%
Asia	2,525,568	21.44%	1,630,478	14.12%
Other	509,629	3.67%	448,793	3.89%
Total	12,090,994	100%	11,543,456	100%

II. Innovative Products and Services GRI 2-6

Facing rapidly changing global technology trends and diverse market demands, Tong Hsing continues to place innovation at the core of its operations, investing in the R&D of advanced materials, process technologies, and integrated solutions to enhance product differentiation and market competitiveness. The Company focuses on high value-added product areas, including ceramic circuit substrates, advanced imaging sensor modules, power semiconductor packaging, and biomedical application modules, which are widely applied in key industries such as automotive electronics, 5G communications, industrial control and energy, and precision healthcare.

The Company is customer-demand-oriented, integrating manufacturing technology, packaging and testing, materials science, and system integration capabilities to provide customized and highly reliable innovative solutions, helping customers accelerate product development cycles and enhance the performance and safety of their end products. Through cross-departmental R&D collaboration, the co-creation of innovative application scenarios with strategic partners, and continuous adoption of green processes and intelligent technologies, Tong Hsing is committed to becoming a technology partner that leads industry transition and sustainable innovation.

Innovative Products and R&D

In response to the global trend toward net-zero carbon emissions, Tong Hsing regards innovation as a key driver for sustainable transformation, continuously optimizing product size, materials, and processes to achieve both high efficiency and environmental friendliness. The Company actively introduces new materials and energy-saving and carbon-reduction technologies that align with environmental protection trends, promoting product development towards "smaller size, higher efficiency, and lower pollution." The Company also protects new technological achievements through a patent portfolio strategy to expand the impact of innovation.

The Company has established a clear innovative product management policy, focusing on the following three key directions:

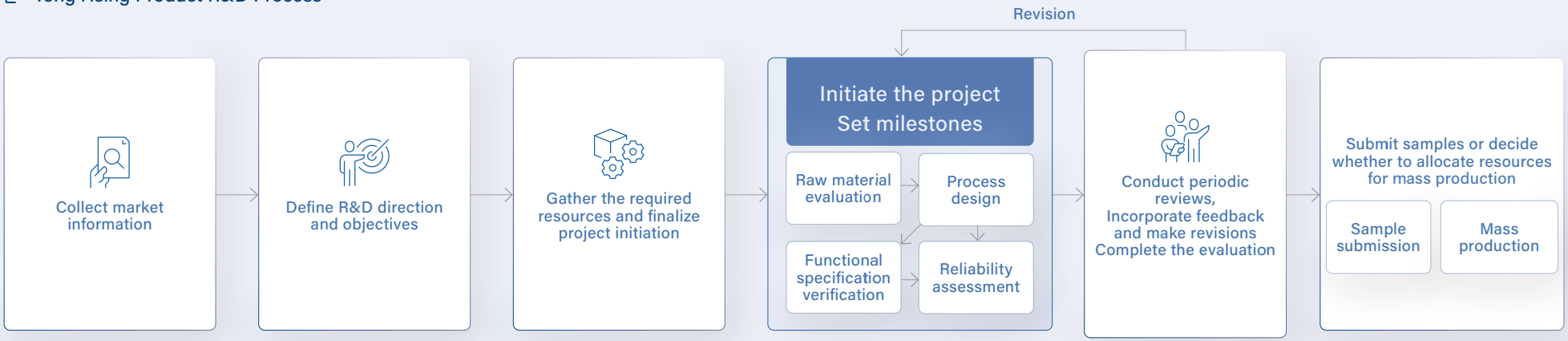
- ⊕ Develop smaller, higher-power, and high-performance advanced products to enhance energy conversion efficiency and the performance of end-use applications.
- ⊕ Implement low-pollution, low-material-consumption, and low-energy-consumption process technologies to reduce the environmental impact of production.
- ⊕ Enhance the patent portfolio and technology protection mechanisms to maintain technological leadership and strengthen market competitiveness.

In terms of R&D implementation, Tong Hsing's new product development involves collaboration among R&D, sales, and project units to ensure a close alignment between technical design and market needs. New materials and technologies are integrated through the R&D and procurement departments to enhance sustainability and innovation at the source of product design. To further enhance R&D capabilities, the Company has established a systematic innovative product development process, incorporating quality management mechanisms during R&D to ensure that reliability and production efficiency are considered from the initial stages of product design.

At the same time, the Company integrates supply chain resources and engages in technical collaboration with upstream material and equipment suppliers to introduce external innovation. Internally, cross-departmental engineering collaboration and employee innovation training mechanisms are strengthened to enhance the R&D team's overall problem-solving and ability to put innovation into practice. In the future, Tong Hsing will continue to drive sustainable upgrades in products and processes based on technological innovation, creating forward-looking, high value-added products aligned with global low-carbon development trends, and supporting customers in advancing toward green supply chains and a net-zero transition.



Tong Hsing Product R&D Process



Product Photos

Ceramic Substrate



DPC
Direct Plated Copper

DBC
Direct Bonded Copper

AMB
Active Metal Brazing

Thick Film Printed Circuit Substrates

Imaging Products



Wafer Probing Testing

Wafer Reconstruction

Package

Final Testing

Module Packaging



RF Packages

Power Semiconductor

Customized Packaging and Testing



Hybrid IC Modules

Bio Medical

Product Labeling GRI 417-1, 417-2

Tong Hsing places immense importance on the accuracy and compliance of product labeling, recognizing that clear and transparent information disclosure is a vital foundation for protecting customer rights and enhancing product trustworthiness. The Company discloses essential product specifications, usage limitations, safety guidelines, and compliance statements on all product packaging, in product instructions, and in shipping information to ensure that customers receive accurate, complete, and timely product information throughout the process of receiving and using the products.

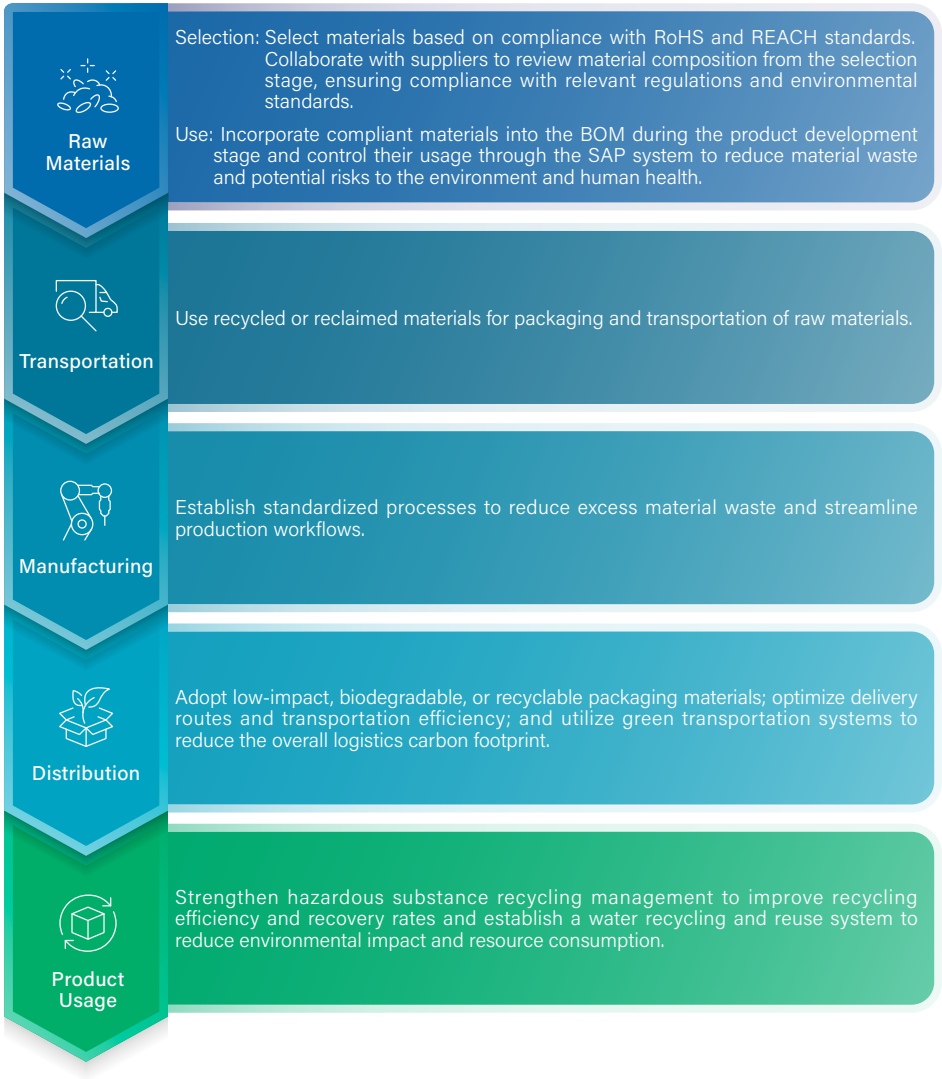
For different product lines such as ceramic circuit boards, image sensor modules, power packaging, and biomedical application products, the Company follows applicable standards and regulations according to their respective application fields and markets, such as RoHS, REACH, and automotive-grade technical specifications, and clearly indicates proof of compliance or test codes in product labeling. For product categories with potential risks, such as power semiconductors or medical application modules, the Company also strengthens usage guidelines and storage and transportation standards throughout the product lifecycle to reduce risks in end-use applications. In 2025, there were no incidents of regulatory notifications or fines resulting from improper product labeling.

Green Products

Tong Hsing is committed to innovative R&D and process optimization, continuously enhancing product technological content and added value to meet customer demands for high performance and high reliability. In recent years, as global attention to environmental sustainability has continued to grow, the Company has actively incorporated the concept of green products into its R&D priorities. The Company integrates ESG considerations from the material selection stage to ensure that its products not only remain technologically competitive but also meet environmental protection and energy efficiency requirements. The Company defines green products as "environmentally friendly products with energy-saving benefits" and uses this definition as an important basis for new product development and the optimization of existing processes. Currently, representative application achievements include high-power LED heat dissipation substrates and automotive image sensor packaging modules. Both emphasize high performance and energy efficiency and are widely applied in energy-saving lighting and smart automotive systems.

Through the collaborative efforts of the Company's R&D and business teams, the Company has further adopted a product life cycle management approach to systematically assess the potential environmental impacts of products throughout their life cycle, from design and manufacturing to use and end-of-life disposal. Based on these assessments, the Company develops corresponding green R&D strategies for each stage. For example, at the product design stage, the Company focuses on miniaturization and material reduction; during manufacturing, it adopts low-energy processes and promotes waste recycling and reuse; during the product use stage, it enhances energy efficiency and long-term reliability to extend product life, reduce replacement frequency, and further minimize the overall environmental impact.

Tong Hsing Product Lifecycle Diagram



Ceramic Circuit Boards

Thermal Innovation ×
Green Design

Tong Hsing leverages photolithography, metal plating, PVD coating, and high-precision film stripping, along with high thermal conductivity aluminum nitride substrates and high-viscosity lift-off photoresists, to improve heat dissipation and process stability in ceramic circuit board development. The Company incorporates metal recycling considerations from the early stages of product development and sends waste generated from the metal coating process to professional recyclers to be reprocessed into recycled metal materials. The photolithography materials and acidic/alkaline chemicals used in the process are also selected with priority given to recyclable or environmentally certified raw materials, reducing environmental risks.

To improve performance and environmental sustainability, Tong Hsing works with photoresist suppliers to use high-viscosity photoresists, boosting coating efficiency by 50% and cutting photoresist usage by 30%, thereby saving materials, and reducing waste. This product series is widely applied in electric vehicles and high-power electronic modules. By significantly enhancing heat dissipation, it facilitates component miniaturization and performance enhancement, further advancing ESG-oriented product innovation.

Automotive Chip Packaging

Reliable Packaging ×
Net-Zero Advancement

In the field of automotive chip packaging, Tong Hsing develops image sensor packaging solutions that offer high reliability and environmental friendliness. To meet the specific needs of automotive image chips, Tong Hsing developed opaque anti-glare dry films that reduce stray light, improve driver visibility, and enhance traffic safety. In addition to helping reduce nighttime light pollution, this material also drives innovation in automotive imaging technology and materials engineering.

To reduce harmful gas emissions and material waste during the manufacturing process, the Company has implemented reusable carrier jigs to replace traditional tape-based fixing methods, effectively lowering exhaust emissions and material loss. In addition, to improve reliability, image sensor packaging products have obtained AEC-Q100 G2+ certification, significantly enhancing product durability and lifespan. The packaging modules are designed for miniaturization and material reduction, boosting performance, conserving resources, extending product lifespan, and providing resilient green automotive packaging solutions.

High-Power LED Modules

Energy-Saving Lighting ×
Miniaturized Thermal Technology

To address the global trend of energy saving and carbon reduction, Tong Hsing emphasizes "high-efficiency heat dissipation" and "miniaturization" in developing high-power LED modules. By integrating high thermal conductivity ceramic substrates with reinforced metal coatings, Tong Hsing has developed low-thermal-resistance, high-reliability heat dissipation modules that extend LED lifespan, improve luminous efficiency, and reduce heat-induced light degradation. Widely used in architectural, industrial, and automotive lighting, these modules leverage energy-efficient design, eco-friendly materials, and a long lifespan to boost customers' product performance while supporting low-carbon manufacturing and green supply chain objectives, showcasing their tangible contribution to sustainability.



Biomedical Application Modules

High-Precision Packaging ×
Health Protection

To meet the medical industry's need for high-precision, reliable electronic modules, Tong Hsing develops hybrid IC modules for physiological sensors, portable medical devices, and implantable systems. To meet the demands of varying physiological environments and high stability requirements, LTCC substrates and miniaturized packaging are implemented from the design stage to ensure reliability and safety. To minimize environmental risks in medical or human-use applications, Tong Hsing employs biomedical-grade materials and designs products with non-toxic, heavy-metal-free components. Additionally, miniaturized design and simplified packaging reduce material use and energy consumption, ensuring both performance and environmental responsibility.

III. Quality Management System

Product Safety Management Policy GRI 416-2, 417-1, 417-2, 417-3

Tong Hsing prioritizes product safety and quality, using a comprehensive quality management system to ensure products meet regulatory, customer, and intended-use requirements across design, production, and usage, while mitigating risks to health and property. The Company strictly controls product labeling, information disclosure, and privacy processes. In 2025, there were no regulatory violations, product recalls, or major customer complaints related to health, safety, labeling, privacy, or marketing.

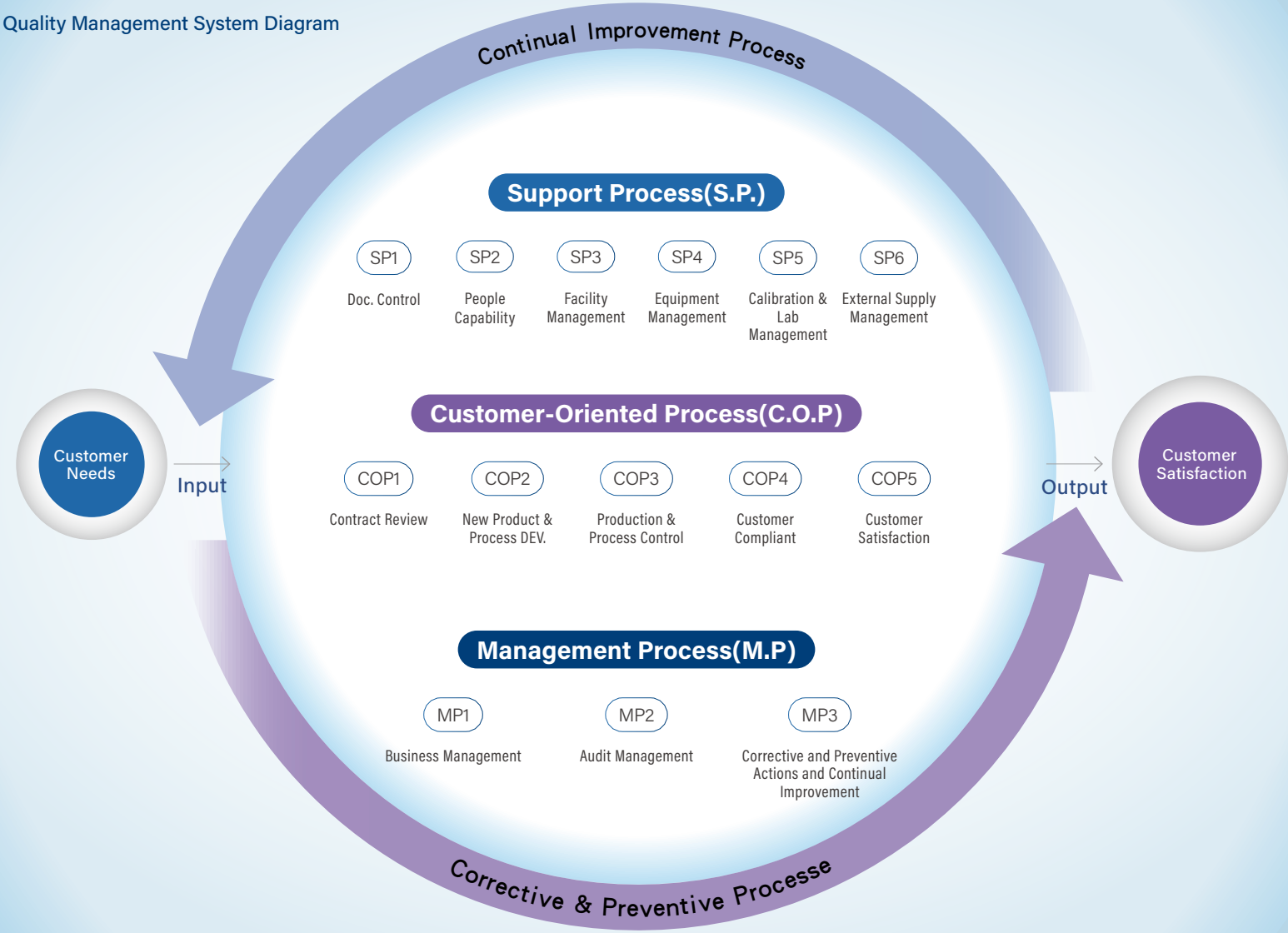
Tong Hsing has established a comprehensive quality management framework and obtained multiple international professional certifications, including ISO 9001 (Quality Management System), IATF 16949 (Automotive Quality Management), AS9100 (Aerospace Quality Management), ISO 13485 (Medical Device Quality Management), and ANSI/ESD S20.20 (Electrostatic Discharge Control System). These certifications comprehensively cover high-end applications in the automotive, aerospace, biomedical, and electronic components sectors, demonstrating Tong Hsing's cross-industry, high-standard quality assurance capabilities.

Management System Certifications and Applicable Site Coverage Matrix

Management Aspect	Certification	Certification Body	Applicable Sites				
			Taipei Plant	Bade Plant	Longtan Plant	Zhubei Plant	Philippine Plant
Quality Management	ANSI/ESD S20.20 Electrostatic Discharge Control Certification	DNV/BSI	—	✓	—	—	✓
	AS9100 Aerospace Quality Management System	AFNOR	—	✓	—	—	—
	IATF 16949 Automotive Quality Management System	SGS/URS/BSI	✓	—	✓	✓	✓
	ISO 9001 Quality Management System	SGS/AFNOR/URS /BSI	✓	✓	✓	✓	✓
	ISO 13485 Medical Device Quality Management System	IMQ	—	—	✓	—	✓
	ISO 17025 Testing and Calibration Laboratory Accreditation	DTI	—	—	—	—	✓
Information Security	ISO 27001 Information Security Management System	AFNOR	—	✓	✓	—	—
Environmental Management	ISO 14001 Environmental Management System	BV/BSI	✓	✓	✓	✓	✓
	ISO 14064-1 Greenhouse Gas Inventory	TUV NORD	✓	✓	✓	✓	✓
Occupational Safety and Health	ISO 45001 Occupational Health and Safety Management System	BV/BSI	✓	✓	✓	✓	✓
Subtotal of Certifications by Site			5 certifications	7 certifications	7 certifications	5 certifications	8 certifications

Source and Notes: Tong Hsing's official website, "About Tong Hsing > Certifications."

Tong Hsing Quality Management System Diagram



Key Measures and Implementation of the Quality Management System

Tong Hsing firmly believes that quality is not the responsibility of a single department but an integral part of the overall organizational culture. Quality awareness refers to the understanding, attitudes, and behaviors that employees develop regarding the value of quality. Only when every employee embraces the principle that "quality is the foundation of corporate competitiveness" can a company continuously build and strengthen its quality advantage.

To strengthen quality awareness and professional capabilities across the organization, the Company continues to promote an integrated approach that combines employee training with practical management. Through structured training programs and day-to-day management mechanisms, the Company deepens its quality culture and enhances its overall quality management standards. In 2025, all new employees completed foundational training on IATF 16949, AS9100, ISO 13485, and restricted substances management, achieving a 100% completion rate, reflecting the Company's emphasis on quality education.

For operations management, Tong Hsing enforces SOPs and uses structured training and assessment programs to ensure that on-site work meets process quality standards. Tong Hsing has implemented an improvement proposal system, motivating employees to propose innovations or process optimizations, thereby promoting simultaneous improvements in quality and efficiency.

Regarding the quality management system, the Company has fully implemented the SAP enterprise resource planning system to integrate key operational processes, including order management, procurement, inventory, production, quality management, and finance, thereby enabling digitalized and systematic management. The system provides accurate, real-time operational data and maintains comprehensive records of each stage of the production process, effectively establishing end-to-end product traceability. This ensures that quality management is controllable, verifiable, and traceable, further strengthening the Company's quality commitment to its customers.

In 2025, all new employees completed general training courses on industry quality management systems and restricted substances management, achieving a 100% training completion rate.



Quality Culture

Establish company-wide quality awareness

All employees must understand the value of quality and foster a proactive and responsible mindset.

Systematize education and training

In 2025, 100% of new employeescompleted the following training:

- IATF 16949 / AS9100 / ISO 13485
- Restricted Substances Management Training

Quality Management

Standardize operating procedures

Establish SOPs and update them regularly.

Skills training and assessment

Develop training programs and assessment mechanisms to enhance employees' operational proficiency and consistency.

Improvement of the proposal system

Encourage employees to propose process improvements and quality optimization suggestions.

Quality Management System

Full-process digital integration and traceability

Implement the SAP system to integrate order management, procurement, inventory, production, and quality management.

Establish product traceability capability

Each product can be traced back through its production processes to raw materials and individual process steps, enhancing quality control.

IV. Customer Relationship Management

Tong Hsing upholds a "Customer First" business philosophy, striving to establish long-term, stable, and mutually trusting partnerships. The Company emphasizes communication and engagement with customers, continuously seeks to understand their needs and expectations, and adjusts internal processes and quality management standards according to customer characteristics and product requirements to respond flexibly to market changes.

To ensure customer satisfaction, the Company actively participates in regular audits with customers and initiates continuous improvement measures based on their feedback or identified issues, aiming to maximize the results of its collaboration. Similarly, a comprehensive annual evaluation is conducted for key customers, covering indicators such as capacity, quality, delivery, and operational management. The results serve as the basis for internal continuous improvement and optimization of customer service, aiming to reinforce the trust of international brand customers through consistent quality and professional service, and achieve sustainable growth.

In terms of product and service responsibility, the Company fully complies with regulations and international standards related to product safety, privacy protection, and marketing and labeling. It also establishes customer rights protection policies and complaint handling procedures to strengthen risk management and build trust. All products must pass regulatory and environmental compliance verification, strictly prevent non-compliant or contentious materials and finished goods from entering the market.



Customer Satisfaction Survey

Tong Hsing places the cultivation of key customer relationships at the core of its business, continuously providing high-quality products and professional services, while actively collaborating with strategic partners to jointly develop advanced specialty materials and emerging markets, expanding the value chain for both parties. To enhance customer satisfaction, the Company conducts a customer satisfaction survey in the fourth quarter of each year. Evaluation items cover product quality, delivery accuracy, service quality, and professional competence. A dedicated team compiles the survey results for trend analysis and improvement review.

In addition, to strengthen long-term customer relationships, the Company leverages the integration of the SAP system and procurement platform to optimize cost control, enhance service efficiency, and improve product quality. This creates a win-win cooperation model among customers, suppliers, and Tong Hsing, further boosting performance and the potential for new orders.

To implement the customer-oriented spirit of the ISO 9001 Quality Management System, Tong Hsing conducts a customer satisfaction survey in the fourth quarter of each year. Feedback is systematically collected and used as a basis for continuously improving service and product quality. The survey is conducted through multiple channels, including email, telephone interviews, and fax. All collected data are consolidated in the "Customer Satisfaction Survey Form" for storage and analysis. The survey content is designed according to the characteristics of products provided by each business unit, with evaluation indicators covering key aspects such as quality, delivery, service, and technical support. The survey results for this year are as follows:

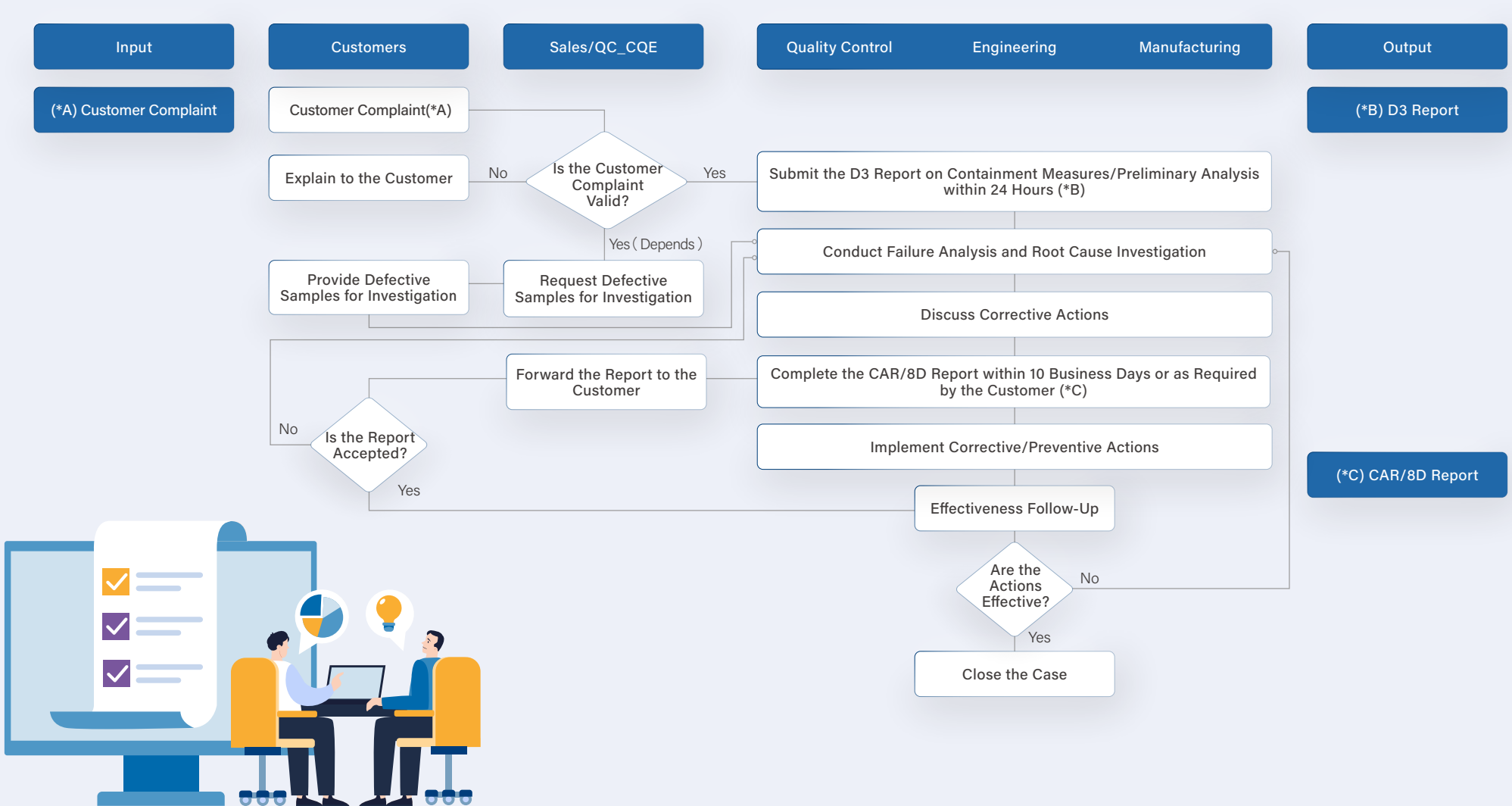
Customer Satisfaction Survey Results for the Past Two Years

Item/Year / Business Unit	Investigation Items	2024		2025	
		Revenue Coverage Rate of Questionnaire Respondents	Average Satisfaction	Revenue Coverage Rate of Questionnaire Respondents	Average Satisfaction
Ceramic Substrates	Product Quality, Delivery, and Service	97%	83%	92%	85%
Hybrid IC Modules RF Modules	Product Quality, Delivery, and Service	85%	81%	84%	82%
Imaging Products	Product Quality, Delivery, and Service	98%	77%	99%	77%

Customer Feedback Handling Mechanism

The Company has established a comprehensive customer complaint handling process. Upon receiving customer feedback or complaints, a response procedure is immediately initiated. The Customer Quality Engineering Department verifies the issue and promptly investigates and takes initial corrective actions, thereby reducing the risk of recurring complaints and enhancing customer satisfaction.

For significant or recurring abnormal events, a problem analysis and resolution process is initiated based on the situation. A cross-departmental improvement team is established to trace the root cause using scientific methods and to plan both short-term corrective actions and long-term preventive measures. After implementing improvements, their effectiveness is reviewed and necessary adjustments are made to ensure the issue is effectively resolved. In addition, the Company strengthens employees' quality awareness through internal re-education and continuous improvement activities, fostering a culture of proactive prevention and systematic problem-solving, thereby continuously enhancing product quality and brand credibility.





03

Material Topics

Sustainable Supply Chain Management

I. Industrial Value Chain GRI 2-6

Tong Hsing operates in the electronic components manufacturing and semiconductor packaging industries. Its products include multi-chip modules, thick-film hybrid IC modules, printed circuit board assemblies, high-frequency modules, power semiconductor modules, as well as wafer reconstitution, packaging, and automotive image sensor IC packaging. The main upstream raw materials include ceramic materials, chips, packaging materials, and substrates.

According to the results of Tong Hsing's annual survey of the supply status of key raw materials, critical materials—including printed circuit boards, ceramic substrates, epoxy resins, glass covers, wires, integrated circuits, process tapes, and metals—are sourced from diverse suppliers across multiple countries, covering the United States, Japan, China, Taiwan, Switzerland, Malaysia, Singapore, and South Korea. The overall supply sources are diversified, with ample supply and stable availability, effectively reducing the risk of raw material shortages and ensuring operational continuity.

Upstream (Raw Material Types)	Main Product Categories of Tong Hsing	Main Downstream Application Areas
Ceramic Raw Materials	Ceramic Circuit Board	LED , Power Module , Laser Sub-mount
Chips, Packaging Materials, Substrates	RF Package	RF infrastructure
Chips, Packaging Materials, Substrates	Hybrid Assembly	Automotive and Airspace
Chips, Packaging Materials, Substrates	Image Sensor	Image Sensor Package House , Automotive Tier 1

II. Supply Chain Management Policies and Measures GRI 308-1, 414-1

Tong Hsing regards its suppliers as long-term partners and continues to strengthen its sustainable supplier management mechanisms. In addition to emphasizing quality, delivery, cost, and overall competitiveness, Tong Hsing is gradually strengthening our management requirements related to environmental and social considerations. Together with our suppliers, we promote sustainable development and are committed to building a resilient, responsible supply chain that aligns with international standards.

To implement the United Nations Sustainable Development Goals (SDGs) and the Responsible Business Alliance (RBA) Code of Conduct, Tong Hsing not only applies these principles to its own operations but also requires supply chain partners to make corresponding commitments and comply with relevant standards. Tong Hsing regularly conducts sustainability risk assessments and on-site audits of suppliers and requires all new and major suppliers to sign relevant declarations covering human rights, environmental protection, and ethical business conduct. These requirements address key issues such as hazardous substance management, the prohibition of the use of conflict minerals, labor rights and human rights, anti-corruption, and data protection, thereby enhancing the overall level of sustainable supply chain management.

In practice, Tong Hsing explicitly requires its suppliers to:

E Implement environmental protection and occupational safety measures, comply with regulations, promote energy saving and waste reduction, prevent occupational accidents, and continuously improve the working environment.

S Respect human rights and labor rights, including the prohibition of child labor, forced labor, and discriminatory practices, while ensuring reasonable working hours and freedom of association.

G Uphold business ethics, prohibit any form of improper benefits, and ensure information transparency, intellectual property, and personal data privacy.

Tong Hsing also supports suppliers in enhancing their sustainability management capabilities through training, regular audits, and improvement guidance, while establishing a mechanism for handling violations. When necessary, it reserves the right to terminate cooperation to ensure that the entire supply chain shares Tong Hsing's commitment and responsibility toward sustainability.

Supplier Risk Assessment

Tong Hsing has established a sustainable supplier management mechanism and is committed to building a resilient and responsible supply chain system. Each year, Tong Hsing conducts audits and risk assessments of its suppliers, covering the following six aspects:

1. Investigation of suppliers' manufacturing locations/primary raw material sourcing countries
2. Impact of pandemics/ geopolitical events
3. On-time delivery performance
4. Transportation methods and the frequency of unexpected delays
5. Incoming material quality and compliance with agreed inspection standards
6. Due diligence on conflict minerals, etc.



Based on the assessment results, the Company implements corresponding risk response measures, including verifying inventory levels, analyzing the operational areas that may be affected by risks, evaluating supply and transportation capabilities, and reviewing supplier concentration. When necessary, the Company activates diversification strategies or increases safety stock to reduce the risk of operational disruption.

Status of Raw Material Supply Chain Risk Assessment

Major Raw Materials	Countries of Supply	Supply Status
Printed Circuit Board (PCB)	Taiwan, China, Japan, Switzerland	Abundant
Ceramic Substrate	China, Japan, Malaysia, United States, Taiwan	Abundant
Epoxy	United States, Japan, China, Taiwan	Abundant
Glass Lid	Japan, China, Taiwan	Abundant
Wire	Japan, Singapore	Abundant
Integrated circuits (IC)	United States, China	Abundant
Process Tape	Japan, Korea, Malaysia, China, Taiwan	Abundant
PKPGC/PKPSC/Pd	Taiwan	Abundant

Status of Suppliers' Environmental and Social Risk Assessments

Environmental Risk GRI 308-1

- Compliance with Hazardous Substance Management Requirements

To protect health and environmental safety, Tong Hsing complies with the EU RoHS Directive (2011/65/EU), the EU REACH Regulation, and California Proposition 65. At the same time, the Company is committed to complying with chemical substance regulations set by various countries and our customers, and we require our suppliers to adhere to restrictions or prohibitions on hazardous chemicals.

Social Risk GRI 414-1

Require 100% of new suppliers to comply with the Responsible Mineral Procurement requirements and sign the Supplier Code of Conduct Commitment

- Responsible Mineral Procurement

Tong Hsing has established a conflict minerals management procedure, committing not to procure or use minerals from conflict-affected and high-risk areas. The Company communicates its conflict minerals prohibition policy to suppliers, requiring their commitment and compliance, and traces the sources of tantalum, tungsten, tin, gold, and cobalt used in its products. Suppliers are also required to communicate this policy to their upstream suppliers, fulfilling their corporate social responsibility.

Tong Hsing publishes its conflict minerals prohibition policy on its website and incorporates it into supplier management. Suppliers are required to sign a "Conflict-Free Minerals Declaration," ensuring that all materials, products, or components delivered to Tong Hsing do not contain conflict minerals, either directly or indirectly.

- Supplier Code of Conduct Commitment

Suppliers of Tong Hsing sign the "Supplier Code of Conduct Commitment." The commitment sets the standards of conduct that suppliers are required to follow, covering core values such as respect for human rights, protection of labor rights, and environmental stewardship. Through these guidelines, Tong Hsing works together with its suppliers to actively reduce carbon footprints, promote energy efficiency, and support the achievement of the Sustainable Development Goals. As of the end of 2025, 267 suppliers have signed and returned the "Supplier Code of Conduct Commitment," including eight newly qualified suppliers.

III. Supplier Assessment and Audit

To ensure that all supplier partners comply with Tong Hsing's requirements on labor rights, occupational safety, and environmental practices, and to strengthen sustainability management across the supply chain, Tong Hsing has established the "Supplier Assessment and Audit Management Procedure" based on its supplier risk management mechanism. According to this procedure, suppliers undergo annual evaluations and ad hoc audits, conducted by an evaluation team through document review or on-site assessments. The Company selects suppliers for on-site audits based on seven key criteria, including: suppliers rated C or below in the previous year's quarterly evaluation; suppliers with serious quality issues; automotive suppliers assessed as high risk; suppliers receiving a B rating in the previous year's VDA 6.3 audit; suppliers whose manufacturing sites have changed; suppliers subject to customer-requested audits; and automotive direct material suppliers, who must be audited at least once every three years, and automotive indirect material suppliers, which must be audited at least once every five years.

Supplier Assessment

Tong Hsing communicates with suppliers through on-site visits to understand their compliance status and ensure or remind them to properly comply with relevant regulations. In addition, the Company regularly evaluates its suppliers. After assessment, suppliers are rated A, B, C, or D. Those rated D are considered non-compliant and are required to make improvements within a specified period; otherwise, cooperation will be terminated.

We adjust the weighting of supplier evaluation criteria based on the significance of their impact on operations. In 2025, the Company's supplier evaluation criteria and their respective weightings are as follows: Quality 50%, Procurement 30%, and Technical 20%.

Tong Hsing Supplier Evaluation Results for the Past Three Years

Company	Rating	2023	2024	2025	Cumulative Number of Suppliers
Supplier	A	349	506	585	1,440
Supplier	B	58	30	18	106
Supplier	C	0	0	0	0
Supplier	D	0	0	0	0

Supplier Audit

In 2025, 38 suppliers were scheduled for on-site audits and 4 suppliers for document-based audits. The Company completed on-site audits for 38 suppliers and document-based audits for 4 suppliers, achieving a 100% completion rate. The audit and evaluation results did not reveal any significant deficiencies or risks. If a supplier has deficiencies such as process operation data lacking defined upper and lower limits, or no control procedures for finished product returns, the supplier is required to respond with corrective and improvement measures within two months after the audit, in accordance with the Company's regulations.

The audit results revealed that material suppliers were prone to omissions in records on forms, creating traceability risks. Suppliers have been required to implement corrective actions, and the effectiveness of these measures will continue to be monitored. For the ongoing development of the IATF 16949 quality management system, the Company adopts a management approach that combines continuous monitoring with supplier support. Suppliers that fail to meet the requirements are required to acquire the necessary core tool competencies through appropriate external training programs. Ultimately, suppliers are required to obtain IATF 16949 certification through third-party audits and regularly report their implementation performance to Tong Hsing. These measures are intended to reduce potential risks arising from automotive supply chain requirements, while pursuing continuous improvement in compliance with applicable local regulations and the minimum requirements of the RBA.

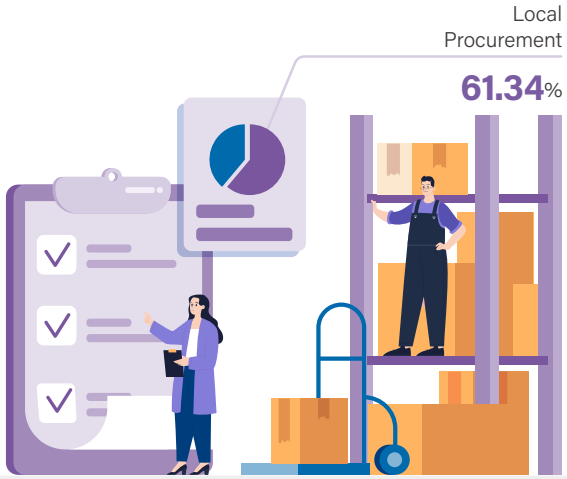
Tong Hsing Supplier Audit Implementation Status in 2025

Supplier Category	Supplier Category	Number of Suppliers
On-Site Audit	Estimated Number of Suppliers for On-Site Audits	38
On-Site Audit	Actual Number of Suppliers Audited	38
On-Site Audit	Completion Rate	100%
Document-Based Audit	Estimated Number of Suppliers for Document-Based Audits	4
Document-Based Audit	Actual Number of Suppliers Audited	4
Document-Based Audit	Completion Rate	100%

IV. Local Procurement GRI 204-1

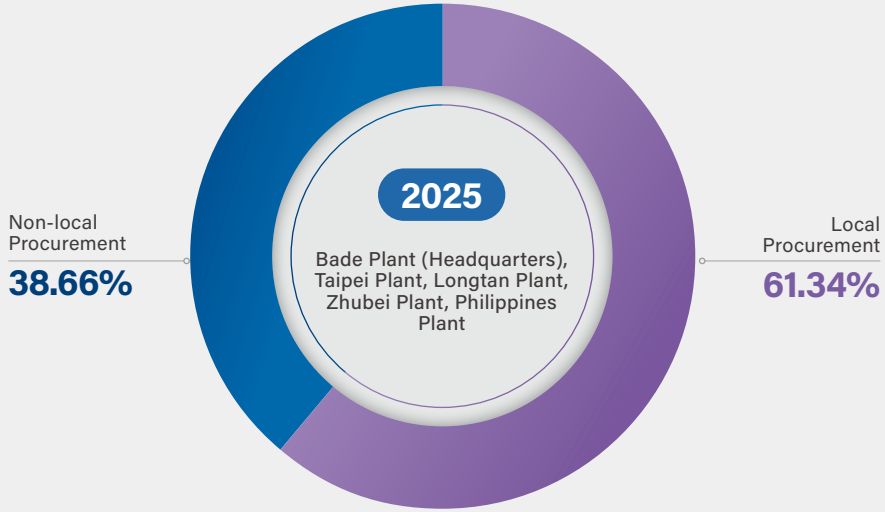
The Company continues to focus on the localization of its supply chain. By increasing the proportion of local procurement, it aims to strengthen supply chain stability while reducing the environmental impacts associated with transportation. According to 2025 statistics, the Company's local procurement ratio was 61.34%.

Promoting local procurement not only helps shorten transportation distances and reduce carbon emissions and logistics costs, but also enhances collaboration efficiency with local suppliers, thereby contributing to regional economic development and industrial resilience. Going forward, Tong Hsing will continue to monitor the development of local procurement based on its existing foundation and assess the feasibility of increasing the proportion of local procurement. Through supplier development, technical support, and optimization of collaboration models, Tong Hsing will strengthen partnerships with local suppliers, gradually explore the development potential of the local supply chain, and formulate specific medium- and long-term goals and action plans to achieve synergies across environmental, social, and economic dimensions.



Tong Hsing Local Procurement Statistics for the Past Two Years





Note: Local procurement is defined as procurement from suppliers located in the local region, namely Taiwan or the Philippines.

04 Sustainable Environment



I. TCFD Climate-Related Financial Disclosures

Climate change is one of the environmental issues currently of concern to the United Nations, governments, society, and the business community. Based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), which was established by the Financial Stability Board, Tong Hsing has established its governance, strategy, risk management, and metrics and targets for managing climate change issues.

Governance

Tong Hsing has incorporated climate-related risks and opportunities into its corporate governance framework, enhancing overall risk control and the effectiveness of sustainability strategies to ensure that the organization has the capacity to adapt and respond during the transition process. The Company's Board of Directors, through the Sustainable Development Committee, regularly reviews the management policies and implementation of climate-related issues and provides oversight and makes decisions based on the potential impacts of these issues on the Company's operations and financial performance.

Senior management is responsible for driving and implementing climate-related initiatives and regularly reports key progress to the Board of Directors or relevant governance bodies. To effectively manage the increasingly severe climate risks and stringent regulatory requirements, senior management personnel are required to possess expertise in climate risk identification and sustainability management, and to participate in relevant practical workshops and training. The Company also regularly holds seminars on climate change and policy updates to enhance the governance team's understanding of climate issues and sensitivity to their implications for decision-making, ensuring that climate considerations are integrated into operational decision-making processes

Strategy

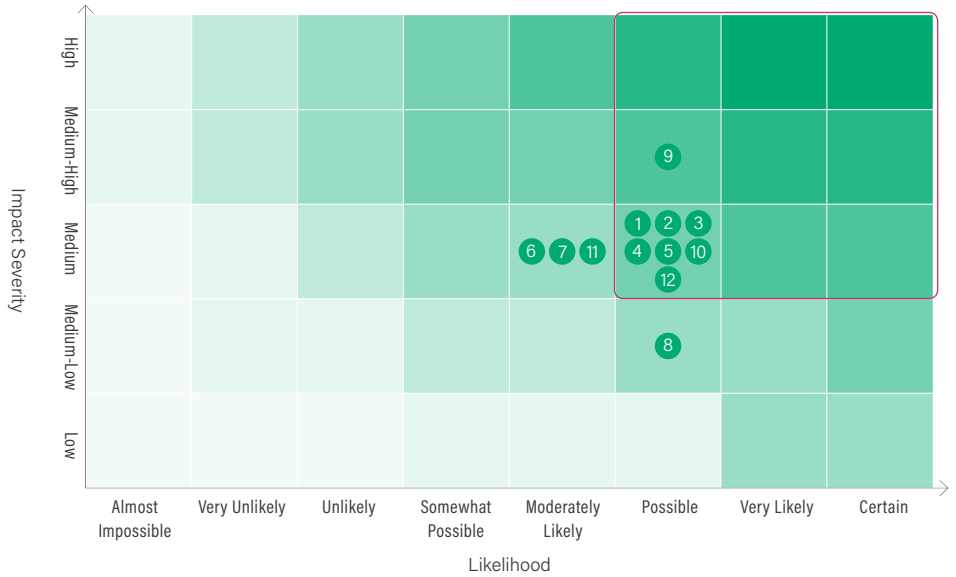
The Company has identified physical and transition risks arising from climate change, which may affect its operating costs, capacity allocation, supply chain stability, and market competitiveness. Regarding the potential impacts of climate risks, the Company has conducted preliminary assessments of their effects on operational and financial aspects, such as revenue, expenses, asset allocation, and capital investments, and has performed scenario analyses using specific scenarios (e.g., NGFS Net Zero 2050 and NDCs) to develop relevant adaptation and transition strategies. The following are the climate risks and opportunities identified by the Company.

Climate Risk and Opportunity Identification Process

Steps	Step 1.	Step 2.	Step 3.	Step 4.
Summary	Establish a Climate Risk and Opportunity List	Assess and Analyze Relevant Issues	Identify and Prioritize Material Climate Issues	Response Measures and Scenario Analysis
Implementation	Referring to the TCFD framework, international climate trends, industry research reports, and policy developments from regulatory authorities, the Company systematically identified and compiled potential climate-related issues.	A cross-functional TCFD core assessment team was established. Through questionnaire surveys, the team assessed and scored each issue based on its potential impact and likelihood of occurrence.	A risk matrix was developed using impact severity and likelihood of occurrence as the two assessment dimensions, with a focus on climate-related issues that were material or required ongoing monitoring.	Management strategies and response measures were developed for material climate-related issues. Key issues highly relevant to carbon market trends were further selected for in-depth scenario analysis.
Key Results	A total of **23** climate-related issues were identified: ▪ Climate risks: 12 issues (including policy and legal risks, market risks, and acute and chronic physical risks) ▪ Climate opportunities: 11 issues (including energy transition, market opportunities, and products and services)	A total of **13** core members participate ▪ representing functions including operations, finance, R&D, product project management, facilities, accounting, and sustainability management.	A total of **11** material issues were identified: ▪ Climate risks (8 issues): carbon taxes, emissions cap-and-trade, mandatory reporting, renewable energy regulations, general environmental regulations, rising raw material costs, extreme weather events, and rising average temperatures ▪ Climate opportunities (3 issues): participation in carbon markets, business diversification, and exploration of new business opportunities	The NGFS Net Zero 2050 and NDCs scenarios were adopted to simulate the financial impacts of carbon pricing.

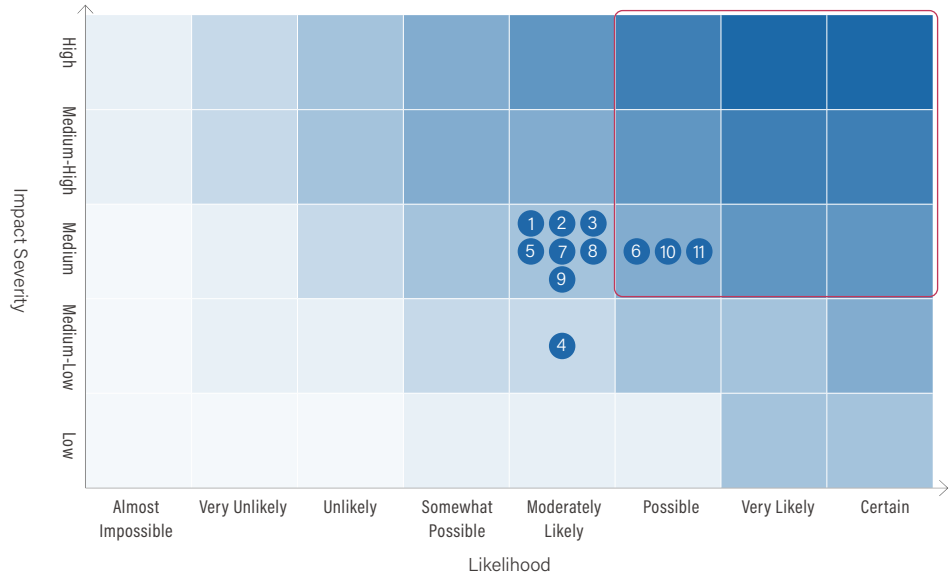
Climate Risk and Opportunity Matrix

Climate Risk Matrix



1 Carbon Tax
2 Cap-and-Trade
3 Mandatory Reporting
4 Renewable Energy Regulations
5 General Environmental Regulations
6 Uncertainty of New Regulations
7 Investment in New Technologies
8 Sea-Level Rise
9 Rising Raw Material Costs
10 Increasing Extreme Weather Events - Flooding and Heavy Rainfall
11 Increasing Extreme Weather Events - Drought
12 Rising Average Temperatures

Climate Opportunity Matrix



1 Transportation Modes
2 Production Processes
3 Recycled Materials
4 Energy-Efficient Buildings
5 Low-Carbon Energy
6 Participation in Carbon Markets
7 Regional or Small-Scale Grids
8 Low-Carbon Products or Services
9 Adaptation and Solutions
10 Business Diversification
11 Opportunities for Technological Innovation

Identification and Management of Climate Risks and Opportunities

Severity Assessment Table for Operational Impact Analysis:

Financial Impact Amount	Risk Level	Climate Risks and Opportunities
Over 10 million	High	Regulations and Policies: Imposition of carbon taxes, reduction of energy consumption, and increased use of renewable energy
Over 5 million to 10 million	Medium	Climate change, natural disasters, and improvement of resource use efficiency
0 to 5 million	Low	Market risks, supply chain and raw material risks, and shifts in customer preferences

Note 1: Low Risk: The risk tolerance is classified as acceptable risk.
Note 2: Medium Risk: The current risk tolerance does not require immediate action; operational impacts are continuously monitored.
Note 3: High Risk: The risk tolerance requires prioritizing the development of corresponding management strategies and short- to medium-term indicators, with regular tracking of implementation effectiveness.

The following table presents the types of climate change risks, potential operational impacts, and adaptation measures: GRI 201-2

TCFD Risk Category	Climate Risk Type	Impact Severity	Likelihood	Potential Operational Impact	Adaptation Measures	Target Management
Policy and Legal Risks	Carbon Tax	Medium	Possible	Increased carbon emissions costs may raise manufacturing costs and weaken product price competitiveness. Carbon fee budgets must also be allocated, affecting financial planning.	▪ Completed organization-level greenhouse gas inventories for all facilities in accordance with ISO 14064-1:2018, with third-party verification obtained. ▪ Implemented 14 annual energy-saving improvement projects, reducing electricity consumption by 739,754 kWh and greenhouse gas emissions by 350 metric tons CO_2e. ▪ Adopted the NGFS climate scenarios (Net Zero 2050/ NDCs) to simulate financial exposure to carbon fees as a basis for risk management. ▪ ESG indicators, including environmental and energy-saving initiatives, have been incorporated into senior management KPI assessments, accounting for 10%.	▪ Scope 1 and Scope 2 greenhouse gas emissions: Reduce emissions by 30% by 2030, using 2024 as the baseline year. ▪ Reduction pathway: ≥2% per year from 2025 to 2026; ≥4%-8% per year from 2027 to 2030.
	Emissions Cap-and-Trade	Medium	Possible	Exceeding emissions caps may require the purchase of carbon allowances, increasing operating costs. Carbon market price fluctuations may also affect the stability of budget planning.	▪ Continue conducting annual greenhouse gas inventories in accordance with ISO 14064-1 and obtaining third-party verification to ensure the reliability of emissions data. ▪ Use NGFS scenarios to simulate the financial impacts under different carbon pricing assumptions. Estimated carbon fee exposure in 2030 is approximately US$450,000-4,500,000, serving as a basis for strategic adjustments. ▪ Continue implementing process energy-efficiency initiatives to reduce overall emissions and potential compliance costs.	▪ Long-term carbon reduction target: Achieve carbon neutrality by 2050, including Scope 1 and Scope 2 emissions, to mitigate medium- to long-term carbon fee risks. ▪ Greenhouse gas inventory coverage: 100% of all facilities, with third-party verification in accordance with ISO 14064-1 conducted annually.
	Mandatory Reporting	Medium	Possible	Increasing climate-related disclosure requirements may raise personnel and system implementation costs. Incomplete or inaccurate information may result in regulatory risks and reputational damage.	▪ Publish an annual sustainability report based on frameworks including GRI, TCFD, and SASB Standards for Semiconductors. ▪ Engage TÜV NORD to conduct Type 1 moderate assurance in accordance with AA1000 AS v3. ▪ Incorporate TCFD into the reporting framework, covering governance, strategy, risk management, and metrics and targets. ▪ Disclose relevant environmental information concurrently on the Company's website to promote transparency.	▪ Sustainability report publication frequency: One report per year. ▪ Third-party assurance level: AA1000 AS v3 Type 1 moderate assurance. ▪ TCFD framework disclosure coverage: 100% coverage across the four pillars of governance, strategy, risk management, and metrics and targets. ▪ Number of regulatory violations disclosed: 0.
	Renewable Energy Regulations	Medium	Possible	Higher renewable energy usage requirements may increase procurement costs. Failure to meet applicable requirements may result in fines or non-compliance risks with customer requirements.	▪ Rooftop solar power systems have been installed and connected to the grid at the Longtan and Bade plants. ▪ Continue evaluating the feasibility of installing solar power systems at other facilities and planning for the procurement of green electricity. ▪ Monitor domestic and international developments in renewable energy regulations to ensure regulatory compliance.	▪ Medium-term target (2027-2030): Plan to install a 1 MW rooftop solar power system at the Philippines plant. ▪ Number of renewable energy regulatory violations: 0.

TCFD Risk Category	Climate Risk Type	Impact Severity	Likelihood	Potential Operational Impact	Adaptation Measures	Target Management
Policy and Legal Risks	General Environmental Regulations	Medium	Possible	More stringent environmental standards for wastewater, air emissions, waste, and other areas may require process equipment upgrades. Non-compliance may result in work suspension orders and reputational risks.	▪ All plants (Taipei, Bade, Longtan, Zhubei, and the Philippines) have obtained ISO 14001 Environmental Management System certification. ▪ Maintained zero violations of air pollution control regulations, with wastewater and waste management in compliance with environmental regulations.	▪ Annual waste reduction target: ≥5% per year. ▪ Annual total water withdrawal reduction target: ≥2% per year (or ≥2% annual increase in recycled water volume). ▪ ISO 14001 certification coverage: 100% of all plants. ▪ Number of air pollution regulatory violations: 0.
Market Risk	Rising Raw Material Costs	Medium-High	Possible	Climate change may reduce the supply of raw materials such as copper, tin, and precious metals, driving up prices and compressing profit margins. Supply chain instability may also increase.	▪ Promote the recycling and reuse of process waste, such as waste silicon sludge and wastewater treatment sludge, to reduce reliance on raw materials. ▪ Identify suppliers exposed to high climate risks and seek low-carbon production partners to strengthen supply chain resilience.	▪ Promote packaging optimization, such as replacing pallet packaging with stacked packaging, reducing packaging material volume by 72% and lowering material costs. ▪ Proportion of low-carbon collaboration with high climate-risk suppliers: Increase annually.
Physical Risks (Acute)	Increasing Extreme Weather Events - Flooding and Heavy Rainfall	Medium	Possible	Heavy rainfall or flooding may cause facility shutdowns and equipment damage. Logistics and supply chain disruptions may also affect on-time delivery.	▪ Install uninterruptible power supply (UPS) backup systems and automatic emergency generator activation mechanisms to ensure uninterrupted critical processes. ▪ Establish insurance coverage and recovery mechanisms for environmental risks to reduce financial losses arising from extreme weather events.	▪ Prepare water trucks to support facilities experiencing water shortages. On-site water storage capacity can support operations for 3 to 5 days during water shortages. ▪ Post-disaster production recovery targets: <5 days in the short term (2025-2026) and <3 days in the medium term (2027-2030).
Physical Risks (Chronic)	Rising Average Temperatures	Medium	Possible	Significantly higher air-conditioning energy consumption at facilities may increase electricity costs. High-temperature environments may also affect employee productivity and equipment cooling efficiency.	▪ Continue replacing aging, energy-intensive equipment with high-efficiency equipment. Convert lighting throughout all facilities to LED lighting. ▪ Implement 14 energy-saving improvement projects, reducing annual electricity consumption by 739,754 kWh and effectively lowering energy consumption and electricity costs. ▪ Continue promoting employee awareness of energy conservation and encouraging energy-saving practices. ▪ Monitor the impact of rising temperatures on electricity consumption and greenhouse gas emissions and incorporate the results into annual carbon reduction target tracking.	▪ Annual electricity consumption reduction target: ≥2% per year. ▪ LED lighting coverage across facilities: 100%.

Note 1: Data disclosure period: January 1 to December 31, 2025.

Note 2: Scope of data is consistent with this Report: Tong Hsing Bade Plant (headquarters), Taipei Plant, Longtan Plant, Zhubei Plant, and the subsidiary in the Philippines, totaling five plants.

The following table presents the types of climate change opportunities, potential operational impacts, and adaptation measures: GRI 201-2

Climate Opportunity Type	Impact Severity	Likelihood	Potential Operational Benefits	Response Strategies	Qualitative and Quantitative Targets
Participation in Carbon Markets	Medium	Possible	Surplus emissions reductions may be sold in voluntary carbon markets to generate additional revenue. Participation in carbon markets also enhances the visibility of the Company's climate action.	▪ The Company has adopted NGFS climate scenarios to simulate the financial impacts of carbon pricing as a basis for risk management and strategic adjustments. ▪ A long-term carbon neutrality target of 2050 has been established, laying the foundation for future participation in carbon markets through emissions reduction initiatives. ▪ Continue implementing annual emissions reduction initiatives, monitoring developments in carbon fee policies over the long term, and assessing opportunities to participate in domestic and international carbon markets.	▪ Target year for achieving carbon neutrality: 2050. ▪ Basis for carbon market participation decisions: 100% completion of simulations under the two scenarios, NGFS Net Zero 2050 and NDCs.
Business Diversification	Medium	Possible	A diversified business portfolio reduces reliance on any single market while enabling the Company to capture emerging demand driven by the low-carbon transition.	▪ Product applications span diverse fields, including automotive electronics, communications, biomedical applications, and semiconductors, effectively reducing market concentration risk. ▪ With "quality innovation and application expansion" as a key pillar of its sustainability strategy, the Company continues to evaluate market opportunities in emerging application areas.	▪ Diversification of product application areas: Maintain product applications across at least four major industries, including automotive electronics, communications, biomedical applications, and semiconductors.
Explore New Business Opportunities	Medium	Possible	The green transition is creating new business opportunities in areas such as ESG services, the circular economy, and smart energy. Early positioning can help establish a leading market position.	▪ "Low-carbon manufacturing and green transition" has been established as a key pillar of the Company's sustainability strategy, with proactive investments in low-carbon technologies and markets. ▪ Strengthen innovation in packaging technologies and sustainable applications, and explore extensions of core technologies such as ceramic circuit boards and automotive imaging ICs into low-carbon applications. ▪ Continue deepening industry-academia collaboration to stay abreast of industry trends and create new business opportunities through technological innovation.	▪ Expansion of core packaging technologies into low-carbon applications: Continue developing applications such as ceramic circuit boards and automotive imaging ICs. ▪ Deepening industry-academia collaboration: Leverage technology-driven innovation to identify new business opportunities arising from the green transition.

Climate Scenario Analysis

Several climate-related themes identified by the Company this year—including "Rising Raw Material Costs," "Participation in Carbon Markets," and "Low-Carbon Products or Services"—are all closely linked to future trends in the carbon market. To assess the potential impacts of future climate policies and changes in carbon pricing, Tong Hsing conducted simulation analyses using the long-term climate scenarios published by the NGFS, including the "Net Zero 2050" and "NDCs" scenarios.

Net Zero 2050

This scenario assumes that the world will achieve net-zero emissions around 2050; under this assumption, there is at least a 50% probability of limiting global warming to below 1.5°C by the end of this century. Given the need for significant reductions in greenhouse gas emissions, the pressure on businesses and governments to transform has increased significantly, and related policies, regulations, and market changes are relatively dramatic, resulting in higher transition risks.

NDCs

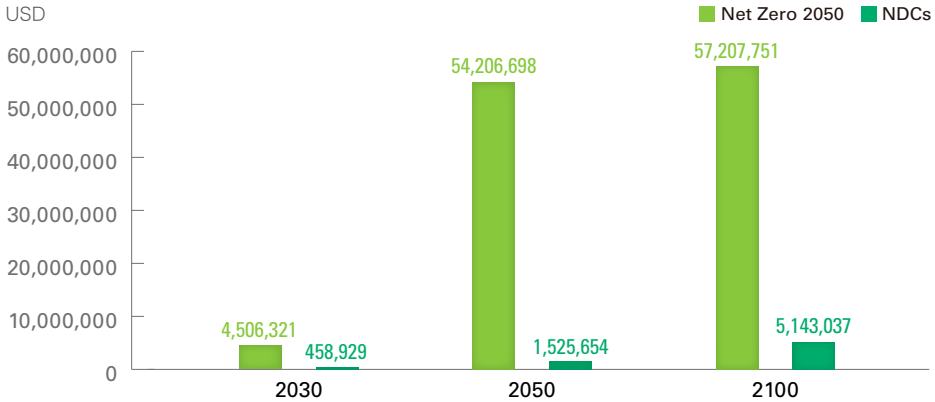
This scenario assumes that, starting in 2024, countries will continue to implement their current conditional NDCs through 2100. The overall reduction in emissions will be limited, resulting in global warming being reduced only slightly to approximately 2.3°C by the end of this century. Since carbon reduction commitments have not been significantly strengthened, the policy and market environments remain relatively stable. As a result, businesses face lower pressure to transition and fewer adaptation needs, and transition risks are relatively low.

In light of the advent of an era of global carbon pricing, Tong Hsing has conducted simulation analyses of long-term trends in carbon pricing to forecast the potential financial impact of carbon pricing on the Company's financial structure under various carbon reduction policy scenarios, thereby providing a basis for future risk management and strategic adjustments.

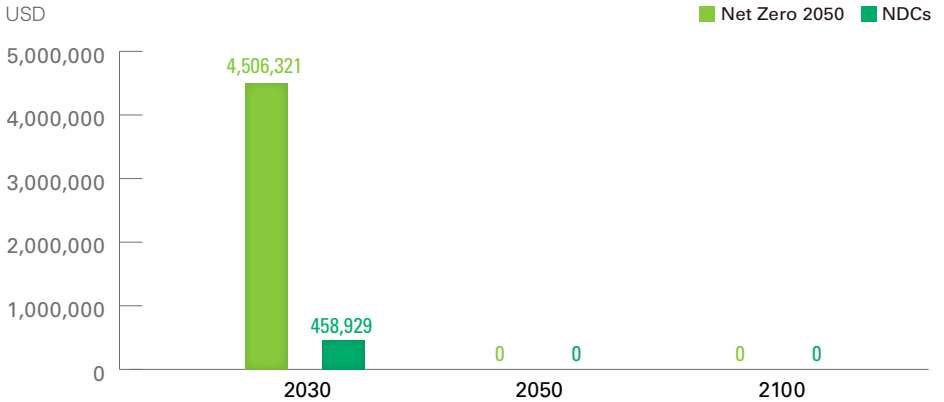
	Net Zero 2050	NDCs
Scenario Description	Carbon prices are projected to rise rapidly after 2040, reaching US$95.05 per metric ton in 2030, US$1,143.36 in 2050, and US$1,206.66 in 2100.	Carbon prices are projected to rise gradually, reaching US$9.68 per metric ton in 2030, US$32.18 in 2050, and US$108.48 in 2100.
Simulation Period	2030 ／ 2050 ／ 2100	
Simulated Carbon Price(USD/tCO_2e) Data sourced from the NGFS International Database	95.05 ／ 1,143.36 ／ 1,206.66	9.68 ／ 32.18 ／ 108.48

In accordance with the Scope 1 and Scope 2 carbon reduction targets set by Tong Hsing, using 2024 as the base year, emissions will be reduced by 2% annually from 2025 to 2026 and by 4% to 8% annually from 2027 to 2030, with the goal of achieving a cumulative 30% reduction by 2030.

Assuming that the Company's emissions remain unchanged after it achieves its established carbon reduction targets in 2030, the estimated impact of carbon fees (in U.S. dollars) is as follows:



Assuming that the Company achieves its carbon neutrality goals by 2050, the estimated impact of carbon fees (in U.S. dollars) is as follows:



The comprehensive assessment results show that, under both scenarios, the Company faces short-term (by 2030) carbon fee exposure ranging from approximately US$458,929 to US$4,506,321. Based on the 2025 annual average exchange rate of the U.S. dollar against the New Taiwan dollar (31.08 NTD/USD), the total exposure is approximately 14.26 million to 140 million New Taiwan dollars. Calculated against Tong Hsing's total revenue of 11.543 billion New Taiwan dollars in 2025, the exposure represents approximately 0.12% to 1.21% of revenue.

In the long term, the extent of carbon fee exposure will vary significantly depending on the Company's carbon reduction strategies and the effectiveness of their implementation. If carbon reduction efforts are not further strengthened, long-term carbon fee costs may increase substantially; conversely, if carbon neutrality is achieved as scheduled by 2050, medium- to long-term carbon fee risks can be effectively mitigated. Moving forward, Tong Hsing will continue to promote the adoption of high-efficiency energy-saving technologies and expand the proportion of renewable energy used. In alignment with domestic carbon management policies and international carbon reduction trends, the Company will steadily advance its net-zero transition goals to mitigate financial risks associated with carbon fees and strengthen the Company's sustainability and resilience.

Risk Management

The Company has formally incorporated climate-related risks into its enterprise risk management framework, establishing processes for identification, assessment, and monitoring. Through subsequent mitigation and adaptation actions—such as implementing energy-saving and carbon-reducing equipment and increasing water recycling rates—these measures are regularly reviewed and adjusted by the Sustainable Development Committee. Management measures for medium- and high-level risk items are as follows:

Energy Saving and Carbon Reduction

- An annual electricity savings target of 2% is set as the energy saving and carbon reduction target
- Replace outdated equipment and plan to procure energy-efficient equipment along with various improvement projects
- Continuously promote awareness of carbon reduction among employees





Water Resources

- Maximize water resource efficiency through recycling, water segregation, and pollution prevention
- It is estimated that total water withdrawal will decrease by 2% annually, or total recycled water volume will increase by 2% each year

Waste Management

- Establish regulations for the classification, collection, storage, and treatment of industrial waste
- Increase the proportion of recyclable waste and reduce the amount of non-recyclable waste sent for incineration
- Set a target to reduce total waste generation by 5% annually

The base year for all risk management measures is the previous year.

Sustainable Environmental Management Policy GRI 2-23, 2-24

Tong Hsing has established an environmental policy based on the principles of "compliance with regulations, continuous improvement, social responsibility, and environmental protection", promoting comprehensive environmental management. All plants have obtained ISO 14001 Environmental Management System certification, and dedicated units are in place to manage air emissions, wastewater, and waste, ensuring regulatory compliance and ongoing improvement. The Company annually compiles data on electricity and water consumption, total waste generation, and greenhouse gas emissions. Management indicators include electricity savings rate, water savings amount, recycled water ratio, waste recycling rate, and carbon emission reduction. Annual targets are set, and performance is reviewed accordingly. In addition, the Company actively promotes resource reduction and reuse, including wastewater recycling and the replacement of high-energy-consuming equipment, to reduce environmental impact. In recent years, relevant environmental information has also been publicly disclosed on the Company's website, demonstrating the Company's commitment to environmental responsibility and transparency.

All plants have obtained ISO 14001 Environmental Management System certification

Plant	Effective Start Date	Expiration Date
Taipei, Bade, Longtan, Zhubei	2024/12/31	2027/12/30
Philippines Plant	2024/01/12	2027/01/11

Environmental Management Indicators and Targets

To align with the international trend toward science-based targets promoted by the SBTi, the Company has linked environmental sustainability metrics to senior executives' KPIs and continues to track and disclose climate performance indicators, including greenhouse gas emissions, post-disaster recovery days, total water withdrawal, total recycled water volume, and compliance with air pollution regulations.

Tong Hsing Climate-Related Targets

Item	Base Year	Short-term Targets (2025-2026)	Mid-term Targets (2027-2030)
Climate Change Response and Management	NA	▪ Enhance climate resilience: Recover from production interruptions caused by climate-related disasters within 5 days ▪ Continuously conduct ISO 14064-1 greenhouse gas inventories and complete verification	▪ Enhance climate resilience: Recover from production interruptions caused by climate-related disasters within 3 days
GHG Emissions	2024	▪ Scope 1 and Scope 2: 2% reduction annually	▪ Scope 1 and Scope 2: 4%-8% reduction annually
Renewable Energy Development	NA	▪ Install a 1 MW rooftop solar power system at the Philippines plant. ▪ Procurement of green electricity	▪ Procure green electricity
Water Resource Management	Previous year	▪ A 2% annual reduction in total water withdrawal or a 2% annual increase in total recycled water volume	▪ A 2% annual reduction in total water withdrawal or a 2% annual increase in total recycled water volume
Air Pollution Control	2023	▪ Zero regulatory violations	▪ Zero regulatory violations



II. Greenhouse Gas Emissions and Energy Management

GRI 305-1, 305-2, 305-3, 305-5 Material Topics

The Company conducts greenhouse gas inventories in accordance with ISO 14064-1:2018, using a 100% operational control approach to define organizational boundaries, which include the Taipei, Longtan, Zhubei, and Bade plants, as well as the Philippines subsidiary. In 2025, total Scope 1 and Scope 2 greenhouse gas emissions amounted to 64,348.9431 tCO_2e.

To gain a more comprehensive understanding of carbon emissions across the value chain, the Company has also included items such as "purchases of raw materials, products, and services" in its Scope 3 inventory. In 2024, the Company's total greenhouse gas emissions (including Scopes 1, 2, and 3) were 146,918.5387 tCO_2e, while total emissions in 2025 were 122,225.3180 tCO_2e. A comparison of the past two years is as follows:

Greenhouse Gas Emissions (tCO_2e) Statistics for Scope 1, Scope 2, and Scope 3 for the Past Two Years

Year	2024			2025		
Plant	The Company	Subsidiary	Subtotal	The Company	Subsidiary	Subtotal
Scope 1 direct GHG emissions	444.8323	318.8271	763.6594	403.4802	280.2251	683.7053
Scope 2 indirect GHG emissions	45,594.4517	18,265.5668	63,860.0185	43,896.5556	19,768.6822	63,665.2378
Subtotal of Scope 1 and Scope 2	46,039.2840	18,584.3939	64,623.6779	44,300.0358	20,048.9073	64,348.9431
Scope 3 indirect GHG emissions	71,777.8868	10,516.9740	82,294.8608	28,150.2653	29,726.1096	57,876.3749
Annual Total	117,817.1708	29,101.3679	146,918.539	72,450.3011	49,775.0169	122,225.3180
Annual Revenue (NT$ million)	12,090.994			11,543.456		
Scope 1 and Scope 2 Emissions Intensity (tCO_2e/NT$ million)	5.34			5.57		

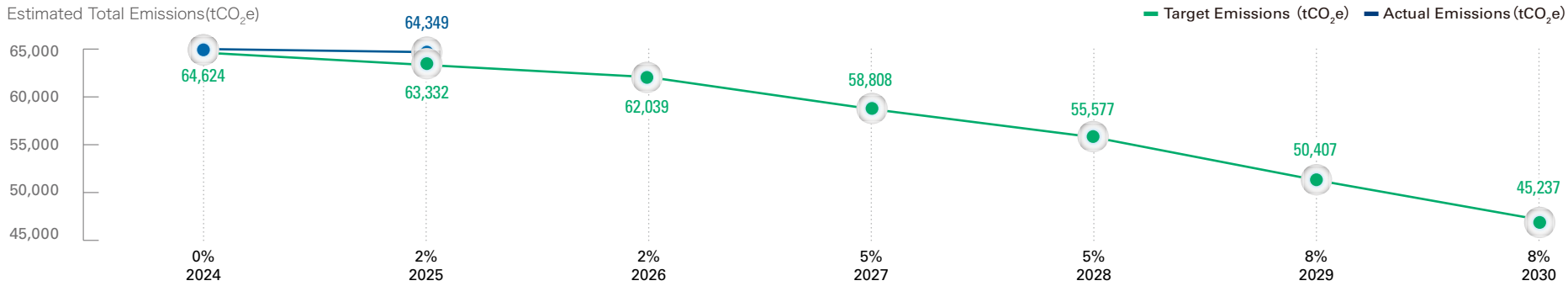
Note 1:The Company includes the Bade (headquarters), Taipei, Longtan, and Zhubei plants; the consolidated financial report includes the Philippines subsidiary.

Note 2:In cases where there are discrepancies between greenhouse gas emission intensity figures and those in the annual report, the figures in the sustainability report shall prevail.

In accordance with the Scope 1 and Scope 2 carbon reduction targets set by Tong Hsing, using 2024 as the base year, emissions will be reduced by 2% annually from 2025 to 2026; from 2027 to 2030, emissions will be reduced by 4%-8% annually, resulting in a total reduction of 30% by 2030. The projected carbon reduction timeline is as follows.

In 2025, the actual GHG emissions reduction compared to the base year was 274.7348 tCO_2e, representing a 0.43% reduction, which fell short of the target.

Tong Hsing Timeline for Scope 1 and Scope 2 Carbon Reduction Targets by 2030



GHG Emissions of Each Plant in 2024

(Unit: tCO_2e)

Scope	Category	Description	Taipei Plant	Bade Plant	Longtan Plant	Zhubei Plant	Philippines Plant	The Group	Emission Percentage
Scope 1	Category 1	Direct GHG emissions and removals	53.4192	77.3323	44.6898	269.3910	318.8271	763.6594	0.52%
Scope 2	Category 2	Indirect GHG emissions from imported energy	7,695.8100	6,738.9528	11,332.7050	19,826.9839	18,265.5668	63,860.0185	43.47%
Scope 3	Category 3	Indirect GHG emissions from transportation	270.8169	351.1429	405.3493	568.5717	2,209.8568	3,805.7376	2.59%
	Category 4	Indirect GHG emissions from purchased goods and services	9,415.4123	45,664.1368	7,796.3844	7,306.0725	8,307.1172	78,489.1232	53.42%
Total GHG Emissions			17,435.4584	52,831.5648	19,579.1285	27,971.0191	29,101.3679	146,918.5387	100%

GHG Emissions of Each Plant in 2025

(Unit: tCO_2e)

Scope	Category	Description	Taipei Plant	Bade Plant	Longtan Plant	Zhubei Plant	Philippines Plant	The Group	Emission Percentage
Scope 1	Category 1	Direct GHG emissions and removals	46.1038	66.4752	20.3995	270.5017	280.2251	683.7053	0.56%
Scope 2	Category 2	Indirect GHG emissions from imported energy	6,550.0027	5,608.3680	11,850.7625	19,887.4224	19,768.6822	63,665.2378	52.09%
Scope 3	Category 3	Indirect GHG emissions from transportation	246.5502	333.6355	465.3823	611.4305	1,880.0047	3,537.0032	2.89%
	Category 4	Indirect GHG emissions from purchased goods and services	8,938.9883	1,976.6408	7,746.1093	7,831.5284	27,846.1049	54,339.3717	44.46%
Total GHG Emissions			15,781.6450	7,985.1195	20,082.6536	28,600.8830	49,775.0169	122,225.3180	100%

GHG Emissions by Category in 2025

(Unit: tCO_2e)

	CO_2	CH_4	N_2O	HFCs	PFCs	SF_6	NF_3	Other	Total GHG Emissions
Category 1	102.1532	145.2171	1.0647	435.2703	0.0000	0.0000	0.0000	0.0000	683.7053
Category 2	63,665.2378	-	-	-	-	-	-	-	63,665.2378
Category 3	3,537.0032	-	-	-	-	-	-	-	3,537.0032
Category 4	54,339.3717	-	-	-	-	-	-	-	54,339.3717
Category 5	-	-	-	-	-	-	-	-	-
Category 6	-	-	-	-	-	-	-	-	-
Total	121,643.7659	145.2171	1.0647	435.2703	0.0000	0.0000	0.0000	0.0000	122,225.318
Percentage	99.52%	0.12%	0.00%	0.36%	0.00%	0.00%	0.00%	0.00%	100.00%

Energy Management GRI 302-1, 302-3

The Company's main energy source is purchased electricity, supplied by Taipower. In energy management, the Company uses electricity savings at each plant (kWh) and savings achieved through implemented measures as key management indicators. In 2025, total electricity consumption across all plants amounted to 121,114,437.4 kWh, a decrease of 723,071 kWh compared to 2024. Of this total, electricity consumption at plants in Taiwan in 2025 totaled 92,608,767 kWh, a decrease of 3,582,059 kWh compared to 2024. However, electricity consumption at the subsidiary's plant in the Philippines increased from 25,646,682 kWh in 2024 to 28,505,670 kWh in 2025 due to ongoing equipment expansion. The Company will continue to promote energy-saving initiatives at the Philippines plant and increase the use of renewable energy.

In the future, the Company will continue to use electricity savings at each plant (kWh) and savings achieved through implemented measures as key management indicators. Annual reductions are required, along with the replacement of outdated equipment, promotion of energy-saving awareness, procurement of high-efficiency equipment, and the establishment of a circular economy model. In 2025, rooftop solar power projects will continue to be planned to increase the share of renewable energy. The Company will continue to optimize and manage energy use to achieve environmental protection goals of energy saving and carbon reduction.

Note: The electricity consumption figures for Taiwan disclosed in the annual report are self-estimated; the official figures for electricity consumption and energy usage are as stated in the Sustainability Report.

Statistics on the Company's Energy Consumption Over the Past Three Years

Year / Item	2023	2024	2025
Electricity Consumption (kWh)	118,856,803	121,837,508	121,114,437
Electricity Consumption (GJ)	427,981.9538	438,714.9370	436,111.2885
Natural Gas (GJ)	208.9917	15.3345	15.5488
Liquefied Petroleum Gas (GJ)	189.3952	199.4963	328.2851
Diesel (GJ)	647.4425	801.7008	743.5318
Automotive Gasoline (GJ)	192.9199	269.7502	217.1144
Renewable Electricity (GJ)	32.2165 (Note 3)	680.7655 (Note 3)	1,272.9655
Total Energy Consumption (GJ)	429,252.9196	440,681.9826	438,688.7341
Output Value (NT$ million)	11,585	12,091	11,543
Energy Intensity (GJ/ NT$ million)	37.0525	36.4471	38.0032

Note 1: The calorific values of energy sources are based on the Energy Administration's unit calorific value table: electricity 860 kcal/kWh; natural gas 8,000 kcal/m^3; liquefied petroleum gas 6,635 kcal/L; diesel 8,400 kcal/L; automotive gasoline 7,800 kcal/L.

Note 2: The conversion factor from kcal to GJ is 0.00000418 GJ/kcal.

Note 3: The Longtan plant's solar rooftop system began generating power in November 2023; the Bade plant's solar rooftop system began generating power in August 2024.

The Company's statistics on the use of renewable and non-renewable energy cover the headquarters (Bade Plant), Longtan Plant, Taipei Plant, Zhubei Plant, and the Philippines Plant. The relevant energy disclosure data has also been verified by TÜV in accordance with ISO 14064-1. The statistics are detailed in the table below:

Category	Item	2024 Consumption (GJ)	2025 Consumption (GJ)
Direct Energy (A)	Natural Gas	15.3345	15.5488
	Diesel	801.7008	743.5318
	Gasoline	269.7502	217.1144
	Liquefied Petroleum Gas	199.4963	328.2851
Indirect Energy (B)	Purchased Electricity (excluding renewable energy)	438,714.9370	436,111.2885
Non-renewable Energy (C)	(A)+(B)	440,001.2188	437,415.7686
Renewable Energy (F)(Note)	Self-generated and Self-consumed (D)	680.7655	1,272.9655
	Procurement (E)	-	-
	(D)+(E)	680.7655	1,272.9655
Total Energy (G)	(C)+(F)	440,681.9826	438,688.7341
Percentage of Renewable Energy (H)	(F)/(G)	0.1545%	0.2902%

Energy Saving and Carbon Reduction GRI 302-4, 305-5

Tong Hsing continues to focus on improving energy efficiency and implementing carbon reduction initiatives to achieve low-carbon operations and sustainable development. The Bade plant has installed a rooftop solar power system with a total capacity of 304.76 kWp (Longtan plant: 108.68 kWp; Bade plant: 196.08 kWp). The electricity generated is used on-site, effectively reducing purchased electricity and indirect GHG emissions, demonstrating the Company's concrete actions in adopting renewable energy. In addition, the Company actively promotes energy-saving management by replacing high-energy-consuming equipment, introducing high-efficiency motors and compressed air systems, fully switching to LED lighting, and optimizing equipment operating schedules, gradually reducing energy intensity.

Total environmental expenditures in 2025 amounted to NT$1,713,794.

To strengthen energy use management and track carbon reduction performance, the Company regularly compiles electricity consumption and greenhouse gas emission data for each plant, set annual electricity savings targets and carbon emission management indicators, and review and monitor them as part of its sustainability objectives. Historical data indicate that the Company's overall electricity efficiency continues to improve, with clear medium- to long-term carbon reduction targets established. In the future, Tong Hsing will continue to implement high-efficiency energy-saving technologies, expand the share of renewable energy, and align with domestic carbon management policies and international carbon reduction trends, gradually advancing toward a net-zero transition.



Rooftop Solar Power System at the Bade Plant

Specific Energy Conservation and Carbon Reduction Measures and Achievements for 2025 GRI 305-5

Measures

Implemented 14 energy-saving projects

- Lighting systems – 1 project: Electricity savings calculated based on power reduction, number of units replaced, and operating hours.
- Equipment upgrades – 1 project: Electricity savings were calculated based on the number of equipment units, horsepower, and operating hours, and then multiplied by the energy-saving ratio for variable frequency drives referenced from the Energy Service Network.
- Equipment parameter adjustments – 4 projects: Adjustments were made by optimizing equipment settings, such as reducing the number of units in operation or shortening operating hours to lower energy consumption, with savings calculated based on the difference in energy usage.
- Others including management measures – 8 projects: Annual electricity savings were estimated by comparing energy consumption before and after operational adjustments or equipment start/stop changes, considering system power and usage hours.

Energy Saving and Carbon Reduction Achievement

- The total electricity saved amounted to 739,754 kWh; the GHG emissions reduction was 350 tCO_2e.

Note 1: The electricity carbon emission factor for 2024 is 0.474 kg/kWh.
Note 2: The total electricity savings are estimated.

III. Air Pollution Control GRI 305-7

In accordance with the ISO 14001 Environmental Management System, Tong Hsing continuously promotes air pollution prevention and emission management, fulfilling its responsibility to protect air quality. The Company has established a clear air pollution reduction plan. For potential stationary sources of pollution in the production process, pollution control equipment is installed and properly managed. Through equipment optimization, process improvement, and abnormal condition monitoring, emissions of air pollutants are effectively reduced. At the same time, the Company complies with the Air Pollution Control Act by applying for installation, modification, operation, changes, and renewal of permits for stationary pollution sources, ensuring that all emission facilities meet regulatory standards and operational requirements.

In daily operations, Tong Hsing implements an internal management system, regularly inspecting and auditing the functionality of pollution control equipment. Operational records and emission data are internally reviewed and tracked for improvement, embodying the spirit of continuous environmental management improvement. Each plant has dedicated personnel managing air pollution-related matters, ensuring that any abnormalities are promptly addressed and reported, thereby reducing potential environmental risks. In 2025, results from both regulatory inspections and internal audits showed no violations of air pollution-related regulations, demonstrating the Company's effective efforts in pollution control and regulatory compliance. In the future, Tong Hsing will continue to enhance management operations, improve equipment performance and monitoring technologies, and strive to establish a low-pollution, compliant, and highly efficient green operating environment.

Air Pollution Emission Statistics for the Past Three Years

(Unit: kg)

Plant	Year	Nitrogen Oxides (NOx)	Sulfur Oxides (SOx)	Persistent Organic Pollutants (POPs)	Volatile Organic Compounds (VOCs)	Hazardous Air Pollutants (HAP)	Particulate Matter (PM)	Air Pollution Violations (Violation)
Taipei	2023	3.35	0.5	0	608.03	0	303.4	0
	2024	3.10	0	0	506.84	0	632.52	0
	2025	1.61	0	0	344.44	0	650.68	0
Longtan	2023	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0
Zhubei	2023	0	0	0	3,465.88	0	0	0
	2024	0	0	0	2,938.91	0	0	0
	2025	0	0	0	2,762.53	0	0	0
Philippines	2023	0.000003363	0.00147	0	0	0	0.0173	0
	2024	0.000007565	0.00147	0	0	0	0.01304	0
	2025	0.000003363	0.00147	0	0	0	0.02018	0
Bade	2023	0	0	0	356.87	0	0	0
	2024	0	0	0	1,212.51	0	0	0
	2025	0	0	0	1,389.75	0	0	0
Total (kg)	2025	1.6100	0.0015	0	4,496.72	0	650.7002	0

IV. Water Resource Management GRI 303-1, 303-2

According to the World Resources Institute's "Aqueduct Water Risk Atlas," Tong Hsing assessed the water stress levels of its plants. The results indicate that even under the most pessimistic climate scenario, the water stress levels of Tong Hsing's plants in Taiwan are classified as low to medium (Low–Medium risk [1–2]), while the plant in the Philippines is exposed to high water stress. None of the Company's operating sites located in areas of "extremely high" water stress. In addition, the Company does not extract water from ecological conservation areas, nor from regions of biodiversity value or protected or rehabilitated habitats.

Tong Hsing is committed to water resource management by enhancing process water recycling rates without compromising quality and continuously maximizing water use efficiency across its plants. The Company has installed wastewater treatment facilities and assigned dedicated personnel to oversee environmental protection matters. It has also obtained wastewater discharge permits and has been certified under the ISO 14001 Environmental Management System.

In 2025, Tong Hsing's total water withdrawal amounted to 1,392,847 m^3 (tons). The total water consumption was 260,291 m^3, while the total wastewater discharge was 1,132,556 m^3. Since 2021, the Longtan plant has gradually invested in the construction of wastewater recycling and treatment facilities for grinding and cutting processes. Through technical collaboration with equipment suppliers and external institutions, the plant applies filtration methods using ultrafiltration membranes and plate-frame filter presses to recycle process water for reuse. Starting in 2023, the daily volume of recycled process water has exceeded the daily tap water consumption. In the future, the plant will continue to use water recycling volume and reduce water withdrawal as key indicators to enhance water resource efficiency.

Plant	Water Source	Risk Level
Taipei (Yingge) Plant	Tamsui River	Low-Medium risk (1-2)
Bade Plant	Tamsui River	Low-Medium risk (1-2)
Longtan Plant	Da'an Dajia River	Low-Medium risk (1-2)
Zhubei Plant	Da'an Dajia River	Low-Medium risk (1-2)
Philippines Plant	Laguna de Bay	High (3-4)

Total water recycled across all plant sites over the past two years GRI 303-3, 303-4, 303-5

(Unit: tons)

Plant/Year	2024	2025
Total Water Withdrawal	1,350,157	1,392,847
Tap Water	1,336,179	1,380,862
Groundwater	3,218	2,224
Rainwater	3,330	2,681
Condensate	7,430	7,080
Total Water Discharge	1,109,416	1,132,556
Total Water Consumption	229,310	260,291
Total Water Recycled	5,671,920	5,282,936
Frequency of Water Usage (Total Water Recycled/Total Water Withdrawal)	4.24	3.79

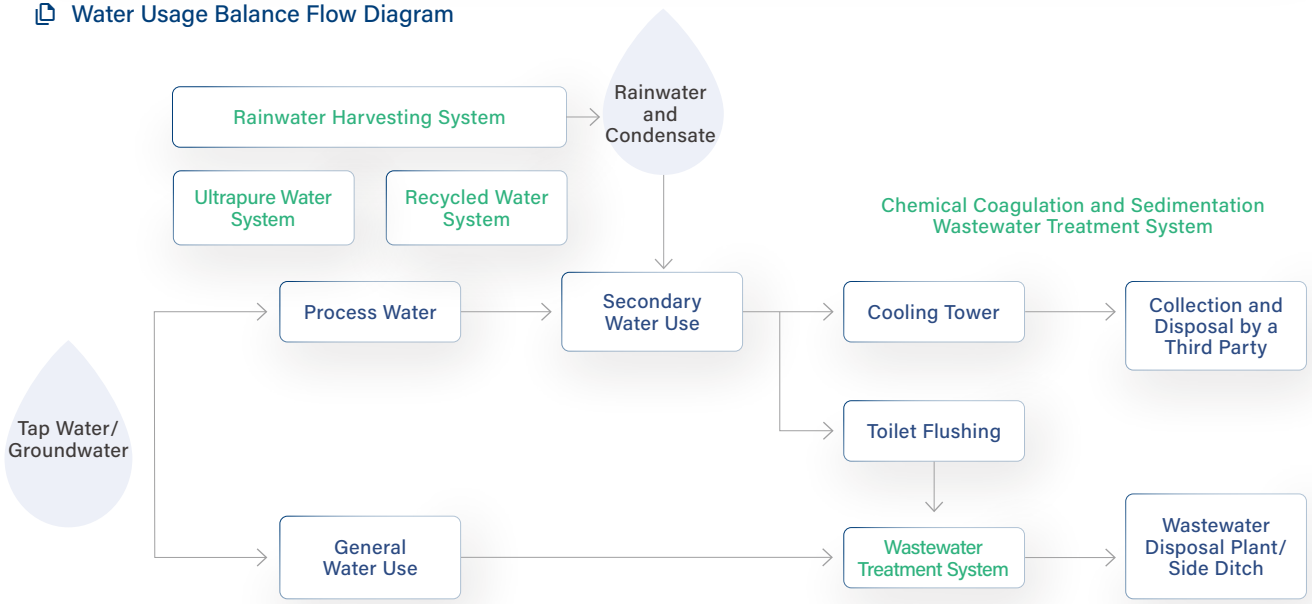
Note 1:Rainwater, reclaimed water, and condensate are measured by in-house mechanical water meters or flow meters.
Note 2:Starting in 2025, water withdrawal figures will include water used by the headquarters office.

2025 Water Use by Water Stress Region

(Unit: tons)

Plant/Year	Taiwan	Philippines
Water Stress Region	Low to Moderate	High
Total Water Withdrawal	676,856	715,991
Tap Water	664,871	715,991
Groundwater	2,224	-
Rainwater	2,681	-
Condensate	7,080	-
Total Water Discharge	476,623	655,933
Total Water Consumption	200,233	60,058
Total Water Recycled	5,105,498	177,438

Water Usage Balance Flow Diagram



Specific Water Conservation Measures and Achievements for 2025

Measures

Implemented 2 water-saving projects

- At the Bade Plant, backwash water from the activated carbon units in the original purified water system is diverted to the wastewater recycling system for use as secondary water. This reduces tap water consumption and lowers wastewater treatment costs.
- The Philippines Plant recycles wastewater discharged by the Assembly and Test Business Unit (A/T BU) for use in cooling tower equipment.



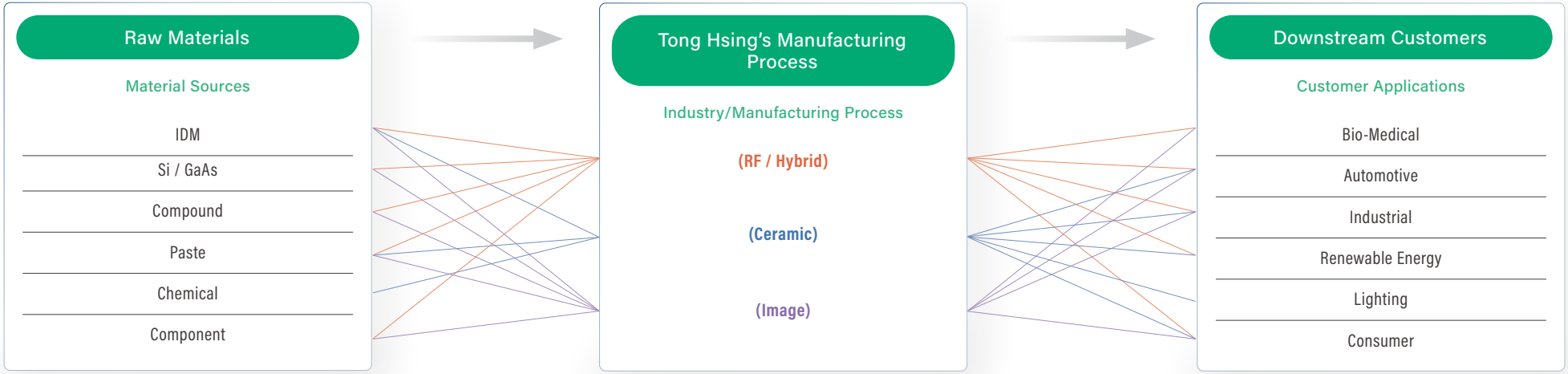
Achievements

Implemented 2 water-saving projects

- Total water saved was 28,940 m^3.
- Generated benefits of NT$203,302.

V. Waste Management GRI 306-1, 306-2

The recyclable portion of the waste generated by the Company mainly consists of gold, copper, packaging materials, and pallets. All materials used fully comply with the requirements of the EU RoHS Directive. Waste disposal is carried out in accordance with the Company's Industrial Waste Management Plan, ensuring that waste is legally disposed of and recyclable materials are properly recovered. Tong Hsing's management policy focuses on source reduction and minimizing process waste to increase the proportion of recycled materials. It uses the total weight of waste and the recycling rate as the primary management indicators.



2025 Benefits of Silicon Sludge Recycling:

Since launching a project to recycle silicon sludge generated from semiconductor manufacturing processes in late September 2022, the Company processed a total of 41.27 metric tons of accumulated inorganic sludge on-site in 2025, recovering and reusing 6.36 tons of silicon sludge from the grinding of inorganic sludge.

Plant	Longtan Plant
Recycled Waste	Silicon Sludge
Total Wet Sludge	Approximately 41.27 tons
Total Weight of Recycled Materials	Approximately 6.36 tons
Recycling Frequency	Once every 8–10 months on average, depending on production capacity and waste accumulation
Treatment Method	Recovered through sludge dewatering using a filter press.
Use of Recycled Materials	Basketballs, safety shoes, calcium silicate boards, epoxy, waterproof paint, silicon carbide powder.

Waste Generation and Management GRI 306-3, 306-4a., 306-5a.

In 2025, the total waste generated was 1,402.99 metric tons, of which 318.55 metric tons were hazardous waste, accounting for 22.71%; the waste intensity was 0.1215 metric tons per NT$ million. Tong Hsing fully recognizes the importance of waste management and actively implements source reduction measures. By optimizing production processes and adopting recyclable packaging materials, we enhance resource efficiency. In addition to ensuring regulatory compliance, we meticulously sort recyclable waste and commission specialized contractors to process it for resource recovery, striving to increase the rate of resource recycling.

Waste Management over the Past Two Years GRI 306-4

(Unit: Metric Tons)

Year		2024		2025	
Category	Treatment Method	Waste Amount (Metric Tons)	Percentage	Waste Amount (Metric Tons)	Percentage
General Industrial Waste	Reuse/Recycling	385.6783	33.31%	434.2294	40.04%
	Incineration	519.9700	44.91%	367.7650	33.91%
	Landfill	76.6639	6.62%	51.2067	4.72%
	Other	175.4272	15.15%	231.2332	21.32%
	Subtotal	1,157.7393	100%	1,084.4343	100%
Hazardous Industrial Waste	Reuse/Recycling	306.7813	65.52%	207.7913	65.23%
	Incineration	4.7850	1.02%	7.0000	2.20%
	Landfill	69.1667	14.77%	18.4203	5.78%
	Other	87.5089	18.69%	85.3407	26.79%
	Subtotal	468.2419	100%	318.5522	100%
Total Waste Generation		1,625.9812		1,402.9865	
Output Value (NT$ million)		12,090.9940		11,543.4560	
Waste Recycling Rate		42.59%		45.76%	
Waste Intensity (Total Waste Generated / NT$ million)		0.1345		0.1215	

Note: All waste disposal measures involve off-site processing.

2025 Disposal Measures for Electronic Waste (including scrap metal residues)

Category	Treatment Method	Waste Amount (Metric Tons)	Percentage
Electronic Waste (including scrap metal residues)	Reuse/Recycling	17.0027	43.02%
	Incineration	-	0.00%
	Landfill	8.7200	22.07%
	Other	13.7968	34.91%
	Total / Percentage of Total Waste	39.5195	2.82%

VI. Circular Economy

To minimize environmental impact and achieve waste reduction and resource optimization, Tong Hsing designs and optimizes processes with a full product life-cycle perspective, actively integrating circular economy concepts into daily operations. From product design and packaging applications to the use and recycling of process materials, the Company adheres to the core principles of "reduce, reuse, and recycle," striving to enhance resource efficiency, minimize waste generation, and simultaneously maintain product quality and operational effectiveness.

In 2025, the Company focused on implementing the following circular economy initiatives:

Recycling and management of precious metals, packaging materials, and scrap/offcut materials

The Company actively implements the concept of the circular economy, reducing environmental impact and enhancing resource efficiency through resource use, recycling, and waste management. In 2025, the Company continued its recycling efforts across three key areas—precious metals, packaging materials, and scrap materials—through systematic management and process optimization.

- ⊕ Precious metal recycling: The precious metals used in the Company's processes primarily include gold, palladium, silver, and platinum. Recovered metals are sent to qualified vendors for refining.
- ⊕ Packaging material recycling: The packaging materials used by the Company include wafer carriers, pallets, cartons, and gold wire empty reels, all of which are reusable. Through vendor take-back and reuse, the use of single-use materials is reduced.
- ⊕ Scrap/offcut material recycling: Materials generated during the manufacturing process, such as waste PCBs, waste ICs, solder paste, and solder balls, are effectively sorted and collected for centralized recycling. They are then handled by third-party professional companies to promote resource recovery and reduce environmental impact.

The recycling achievements for 2025 are as follows:

Recycling Items	Recycling Content Classification	Unit	2024	2025	Annual Growth Rate
Precious Metal Recycling	Gold, Palladium, Silver, Platinum	Kilogram (kg)	65.46	38.73	-41%
Packaging Material Recycling	Wafer carriers, pallets, cartons, and gold wire empty reels (weight)	Kilogram (kg)	121,685	133,276	+9.53%
		Pieces (pcs)	28,823	62,112	+115.49%
Scrap/offcut material recycling	Waste PCBs, waste ICs, solder paste, solder balls	Kilogram (kg)	11,808.3	6,109.6	-48.26%

Reuse of Waste Silicon Sludge

2025	Longtan
Recycled Waste	Silicon Sludge
Total Wet Sludge	Approximately 41.27 tons
Total Weight of Recycled Materials	Approximately 6.36 tons
Recycling Frequency	Once every 8–10 months on average, depending on production capacity and waste accumulation
Treatment Method	Recovered through sludge dewatering using a filter press.
Use of Recycled Materials	Basketballs, safety shoes, calcium silicate boards, epoxy, waterproof paint, silicon carbide powder.

Resource Circularity Outcomes

In 2025, the Company distributed potted plants made from reused waste silicon sludge to employees on Labor Day, integrating resource circularity into daily operations and corporate culture. This initiative not only helped reduce the amount of waste silicon sludge requiring final disposal but also increased employee awareness of and participation in resource circularity and environmental issues, further strengthening the organization's internal momentum for advancing sustainable development.





Friendly Workplace 05

I. Employee Composition and Diversity GRI 2-7, 2-8, 405-1

The Company is committed to fostering a diverse and inclusive workplace, actively promoting gender equality and diversity, and has demonstrated outstanding performance in the electronics industry. In 2025, Tong Hsing's global workforce reached 3,330 employees, with 2,293 located at the Taiwan headquarters and plants. Women accounted for 60.57% of the total workforce, reflecting the Company's efforts and achievements in promoting workforce diversity. Tong Hsing also employed 15 employees with disabilities, including seven with severe disabilities, in compliance with applicable laws and regulations. In the future, Tong Hsing will continue to learn from leading enterprises, strengthen the institutionalization and depth of diversity management practices, and further leverage the positive impact of multiculturalism and gender equality on organizational innovation, teamwork, and sustainable development.

Gender Ratio of Tong Hsing Employees Over the Past Three Years

	2023		2024		2025	
Employee Gender	Male	Female	Male	Female	Male	Female
Number	1,284	1,912	1,369	2,080	1,313	2,017
Percentage	40.2%	59.8%	39.69%	60.31%	39.43%	60.57%

Employee Distribution by Plant

		Taipei		Longtan		Zhubei		Bade		Philippines		Total
		Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	
Total Number of Permanent Employees		369	100%	548	100%	928	100%	448	100%	946	91%	3,239
Total Number of Temporary Employees		0	0%	0	0%	0	0%	0	0%	91	9%	91
Total		369	100%	548	100%	928	100%	448	100%	1,037	100%	3,330
Job Grade	Supervisor	57	15.45%	80	14.60%	96	10.34%	101	22.54%	129	12.44%	463
	Non-supervisor	312	84.55%	468	85.40%	832	89.66%	347	77.46%	908	87.56%	2,867
Age Group	Under 30	38	10.30%	78	14.23%	258	27.80%	44	9.82%	467	45.03%	885
	31 to 50	302	81.84%	420	76.64%	570	61.42%	361	80.58%	542	52.27%	2,195
	51 and above	29	7.86%	50	9.12%	100	10.78%	43	9.60%	28	2.70%	250
Gender	Male	196	53.12%	218	39.78%	318	34.27%	194	43.30%	387	37.32%	1,313
	Female	173	46.88%	330	60.22%	610	65.73%	254	56.70%	650	62.68%	2,017

Note 1: Based on the number of employees on duty as of the last day of each year.
Note 2: Both permanent and temporary employees are full-time staff; there are no part-time employees

Distribution of Male and Female Employees in Supervisory and Non-Supervisory Positions by Plant

Unit: Number of People/ Percentage (%)		Taipei		Longtan		Zhubei		Bade		Philippines		Total	Company-wide Percentage
		Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage		
Supervisor	Male	35	61.40%	40	50.00%	56	58.33%	56	55.45%	51	39.53%	238	51.40%
	Female	22	38.60%	40	50.00%	40	41.67%	45	44.55%	78	60.47%	225	48.60%
Non-supervisor	Male	161	51.60%	178	38.03%	262	31.49%	138	39.77%	336	37.00%	1,075	37.50%
	Female	151	48.40%	290	61.97%	570	68.51%	209	60.23%	572	63.00%	1,792	62.50%
Total		369		548		928		448		1,037		3,330	

Note: Supervisory positions refer to roles responsible for overseeing the operations of their respective organizational levels and supervising their subordinate members; all management positions across organizational levels are included.

2025 Tong Hsing Employee and Non-Employee Statistics

Unit: Number of Employees	Taipei			Longtan			Zhubei			Bade			Philippines			Total in 2024	Total in 2025
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Permanent Employees	196	173	369	218	330	548	318	610	928	194	254	448	335	611	946	3,246	3,239
Temporary Employees	0	0	0	0	0	0	0	0	0	0	0	0	52	39	91	203	91
Total	196	173	369	218	330	548	318	610	928	194	254	448	387	650	1,037	3,449	3,330
Non-employee	7	14	21	8	15	23	9	11	20	9	19	28	19	24	43	159	135
Total	203	187	390	226	345	571	327	621	948	203	273	476	406	674	1,080	3,608	3,465

Note: Non-employee workers include those without labor contracts, such as security personnel, cleaning staff, and catering staff.

Tong Hsing Employee Nationality Statistics by Plant

Year	Nationality	Taipei	Longtan	Zhubei	Bade	Philippines	Total
2024	Local	359	383	560	393	1,124	2,819
	Foreign	80	101	343	103	3	630
	Subtotal	439	484	903	496	1,127	3,449
	Percentage of Foreign Nationals	18.22%	20.87%	37.98%	20.77%	0.27%	18.27%
2025	Local	317	388	564	366	1,034	2,669
	Foreign	52	160	364	82	3	661
	Subtotal	369	548	928	448	1,037	3,330
	Percentage of Foreign Nationals	14.09%	29.20%	39.22%	18.30%	0.29%	19.85%

Number of Employees with Disabilities at Taiwan Plants

2025	Taipei	Longtan	Zhubei	Bade	Percentage of Employees with Disabilities by Region
Employees with Disabilities	Number	Number	Number	Number	
Male	1	4	1	3	0.69%
Female	2	0	2	2	0.30%
Total	3	4	3	5	0.45%

Note: There are no regulatory requirements for the employment ratio of persons with disabilities in the Philippines.

New Hires and Employee Turnover GRI 401-1

In 2025, Tong Hsing recruited a total of 354 new employees in Taiwan and 226 in the Philippines, reflecting the Company's ongoing operational expansion and proactive talent acquisition to support workforce needs across its plants and departments. In the same year, a total of 378 employees resigned in Taiwan, while 277 employees resigned in the Philippines. Overall, Tong Hsing's employee turnover rate remained relatively stable from 2024 to 2025, increasing slightly from 19.14% to 19.67%. In addition, there was no significant difference in turnover rates between genders, indicating a healthy overall level of employee turnover. In response to workforce turnover, Tong Hsing continuously reviews and optimizes its human resources strategies, focusing on enhancing employee retention, strengthening internal career development opportunities, and improving the quality of the work environment. The Company has implemented several key initiatives, including offering market-competitive remuneration and benefits, establishing career development programs, implementing rotation and training systems, and enhancing communication and trust with employees through employee care mechanisms and feedback platforms. The Company also conducts regular exit interviews and turnover analyses to understand the reasons for employee departures, serving as a critical basis for adjusting management practices and improving the work environment. In the future, Tong Hsing will continue to strengthen employee retention mechanisms, enhance organizational belonging and career development opportunities, and foster a stable and attractive work environment to support the Company's sustainable operations and long-term growth.

Employee Turnover and New Hires at Taiwan Operational Sites

2025 Taipei, Longtan, Zhubei, Bade Plants							
Category	Group	Number of Males	Percentage of New Male Employees	Number of Females	Percentage of New Female Employees	Total	New Hire and Turnover Rates in Taiwan
Age of New Hires	Under 30	34	27%	142	62%	176	15.44%
	31 to 50	86	69%	88	38%	174	
	51 and above	4	3%	0	0%	4	
	Subtotal	124	35%	230	65%	354	
Age of Departing Employees	Under 30	31	18%	68	33%	99	16.48%
	31 to 50	132	77%	136	66%	268	
	51 and above	8	5%	3	1%	11	
	Subtotal	171	45%	207	55%	378	

Employee Turnover and New Hires at the Philippines Plant

2025 Philippines Plant							
Category	Group	Number of Males	Percentage of New Male Employees	Number of Females	Percentage of New Female Employees	Total	New Hire and Turnover Rates in Philippines
Age of New Hires	Under 30	116	87%	73	78%	189	21.78%
	31 to 50	17	13%	20	22%	37	
	51 and above	0	0%	0	0%	0	
	Subtotal	133	59%	93	41%	226	
Age of Departing Employees	Under 30	99	80%	99	64%	198	26.71%
	31 to 50	22	18%	50	32%	72	
	51 and above	2	2%	5	3%	7	

2025 Tong Hsing Overall Employee New Hires and Turnover Statistics

Category	Group	Number of Males	Percentage of New Male Employees	Number of Females	Percentage of New Female Employees	Total	New Hires/Turnover Rate
Age of New Hires	Under 30	150	58%	215	67%	365	17.42%
	31 to 50	103	40%	108	33%	211	
	51 and above	4	2%	0	0%	4	
	Subtotal	257	44%	323	56%	580	
Age of Departing Employees	Under 30	130	44%	167	46%	297	19.67%
	31 to 50	154	52%	186	52%	340	
	51 and above	10	3%	8	2%	18	
	Subtotal	294	45%	361	55%	655	

Tong Hsing Employee Turnover in 2024–2025

Year	Group	Number of Males	Percentage of Total Male Employees	Number of Females	Percentage of Total Female Employees	Total	Turnover Rate
2024	Under 30	148	10.81%	148	7.12%	296	19.14%
	31 to 50	169	12.34%	171	8.22%	340	
	51 and above	15	1.10%	9	0.43%	24	
	Subtotal	332	24.25%	328	15.77%	660	
2025	Under 30	130	9.90%	167	8.28%	297	19.67%
	31 to 50	154	11.73%	186	9.22%	340	
	51 and above	10	0.76%	8	0.40%	18	
	Subtotal	294	22.39%	361	17.90%	655	



II. Talent Recruitment and Development

Material Topics

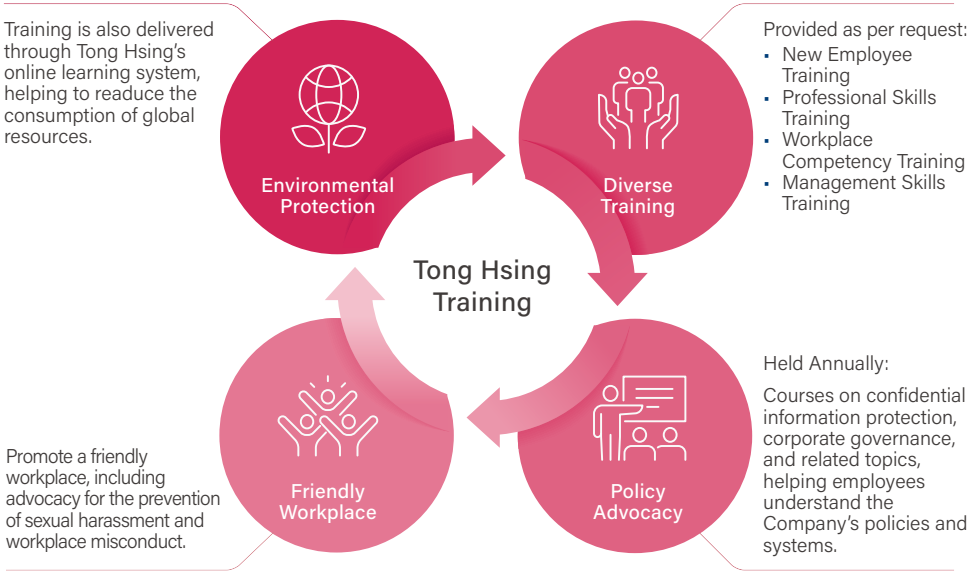
Tong Hsing conducts recruitment based on business needs, upholding principles of fairness and respect, and provides equal employment opportunities regardless of nationality, race, religion, gender, or other backgrounds, ensuring that the recruitment and appointment processes are impartial and objective. To attract and retain top talent, the Company has established comprehensive talent development and care mechanisms, including competitive remuneration and benefits, professional and managerial training programs, and diverse employee support initiatives. These measures assist employees in pursuing career development aligned with their skills and strengths, realizing a sustainable human resources strategy that ensures the right talent is placed in the right role.

Talent Development GRI 404-1

Tong Hsing upholds the philosophy that "employee growth drives company progress" and, based on annual business objectives, regulatory requirements, and competency needs, designs a diversified training system to help employees strengthen their professional skills and managerial capabilities. Each year, the Company develops a comprehensive training plan covering general training, professional skills, managerial competencies, and quality management. In addition, the program includes four key areas—environmental protection, diversity training, policy awareness, and a friendly workplace—aimed at enhancing employees' sustainability awareness. Training is delivered through various methods to facilitate employee learning, including online courses, presentation skills workshops, and on-the-job English training, providing employees with comprehensive development opportunities.

In addition, Tong Hsing provides employees with general competency and workplace skills courses to support the development of diverse capabilities. Courses offered include Problem Analysis and Solving Workshop, Excel MOS Certification, Presentation Design Skills, Effective Upward and Downward Communication, Performance Management, and Data Visualization, all aimed at enhancing employees' language proficiency, interpersonal communication, and work efficiency. In 2025, the total number of internal training hours reached 141,743. In addition to internal instructors, the Company actively engaged external professional resources and lecturers, encouraging employees to continuously improve through diverse learning channels and fostering a talent development environment that keeps pace with the times.

- Annual training needs assessment and training plan development
- Each year in Q3, HR consolidates training needs from each department through interviews and surveys, and subsequently develops the annual training plan.
- Formulate and submit the annual training plan along with the budget control sheet.
- Review the training implementation status and records of each department on a quarterly basis.
- Manage and track abnormal cases in training implementation.
- Review each course design to ensure completeness in terms of instructor, teaching materials, training hours, location, employee attendance, assessments, and feedback surveys
- Integration of learning outcomes and career development
- Training records are incorporated into the HR system and used as a reference for promotion, salary adjustment, job rotation, and performance evaluation.



(Unit: hours)

Course	Content Description	Training Hours		Total
		Male	Female	
General Training	Including onboard training and dedicated mentors for new employees	4,980	8,735	13,715
Professional Skills Training	Professional competency training for each role: beginner, intermediate, and advanced training, as well as joint training on forward-looking knowledge	20,696	61,777	82,473
Quality-related Training	Hazardous substance process management, restricted substance management, QC methods, 8D reporting, and related topics	6,271	25,286	31,557
Management Skills Training	Workplace skills training (including language proficiency, work efficiency, and interpersonal communication); training for junior supervisors, mid-to-senior-level managers, and common managerial skills	151	156	307
Compliance Training	Various compliance training: business ethics, prohibition of insider trading, prevention of workplace misconduct, and information security awareness	2,207	3,046	5,253
Occupational Health and Safety Training	On-the-job training, general hazard awareness, safety briefings, and regulatory or certification training	3,950	4,488	8,438
Total		38,255	103,488	141,743
Average		29	51	42.6

Note: Average hours = total hours ÷ number of full-time employees (1,313 male, 2,017 female, totaling 3,330).

Employee Career Development Planning GRI 404-2

Tong Hsing values long-term talent development and has established a comprehensive dual-track career system to enhance employees' employment and career development resilience. The system is divided into two main tracks—professional technical and managerial—helping employees choose the most suitable development path based on their interests and strengths. The Company has clearly defined career advancement structures based on job design, including levels such as engineer/manager, project technical supervisor, and executive management supervisor, providing employees with continuous opportunities for progression in professional, technical, and managerial fields. This system encourages employees to explore their potential and enhance their capabilities, enabling them to realize personal value through diverse development paths while strengthening the organization's overall competitiveness.

In talent development, Tong Hsing has established four major training systems, covering onboarding training, on-the-job and professional training, managerial competency training, and a learning and development platform, with course designs tailored to different job levels and functions. For example, management personnel are provided with training programs ranging from junior to senior-level supervisors to help build foundational management and leadership skills, while professional and technical staff strengthen their competencies through continuous education and external professional resources. Through these training mechanisms, the Company strives to provide employees with diverse and flexible learning channels, achieving the goal of mutual growth for both talent and the organization.



Employee Satisfaction

To understand employee satisfaction with the Company's policies, environment, and management—and to serve as a basis for enhancing employee well-being, fostering a positive corporate culture, and supporting organizational development—the Company has established an employee satisfaction survey system, conducting regular surveys, analyses, and improvements.

Survey Principles

- **Survey Frequency:** Conducted once annually.
- **Survey Subjects:** All employees (including those at Taiwan and overseas plants).
- **Response Method:** Conducted anonymously, through paper or electronic questionnaires.
- **Data Confidentiality:** All information is used solely for statistical analysis and is securely managed by the HR and Sustainable Development Division.
- **Response Mechanism:** Propose improvement plans based on the survey results and disclose and provide feedback internally.

Time	Work Item
Every September	Questionnaire design and review of survey items for validation
Every October	Announce, distribute, and collect the questionnaires
Every November	Analyze results and prepare the report
Every December	Submit the report and propose improvement plans
Q1 of the following year	Track and review the implementation progress of improvement measures

Survey Dimension

Main Aspect	Sub-aspect	Questionnaire Design
Job Content	Responsibilities and roles, utilization of abilities, sense of work achievement	Understanding of personal responsibilities, sense of accomplishment, and satisfaction with work-life balance
Work Group	Interactions within and across departments	Satisfaction with interactions with supervisors, team members, and employees across departments
Company Culture and Management	Company culture, respect and fairness, and communication	Satisfaction with the Company's cultural values, fair treatment, communication and listening, and future development prospects
Remuneration and Benefits	Balance between effort and compensation, and the bonus and benefits system	Satisfaction with compensation, bonuses, and other employee benefits
Training and Development	Training and career development support	Satisfaction with the Company's training resources and methods
Work Environment and System	Work processes, environment, and safety	Satisfaction with work process management, workplace design, and safety measures
Employee Engagement	Employee recognition and tenure with the Company	Pride in being a Tong Hsing employee and recognition of long-term tenure
Overall Satisfaction	Comprehensive evaluation	Overall job satisfaction and suggestions

2025 Employee Satisfaction Survey

- Coverage: Total employees 3,352; questionnaires completed by 1,487 employees, yielding a response rate of 44.36%.
- Sample Analysis

Gender	Male	Female	Not Disclosed	Total
Percentage	561	838	88	1,487

Plant	Taipei Plant	Bade Plant	Longtan Plant	Zhubei Plant	Philippines Plant	Total
Number	205	305	282	352	343	1,487
Percentage	54.7%	62.9%	55.0%	37.6%	32.8%	100%

Seniority	Y<1	1	3	5	Y>10	Total
Number	200	308	230	403	346	1,487
Percentage	13.4%	20.7%	15.5%	27.1%	23.3%	100%

Question	Positive	Neutral	Negative
Satisfied with the Work Itself	80.2%	13.4%	6.4%
Satisfied with Work Teams	84.3%	11.2%	4.4%
Satisfied with Company Culture and Management	69.8%	19.4%	10.8%
Satisfied with Remuneration and Benefits	65.4%	23.3%	11.4%
Satisfied with Training and Development	73.4%	19.5%	7.1%
Satisfied with Work Environment and System	74.6%	17.4%	7.9%
Employee Engagement	78.6%	16.6%	4.8%



Improvement in Employee Satisfaction

Issue Area	Description		Implementation Status and Improvement Plan/Timeline
Operational Planning	Bade Plant Relocation Planning	Employees expressed a desire for an information session on the plant relocation to be held as soon as possible to reduce unnecessary speculation.	The Company has coordinated with the relevant business unit on the planning process and expects to hold an information session in Q2.
Compensation and Benefits	Continued Improvement of Compensation and Benefits	1) Employees expect more meaningful increases in salaries, bonuses, and profit-sharing. 2) Greater transparency is expected regarding the timing of annual salary adjustments and bonus payments. 3) The leave policies applicable to typhoon days and election days should be reviewed and reconsidered.	Improvements are expected to be reviewed and implemented in Q2-Q3 according to the respective schedules.
System Optimization	Optimization of Individual Attendance and Leave Information Inquiry	Employees expressed a desire for continued optimization of the attendance and leave inquiry system, enabling dynamic and real-time access to relevant information.	The first phase was completed in 2025, and the second phase is scheduled for completion in Q3 2026.
Workplace Environment	Workplace Environment Issues at the Zhubei Plant	1) In the fifth-floor office area of the plant building, some of the light-gauge steel ceiling framing has shown signs of mold growth, which may cause allergic reactions among employees. 2) Employees suggested reviewing the current spatial arrangement, as the smoking area is located adjacent to the ATM.	1) Improvements and updates to the office area have been completed. 2) The smoking area was completed in Q1.



Employee Performance Evaluation GRI 404-3

To motivate employees to develop their potential and enhance overall organizational effectiveness, the Company has established a comprehensive performance evaluation system as an important basis for human resource development and the compensation and reward mechanism. Performance evaluations are conducted annually, with different assessment items designed based on job nature and job level for all employees. The content covers achievement of work objectives, professional competencies, teamwork, problem-solving ability, innovative contributions, and work attitude, while certain managerial positions also include departmental performance and leadership capability indicators.

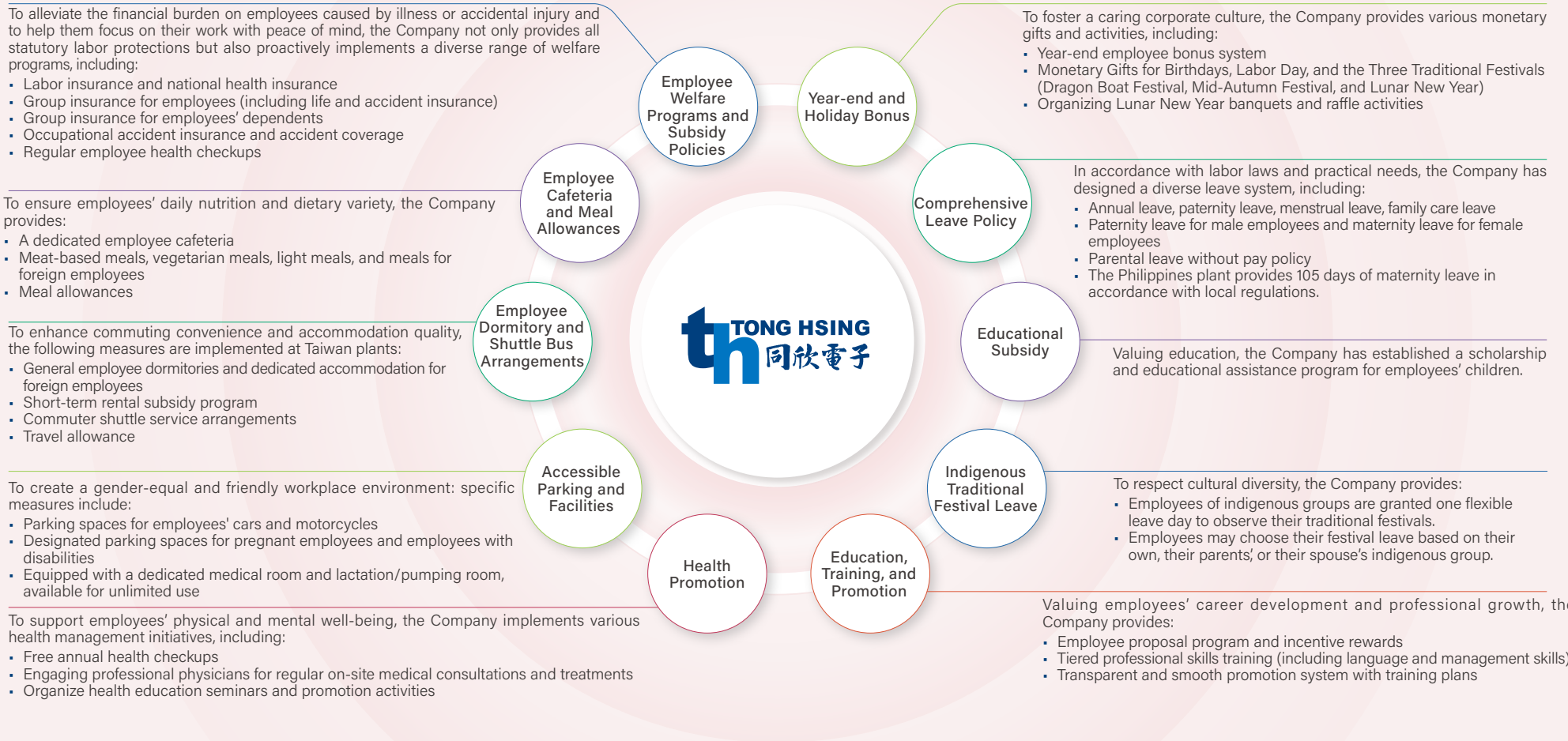
In 2025, the performance evaluation coverage rate was 100% at the Taiwan headquarters and all plants, as well as at the Philippines plant.

2025 Employee Performance Evaluation and Career Development Review Statistics

	Taipei, Longtan, Zhubei, Bade				Philippines			
Performance Evaluation	Number of Employees for the 2025 Performance Evaluation		Number of Individuals Undergoing Career Development Review		Number of Employees for the 2025 Performance Evaluation		Number of Individuals Undergoing Career Development Review	
Gender	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Male	928	40%	699	67%	384	37%	111	58%
Female	1,368	60%	337	33%	649	63%	81	42%
Total	2,296	100%	1,036	100%	1,033	100%	192	100%
Job Grade	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Management Position	337	15%	253	24%	125	12%	72	38%
Non-management Position	1,959	85%	783	76%	908	88%	120	63%
Total	2,296	100%	1,036	100%	1,033	100%	192	100%

III. Employee Benefits GRI 401-2

The Company values employee rights and well-being, providing a work environment that promotes a healthy work-life balance and reasonable benefits. Its offerings include a comprehensive welfare system and a friendly workplace, as well as comfortable accommodation and transportation, gender-friendly facilities, occupational health promotion, and opportunities for clubs and group activities. These measures support the physical and mental health of all employees. In addition, through a complete education and training system, we facilitate career development, enabling employees to gain a sense of achievement from their work. The following are the welfare measures provided to all full-time employees of Tong Hsing:



Remuneration System GRI 2-19, 2-20

The Company establishes and implements reasonable employee welfare measures, including remuneration, leave, and other benefits. In doing so, it takes into account external market remuneration levels and overall economic conditions, while ensuring that the Company's annual operational performance or results are appropriately reflected in employee remuneration.

Remuneration includes salary, meal allowances, quarterly bonuses, year-end bonuses, and profit-sharing.

The Company also refers to industry benchmarks when adjusting the "Salary Standards for New Employees" and the "Employee Performance Evaluation Policy". Each year, the Company's operational performance is appropriately reflected in the employee remuneration and reward system. Based on employee feedback and external market competition, the Company correspondingly adjusts its remuneration system to address employee input and meet organizational needs. In addition, a higher quality workplace environment is provided to enhance employee welfare.

Parental Leave Without Pay GRI 401-3

Tong Hsing is committed to providing a safe, friendly, and growth-oriented work environment to attract and retain talented employees, creating a career platform where employees can develop with peace of mind. In supporting employees during their child-rearing stage, the Company actively complies with the relevant provisions of the Gender Equality in Employment Act, providing a comprehensive parental leave system. It also establishes mechanisms to support employees' return to work, including flexible departmental arrangements, return-to-work assistance, and job transition plans, helping employees smoothly resume their positions after child-rearing leave. The Company will continue to strengthen child-friendly measures, promote gender equality and diversity and inclusion, and foster a workplace culture where employees are willing to commit long-term and grow together.

Statistics on Parental Leave and Career Breaks for the Past Three Years

Year	2023		2024		2025	
Gender	Female	Male	Female	Male	Female	Male
Number of Individuals Eligible for Parental Leave (A)	120	95	57	71	74	76
Number of Applications for Parental Leave (B)	27	3	31	5	24	5
Scheduled Number of Reinstatements for the Year (C)	14	2	23	4	13	5
Actual Number of Employees Returning to Work (D)	10	2	15	3	12	4
Number of Employees Still Employed 12 Months After Reinstatement (E)	9	2	15	3	12	3
Parental Leave Application Rate (B)/(A)	22.5%	3.2%	54.4%	7.0%	32.4%	6.6%
Reinstatement Rate After Parental Leave (D)/(C)	71.4%	100%	65.2%	75.0%	92.3%	80%
Retention Rate on the Anniversary of Reinstatement (E)/(D)	90.0%	100%	100%	100%	100%	75%

Note: The statistics cover employees at the Taiwan plants who applied for maternity or paternity leave between January 1, 2023, and December 31, 2025, and who were still employed as of December 31, 2025. Not applicable to the Philippines plant.

Retirement System GRI 201-3

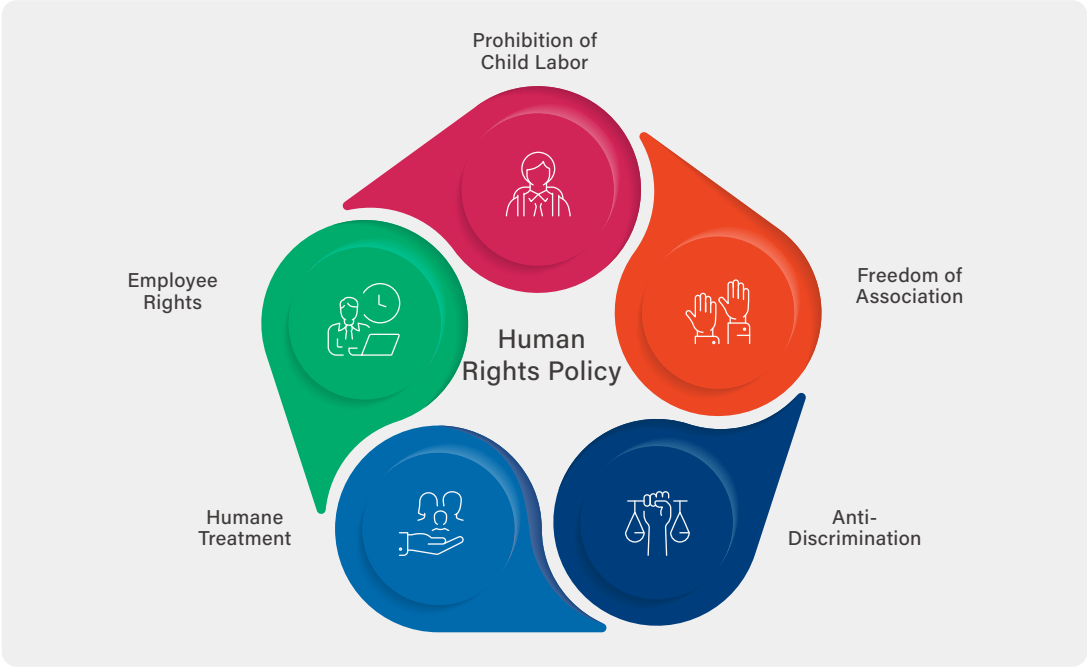
To ensure employees' secure working conditions, Tong Hsing implements specific measures in accordance with legal requirements, including annually allocating retirement reserves in accordance with the Labor Standards Act. Retirement reserves are calculated by professional actuaries to ensure that vested benefits are fully funded. Retirement benefits are calculated based on the employee's years of service and the average salary of the six months preceding retirement.

As of the end of 2025, the fair value of the plan assets was NT$263,536 thousand. The estimated amounts required to be contributed in the future in accordance with the law have been recognized as accrued retirement liabilities, with a balance of NT$257,623 thousand as of the end of 2025.

In addition, in accordance with the Labor Pension Act, 6% of employees' monthly salaries is contributed to individual pension accounts under the new pension scheme with the Bureau of Labor Insurance. The retirement pension expense contributed in 2025 amounted to NT$83,988 thousand.

Note: The labor pension data are sourced from the consolidated financial statements and include the Philippines plant. In addition to compliance with the aforementioned retirement laws, the Company presents commemorative retirement plaques to recognize employees' contributions, serving both as a memento and a token of the Company's appreciation for retiring employees.

IV. Human Rights Policy GRI 2-23, 2-24

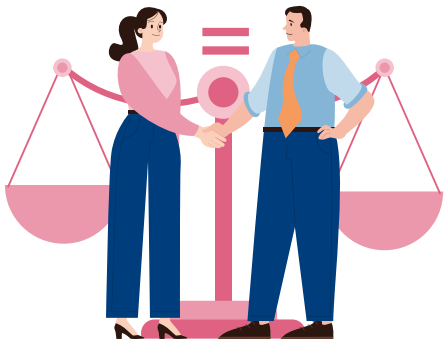


As global attention to human rights issues continues to grow, companies bear an important responsibility to uphold human rights in their operations. Tong Hsing upholds the core value of respecting fundamental human rights and, by referring to internationally recognized human rights standards such as the Universal Declaration of Human Rights, the UN Global Compact, and the International Labour Organization Conventions, establishes internal systems and management policies to ensure that all employees are treated fairly, with dignity and protection in the workplace.

The Company not only fully complies with Taiwan labor laws, including the Labor Standards Act, but also promotes human rights protection through institutionalized management. In accordance with the Responsible Business Alliance (RBA) Code of Conduct, the Company establishes work regulations and submits them for approval in accordance with applicable laws, implements anti-sexual harassment and anti-corruption policies, provides channels for complaints and reporting, and incorporates personal data protection and anti-retaliation mechanisms. To ensure employees can freely express opinions and raise concerns, each plant has established complaint mailboxes and publicly posted hotline contact information, ensuring a transparent and effectively implemented grievance mechanism.

Supplier Human Rights Management

Tong Hsing not only fully protects the fundamental rights of its employees but also requires its business partners (such as manpower agencies) to comply with the same standards, ensuring consistent labor conditions and human rights protection. Regarding labor rights, Tong Hsing respects employees' freedom to choose their occupation and to associate, strictly prohibit the use of child labor and forced labor, and places importance on the health and work rights of female employees. It upholds non-discrimination principles and ensures that all wages, benefits, and working hours comply with local labor laws. Tong Hsing also places special emphasis on humane treatment in the workplace, prohibiting any form of violence, harassment, or inappropriate conduct. In terms of occupational health and safety, the Company provides a safe working environment and implements risk assessments and protective measures, covering emergency response plans, machinery safety, workplace hygiene, and the quality of dining and accommodation facilities, thereby reducing occupational injury and health risks. From an environmental perspective, Tong Hsing is committed to minimizing impacts on society and natural resources, ensuring proper treatment of wastewater, exhaust emissions, solid waste, and hazardous substances, while strictly complying with relevant environmental regulations and implementing pollution prevention and resource conservation measures. In terms of business ethics, Tong Hsing adheres to integrity in operations, rejects any form of undue benefit or corruption, and safeguards intellectual property rights and customer information security. The Company has established anonymous reporting channels and anti-retaliation mechanisms to protect the rights of whistleblowers. In addition, Tong Hsing has established an internal management system covering labor, health and safety, environmental, and ethical issues. This system includes compliance with legal and customer requirements, risk identification and management, performance target setting, employee training, and communication mechanisms. Through continuous improvement processes, it ensures effective implementation of policies and responds to the expectations of stakeholders. For Tong Hsing's comprehensive human rights policies and commitments for suppliers, please refer to the "ESG > Supply Chain Management" section of the Company's official website.



Open Channels for Labor-Management Communication GRI 402-1

Tong Hsing values open communication and mutual trust between labor and management, regarding them as the foundation for building a harmonious workplace and strengthening organizational cohesion. Tong Hsing is committed to establishing smooth and effective labor-management communication mechanisms to ensure that employees' voices are heard and taken into account in management decisions. In accordance with regulations, Tong Hsing holds quarterly labor-management meetings where representatives of employees and management jointly discuss important topics such as remuneration and benefits, working conditions, and the workplace environment, thereby fostering mutual understanding and trust. At the same time, through multiple channels such as employee suggestion boxes, regular monthly meetings, and employee satisfaction surveys, Tong Hsing encourages employees to freely express their suggestions and needs. A grievance response and tracking mechanism is also in place to ensure that all matters are handled with transparency and accountability.

Topics of Concern	Communication Channels or Methods	Frequency	Response Methods
Labor Relations	Labor-Management Meetings	Regular	1. Labor-management meetings are held quarterly, with four meetings held in 2025. 2. Benefits: Gifts for the three major holidays, employee trips, club subsidies, health promotion activities, and on-site banking services. 3. Training and Development: Internal and external training programs. 4. Employee health checkups and on-site medical and healthcare services. 5. Employee Feedback: Suggestion boxes/ monthly meetings, labor-management meetings, employee satisfaction surveys, etc.
Compensation and Benefits	Employee Welfare Committee	Regular	
Training and Development	Intranet and Training Courses	Ad hoc	
Occupational Health and Safety	Ad Hoc Communication Meetings/Advocacy Meetings	Ad hoc	
Employee Feedback/Policy Communication	Employee Suggestion Box/Monthly Meetings	Ad hoc	
Employee Relations	Health Center/Employee Cafeteria/Lounge	Ad hoc	

【Notice Period for Termination of Employment】

Pursuant to Paragraph 1, Article 16 of the Labor Standards Act, employees must be notified in advance of the termination date of their employment contracts. The required notice period is based on the employee's length of service, as follows:

- Employees who have worked continuously for three months or more but less than one year must be notified at least 10 days in advance.
- Employees who have worked for one year or more but less than three years must be notified at least 20 days in advance.
- Employees who have worked for three years or more must be notified at least 30 days in advance.

The Company provides advance notice in accordance with Article 16 of the Labor Standards Act. If the required notice period is not fully provided, the Company calculates and pays wages in lieu of the missing notice period based on the number of days short, to compensate employees for the corresponding number of days of wages..



V. Occupational Health and Safety

Tong Hsing is committed to creating a safe and healthy work environment. The Company has established dedicated units to conduct regular risk identification and hazard assessments and has developed operating procedures and response measures for high-risk operations. Occupational safety and health committee meetings are also held regularly to oversee the implementation of safety policies and track improvement progress, thereby promoting employee participation and strengthening the overall workplace safety culture. To effectively prevent the recurrence of occupational accidents, the Company has also established an occupational injury reporting and improvement mechanism to ensure the timely handling of abnormal incidents. In addition, to cultivate comprehensive occupational safety and health awareness, all employees receive tiered health and safety training, including the use of protective equipment, first aid, and emergency response drills, strengthening both safety awareness and practical skills.

In line with Tong Hsing's commitment to sustainable development, the Company has established an EHS policy, aiming to create a friendly workplace, safeguard employees' health and safety, and actively promote pollution prevention and risk control. Adhering to the four principles of valuing employee rights, safeguarding health and safety, strengthening environmental awareness, and implementing risk management, the Company has obtained ISO 45001 Occupational Health and Safety Management System certification and continues to enhance occupational safety performance and institutionalized management standards. At the same time, in 2024, the Company was awarded the Excellence Award in the "Corporate Sustainability Report Disclosure of Occupational Health and Safety Performance" assessment, demonstrating external recognition of Tong Hsing's transparency in occupational health and safety information disclosure, management practices, and operational measures.

Occupational Safety and Health Management System GRI 403-1, 403-8

Since 2006, Tong Hsing has obtained OHSAS 18001 Occupational Health and Safety Management System certification, and in 2020 completed the upgrade and transition to the ISO 45001 international standard. Through institutionalized management, the Company ensures that all employees enjoy safe working conditions, health protection, and equal treatment, reflecting its long-term commitment to workplace safety and employee well-being.

To achieve the Company's occupational safety objectives, Tong Hsing conducts regular health checkups, operational environment monitoring, and water quality testing to ensure employee health and operational safety. In accordance with regulations, it also implements occupational safety training and emergency response drills to enhance all employees' safety awareness and response capabilities. At the same time, through inspections, internal audits, and the operation of the Occupational Safety and Health Committee, on-site management and risk prevention are strengthened. In response to employee needs, the Company also implements health protection and ergonomics prevention programs to reduce potential hazards at the source. Through comprehensive management and prevention mechanisms, Tong Hsing continues to enhance workplace safety resilience, realizing people-oriented care and sustainable operation goals.

Tong Hsing's Short- to Mid-Term Occupational Health and Safety Goals

Item (Calculation Method)	2025 Target Achievement	Short-term Goals: 2024-2026	Mid-term Indicators: 2027-2030
Compliance rate of legally required OH&S personnel certifications (%) (Number of personnel with completed legally required OH&S certifications / Total number of personnel required to hold certifications) × 100%	100%	100%	100%
Internal and external audit findings improvement rate (%) (Number of corrected internal and external audit findings / Total number of internal and external audit findings requiring correction) × 100%	100%	100%	100%
Frequency-Severity Indicator (FSI) (((FR*SR)(1000))^0.5)	0.13	≦0.1	≦0.1
Number of major occupational accidents in the plant (Total number of major occupational accidents that occurred in the plant)	0	0	0

Overview of Occupational Safety Management at Tong Hsing Taiwan Plants

Item	Description
Drinking Water Testing	To maintain the hygiene and health quality of employees' drinking water, Escherichia coli in water dispensers is sampled and tested every three months in accordance with the "Regulations on the Use and Maintenance of Continuous Drinking Water Supply Equipment."
Workplace Environmental Monitoring	In accordance with the Regulations for Workplace Environmental Monitoring, measurements of carbon dioxide, noise, and chemical substances in the workplace are conducted semiannually. For machines, equipment, operations, or environments where chemicals are used or stored, samples are collected and analyzed to determine chemical substance concentrations in the environment, aiming to protect employees from physical and chemical hazards.
Health Examination	General health checkups every two years and special health examinations for employees engaged in special operations every year.
Environmental Protection and Occupational Safety Training	In accordance with the Occupational Safety and Health Education and Training Rules, the Company provides the following training programs to safeguard employee safety and health: 1. New Employee Occupational Safety Training: Establishes employees' awareness of occupational health and safety. 2. Supervisor OH&S Training: Establishes supervisors' awareness of Occupational Health and Safety. 3. New Employee Hazard Awareness Training: Builds employees' awareness of chemical hazards and proper use of personal protective equipment. 4. Refresher training for in-service employees on occupational safety, fire safety, firefighting, and evacuation. 5. Conduct quarterly emergency response drills at each plant. 6. Conduct traffic safety and driving workshops on an irregular basis.
Inspections, Safety Audits, and Internal Audits	1. Environmental, health, and safety inspections and audits. 2. Conduct regular automatic inspections. 3. Convene regular occupational safety and health committee meetings. 4. The Occupational Safety and Health Management System undergoes internal and external audits annually.
Six Major Protection Plans	1. Promote programs to prevent human-factor hazards. 2. Promote programs to prevent illnesses caused by abnormal workloads. 3. Promote programs to prevent employees from being subjected to unlawful acts during work. 4. Promote programs to protect maternal health in the workplace. 5. Promote programs to ensure suitable work arrangements for middle-aged and older employees. 6. Respiratory Protection Program.

Scope of the Occupational Health and Safety Management System

Taipei, Longtan, Zhubei, Bade Plants

Scope

Employees and Non-Employees (including security personnel, cleaning staff, catering staff, and contractors)

ISO 45001 Occupational Health and Safety Management System Certification

(Valid Until: December 30, 2027)


Bureau Veritas Certification

TONG HSING ELECTRONIC INDUSTRIES, LTD.
NO.88, LN. 1125, HEPING RD., BADE DIST., TAOYUAN CITY 334, TAIWAN.

This is a multi-site certificate, additional site(s) are listed on the next page(s)
Bureau Veritas Certification Holding SAS - UK Branch certifies that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the management system standards detailed below

ISO 45001:2018
Scope of certification

1.DESIGN AND MANUFACTURING OF INTEGRATED CIRCUIT, MODULE PACKAGING , CHIP PACKAGING AND PROBING.
2.MANUFACTURE OF METALLIZED CERAMIC SUBSTRATES, MODULE ASSEMBLY & PROBING, SEMICONDUCTOR PACKAGING & PROBING, RECONSTRUCTION WAFER, WAFER INSPECTION & PROBING, DIE PROCESS SERVICE

Original cycle start date by another certification body: 23-07-2024
Expiry date of previous cycle: 21-12-2024
Certification / Recertification Audit date: 20-11-2024
Certification / Recertification cycle start date: 31-12-2024
Subject to the continued satisfactory operation of the organisation's Management System, this certificate expires on: 30-12-2027

Certificate No.: TW007746 Version: 2 Issue date: 27-11-2025

Signed on behalf of BVCH SAS UK Branch
Certification Body Address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom
Local Office Address: 3F-B, No. 16, Nanjing E. Rd., Sec. 4, Songshan Dist., Taipei 105, Taiwan

Further clarifications regarding the scope and validity of this certificate, and the applicability of the management system requirements, please call: +886 2 2570 7655

CER CERTIF ALL TPL 002 Rev 4.3 1/2 4 Nov 2024

Philippines Plant

Scope

Employees and Non-Employees (including security personnel, cleaning staff, catering staff, and contractors)

ISO 45001 Occupational Health and Safety Management System Certification

(Valid Until: February 26, 2027)


bsi.

Certificate of Registration

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM - ISO 45001:2018

This is to certify that:
TONG HSING ELECTRONICS PHILS. INC.
103 Prosperity Ave
Carmelray International Business Park
Canlubang Calamba City, Laguna
Philippines

Holds Certificate Number: **OHS 580076**

and operates an Occupational Health and Safety Management System which complies with the requirements of ISO 45001:2018 for the following scope:

Manufacture of Multi-Chip Modules, RF and Power Modules, Thick-Film Hybrid IC, PCB Assembly with SMT, COB and Test, Print and Fire (Thick Film), Image Products, MEMS Packaging, Chip Scale Package, LGA, BGA, Metalized Ceramic Substrates (Direct Plating Copper/Thin Film), Reconstructed Wafer and High Reliability Products

[Previously certified to BS OHSAS 18001:2007 since 2012-02-2012]

For and on behalf of BSI:
Michael Lam - Managing Director Assurance, APAC

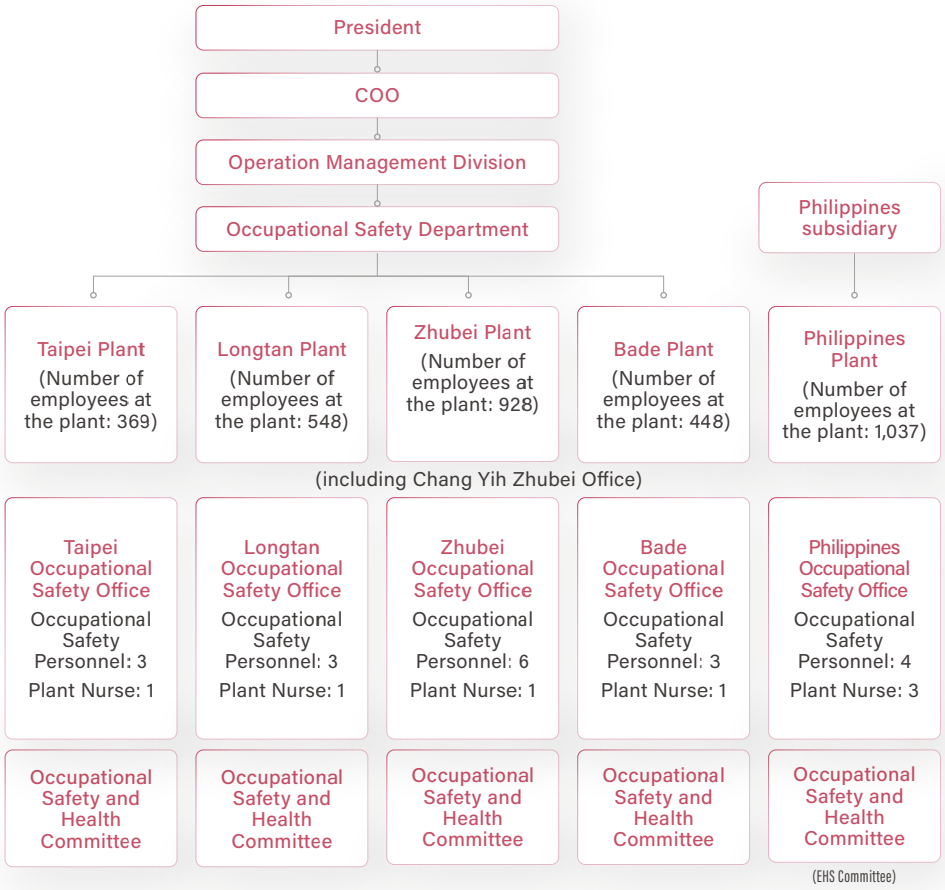
Original Registration Date: 2021-02-11 Effective Date: 2024-02-27
Latest Revision Date: 2024-01-01 Expiry Date: 2027-02-26
Page: 1 of 1

...making excellence a habit.

Occupational Safety and Health Committee

To ensure employee health and safety, Tong Hsing has dedicated occupational safety departments and Occupational Safety and Health Committees at each plant, with specialized teams responsible for implementing OH&S–related tasks. The occupational safety team consists of occupational safety personnel and plant medical staff. Occupational safety personnel manage workplace safety and health in accordance with occupational safety and health regulations and the management system, while plant medical staff provide health service management and nursing care and provide medical assistance.

Organizational Structure of Tong Hsing Occupational Safety and Health Committee



Goals and Evaluation Mechanism

To ensure a safe working environment and operational safety across all plants, Tong Hsing fully adheres to the occupational health and safety management system, continuously monitoring occupational accidents, injuries, occupational safety risks, and workplace environment indicators. The Frequency-Severity Indicator (FSI) is used as the primary performance management metric, with annual targets set for control and tracking, serving as the basis for improving occupational safety performance.

Through occupational hazard identification and risk assessment and classification, the Company regularly conducts internal self-management and external audits to identify potential risks and management gaps. Based on the findings, specific improvement measures and implementation plans are proposed to continuously optimize management processes, reduce the incidence of occupational accidents, and enhance overall operational safety and process protection capabilities. Through a systematic, professional, and goal-oriented occupational health and safety operation mechanism, Tong Hsing continuously strengthens workplace risk control and employee health and safety protection, steadily enhancing the effectiveness of occupational health and safety management.

Communication and Grievance Mechanism GRI 403-4

To strengthen occupational health and safety management, Tong Hsing has established comprehensive grievance and communication mechanisms. Within the Company, employees are encouraged to express opinions and report issues through the Occupational Safety and Health Committee, labor-management meetings, employee suggestion boxes, and channels for reporting unlawful acts. Worker representatives participate in these meetings to ensure two-way communication. Externally, the Company proactively addresses stakeholders' concerns regarding occupational health and safety through multiple channels, including audits by regulatory authorities, official correspondence, customer audits and surveys, and the Company website, demonstrating its commitment to safety communication and transparent governance.

Occupational Safety and Health Committee Meeting Information

Plant	Number of Meetings	Number of Committee Members	Number and Percentage of Worker Representatives	
Taipei Plant	4	29	10	34%
Longtan Plant	4	34	15	44%
Zhubei Plant	4	25	9	36%
Bade Plant	4	26	9	35%
Philippines Plant	13	15	8	53%

Note: Period: January 1 to December 31, 2025.

Audit Mechanism

To ensure the effective operation and continuous improvement of the environmental and occupational health and safety management systems, Tong Hsing annually conducts systematic internal audits based on the annual internal audit plan. Audit teams, composed of trained and qualified auditors, are assigned to carry out these internal audits. The scope of the audits covers the implementation of Occupational Health and Safety policies and objectives, employee competence and safety awareness, management of documented information, execution and control of various management programs, emergency response mechanisms, regulatory compliance assessments, and the effectiveness of corrective and preventive actions for nonconformities. This comprehensive review ensures the appropriateness and effectiveness of the management systems.

In addition to internal audits, the Company also undergoes regular external audits conducted by third-party organizations to verify the compliance and effectiveness of the ISO 45001 Occupational Health and Safety Management System. External audits not only reinforce the Company's compliance with regulations and international standards but also provide objective feedback, serving as a reference for internal continuous improvement and system optimization.

2025 Internal Audit Overview by Plant

Plant	Taipei Plant	Longtan Plant	Zhubei Plant	Bade Plant	Philippines Plant
Date	9/5~9/30	9/1~9/19	9/5~9/30	9/1~9/26	2/1, 3/7, 6/13, 8/2, 9/1
Findings	11 findings	8 findings	8 findings	10 findings	9 findings
Improvement Plan	1. Revise procedures and strengthen employee training. 2. Repair or replace equipment and incorporate relevant items into inspection and management plans. 3. Strengthen chemical and hazardous substance management mechanisms. 4. Strengthen management of workplace conditions and protective measures.	1. Update procedures and forms and ensure proper implementation in accordance with established procedures. 2. Ensure that on-site equipment and tools are properly labeled and managed in compliance with regulatory requirements. 3. Post legally required inspection results. 4. Update the verification scope in response to the relocation of the Bade Plant. 5. Strengthen mechanisms for worker representative participation.	1. Update and post required signage and conduct regular inspections. 2. Install additional fire protection equipment and strengthen inspections. 3. Provide training and awareness programs for contractors.	1. Revise procedures and provide employee training. 2. Repair equipment and conduct regular safety self-inspections. 3. Regularly update SDSs and require hazard labels on chemical transfer containers. 4. Increase the frequency of safety inspections of workplace conditions and facility areas.	1. Replace stained ceiling panels. 2. Provide standard signage. 3. Provide additional storage lockers and safety shoes. 4. Conduct employee training.

Occupational Hazard Identification and Risk Assessment GRI 403-2

Tong Hsing continuously implements occupational health and safety risk management. Through regular risk assessments and hazard identification, both routine and non-routine operations are systematically evaluated. Risks are classified according to severity, impact scope, and likelihood of occurrence, and categorized into high, medium, and low risk using a risk matrix. For unacceptable high-risk items, the Company immediately initiates corrective actions and operational controls; for medium-risk items, existing protective measures are reviewed for completeness, and more effective control solutions are considered.

The 2025 risk assessment identified multiple high- and medium-risk items across the Company's facilities. The primary sources of risk were concentrated in areas including fire protection facility optimization, machinery safeguarding, chemical hazard management, contractor access control, and workplace safety, such as floor repairs and slip prevention. Based on the assessment results, Tong Hsing developed and implemented specific occupational health and safety objectives and action plans, with key achievements including:

- **Environmental and Facility Safety:** The Taipei plant completed the installation of carbon dioxide fire extinguishers and repairs to high-risk buildings, and added VOC control equipment. At the Zhubei plant, damaged vehicle lane flooring was resurfaced to address slip-and-fall risks, accompanied by slip prevention awareness initiatives.
- **Chemical and Hazard Management:** At the Philippines plant, a platform and desulfurization system were completed in the first half of 2025 to address chemical hazards. The Bade plant continued implementing safety controls for chemical relocation and permit cancellation.
- **Operational and Contractor Management:** All plants actively optimized contractor safety briefing procedures and systematized work permit application processes. The Company also continued installing anti-idling and liquid-level sensing devices on machinery and equipment.
- **Health Promotion:** The Company continued promoting workplace health certification, foot pain improvement programs, and diverse health awareness activities.

All action plans are currently being implemented according to schedule, with most indicators achieving the targets of "Completed" or "Continuous Improvement." The Company will continue monitoring outstanding items, such as equipment relocation and traffic safety inspections, to ensure that improvement measures are fully implemented and to promote a zero-incident workplace.

2025 Risk Assessment Results for Each Plant

Plant	High- and Medium-Risk Assessment Results			Implementation Results of Occupational Health and Safety Goals		
	Category	Number	Type of Hazard	Item	Improvement Measures	Achieved
Taipei Plant	High risk	4	Fire protection equipment	Installation of carbon dioxide fire extinguishers	Change of environmental protection gas to carbon dioxide fire extinguisher	Completed
			Building repairs	High-risk building repairs	Demolition and repair of high-risk buildings	Completed
			Regulatory requirements	Air pollution control compliance	Add VOC control equipment and update permit documentation	Continuous improvement
			Regulatory requirements	Change in waste storage area	Complete the establishment of the waste storage area and amend the management plan	Continuous improvement
	Medium risk	6	Mechanical equipment	Improvement of mechanical equipment heaters	Install dry-heating prevention and low-level protection devices	Continuous improvement
			Contractor entry management	Optimization and improvement of work permit applications	Plan optimization measures for contractor entry into the plant	Continuous improvement
			External personnel access management	Hazard communication on site rules for external personnel	Establish standard safety briefing procedures for contractors and visitors entering the site	Continuous improvement
			Incomplete chemical information	Chemical cloud system management rules for four plants	Establish designated personnel responsible for maintaining chemical information and a regular update mechanism	Completed
			Inconsistent understanding of procedures among personnel	Review and revision of procedure internal audit documents	Review, revise, and update the procedure internal audit documents for the Taipei Plant	Completed
			Employee health management	Workplace health certification	Promote exercise, healthy eating, and health awareness activities	Completed
Longtan Plant	Medium risk	3	Firefighting	Public hazardous materials exceeding regulatory limits	Coordinate with logistics, customs, and material control teams to manage inventory and incoming quantities	Completed
			Firefighting	Deficiencies in diesel room	Correct identified deficiencies	Completed
			Emergency response	Emergency call bell in breastfeeding room malfunctioning	Relocate the emergency call bell to an area within the response range of the security post	Completed
Zhubei Plant	High risk	3	Cuts from cleaning glass tubes	Glass tubes breaking and causing cuts during routine cleaning	Revise the glass tube cleaning SOP and add dedicated cut-resistant gloves	Completed
			Personnel falling from motorcycles at driveway entrances/exits	Small stones on driveway surfaces caused personnel to fall from motorcycles	Repave the area and repair damaged pavement joints. Include the parking lot in environmental inspections and establish immediate reporting and repair procedures for cracks and damaged surfaces.	Completed
			Slips and falls	Floors are treated with antistatic wax annually, creating a potential slip hazard	Conduct EHS awareness campaigns and on-the-job training, reminding employees to immediately report wet or slippery floors to the Occupational Safety Office or General Affairs for handling.	Completed
	Medium risk	4	Traffic accidents	Employees sustaining injuries in traffic accidents while commuting to or from work	Conduct safety inspections of employees' motorcycle tire tread	Initiated in Q1 2025 and ongoing
			Fire	Enhance emergency response capabilities	Conduct regular emergency response drills across the plant and production lines	Completed
			Contractor management	Systematic management of contractor operations	Enhance the online work permit system for contractors	Completed
			Mechanical equipment safety	Regular inspection of machinery safety protection devices	All machinery safety protection devices confirmed 100% effective annually	Completed

Plant	High- and Medium-Risk Assessment Results			Implementation Results of Occupational Health and Safety Goals		
	Category	Number	Type of Hazard	Item	Improvement Measures	Achieved
Bade Plant	Medium risk	3	Personnel health	Foot pain improvement program	Add cushioning insoles	Completed
			Mechanical equipment safety	Bade production line relocation project	Confirm regulatory requirements and safety conditions for equipment relocation	In progress
			Chemical management	Chemical relocation project from the Bade Plant to the Longtan Plant	Conduct chemical inventory and subsequent disposal, and cancel permits for toxic chemicals	In progress
Philippines Plant	High risk	3	Chemical hazard	Chemical storage location	Conduct hydrostatic pressure testing of pipelines and replace defective pipelines	Completed
			Mechanical equipment safety	Machine door access	Restrict locks to machine use only and post appropriate signage	Completed
			Mechanical equipment safety	Moving parts	Improve warning labels and safeguards, revise work instructions, and install additional interlocking devices	Completed
	Medium risk	3	Physical hazards	Risk of falling through manhole covers	Provide protective covers during renovation work and obtain work permits	Completed
			Chemical hazard	Exposure to chemicals from copper etching machines	Install covers, including inspection of screws and fasteners	Completed
			Physical hazards	Head injuries from protruding pipe racks	Require the use of chin straps on safety helmets during preventive maintenance at the wastewater treatment plant	Completed

Trend Analysis of Risk Assessment Results for the Past Three Years

Plant	Risk Category	2023	2024	2025	Explanation of the Reason for the Change
Taipei Plant	High risk	1	2	4	No significant changes
	Medium risk	0	4	6	
Longtan Plant	High risk	2	1	0	No significant changes
	Medium risk	2	4	3	
Zhubei Plant	High risk	1	1	3	No significant changes
	Medium risk	10	4	4	
Bade Plant	High risk	1	1	0	No significant changes
	Medium risk	1	2	3	
Philippines Plant	High risk	4	10	3	Continuous review and improvement
	Medium risk	4	1	3	No significant changes

Prevention and Mitigation of Occupational Health and Safety Risks GRI 403-7

Tong Hsing firmly believes that a safe and healthy work environment is the fundamental guarantee for employees' stable engagement. The Company is committed to providing comprehensive workplace safety facilities and health care measures, actively eliminating potential risks in the work environment that may affect employees' health and safety, and effectively reducing the occurrence of occupational accidents. In accordance with the Occupational Safety and Health Act and the Regulations for Workplace Environmental Monitoring, the Company regularly conducts work environment monitoring, equipment inspections, and safety assessments. Concurrently, it promotes various health care and wellness activities to maintain the physical and mental well-being of employees. Under the operation of the Occupational Health and Safety Management System, Tong Hsing promotes the following initiatives:

- Obtained ISO 45001 and other Occupational Health and Safety management certifications, with regular internal and external audits and performance monitoring to verify the effectiveness of the management system.
- Conducted comprehensive occupational accident risk and hazard assessments, and developed and implemented preventive measures based on the assessment results.
- Implemented chemical management in accordance with GHS classification, adopted a chemical cloud system, and conducted regular audits to ensure zero chemical operation incidents and full regulatory compliance.
- Conducted regular workplace environment monitoring and trend analysis. All monitoring results in 2025 complied with relevant regulatory standards.
- For high-risk operations such as hot work, work at heights, and confined space entry, permit applications were completed prior to commencement, and all necessary protective measures were implemented.
- Established an emergency response team at the plant and developed a comprehensive response procedure.
- Conducted education and training programs as well as emergency drills to enhance employees' safety and disaster prevention awareness.
- Established a comprehensive grievance mechanism and communication channels to ensure full employee participation.
- Provided diverse occupational health services and organized health promotion activities to safeguard employees' health and safety.

Summary of Workplace Environmental Monitoring

Item / Plant	Category	Detailed Description	Frequency
Taipei Plant	General Chemicals	None	NA
	Hazardous Chemicals	Potassium cyanide, xylene, methanol, isopropanol, acetone, hydrofluoric acid, sulfuric acid	Once every six months
		Lead, formaldehyde, beryllium	Once every year
	Other	Noise, carbon dioxide, Type 4 dust (respirable dust), Type 4 dust (total dust)	Once every six months
Longtan Plant	General Chemicals	None	NA
	Hazardous Chemicals	Sulfuric acid, sodium hydroxide, ethanol, isopropanol, methanol, acetone, tetramethylammonium hydroxide, nitric acid	Once every six months
	Other	Noise, carbon dioxide, illuminance	Once every six months
Zhubei Plant	General Chemicals	Carbon black, tin	Once every year
	Hazardous Chemicals	Methanol, acetone, isopropanol, xylene, cyclohexanone, butyl acetate, sulfuric acid, nitric acid	Once every six months
		Hydrochloric acid, ethylenediamine, sodium hydroxide, ethanol	Once every year
	Other	Noise, carbon dioxide, illuminance	Once every six months
Bade Plant	General Chemicals	None	NA
	Hazardous Chemicals	Isopropanol, acetone, sulfuric acid, dichloromethane	Once every six months
		Lead	Once every year
	Other	Illuminance, carbon dioxide, Type 4 dust (respirable dust), Type 4 dust (total dust)	Once every six months
Philippines Plant	General Chemicals	None	NA
	Hazardous Chemicals	Sulfuric acid, hydrochloric acid, copper sulfate (expressed as Cu), hydrogen cyanide, nickel sulfonate (expressed as Ni), sodium hydroxide, hydrofluoric acid, nitric acid, formaldehyde, isopropanol, acetone	Once every year
	Other	Noise, carbon dioxide, lighting, relative humidity, temperature, volatile organic compounds (VOC), air velocity	Once every year

2025 Work Permit Application Statistics

Type	Hot Work	Work at Heights	Confined Space	Temporary Electricity Usage	Roof Operations	Other (Lifting)
Taipei Plant	17	21	1	1	2	22
Longtan Plant	0	0	3	0	0	4
Zhubei Plant	32	29	6	0	0	35
Bade Plant	5	2	4	0	0	11
Philippines Plant	4	8	2	1	0	207

Occupational Injury Statistics

Tong Hsing continuously strengthens occupational safety management by regularly compiling and analyzing occupational incident records from all plants, serving as a key reference for evaluating the effectiveness of safety management and optimizing operational processes. The Company uses the Frequency-Severity Indicator (FSI) as a core management metric to comprehensively assess the frequency and severity of incidents. Based on historical data and risk trends, FSI management targets are established, serving as a quantitative benchmark for driving occupational safety performance across all plants.

Short-, Medium-, and Long-trm FSI and Future Targets

Item \ Year	Plant	2021	2022	2023	2024	2025	2026 Targets
Frequency-Severity Indicator (FSI)	Taipei	0.23	0.06	0.06	0.13	0	≦0.1
	Longtan	0.15	0.15	0.15	0	0.05	≦0.1
	Bade	-	-	0	0.07	0.21	≦0.1
	Zhubei	0.07	0.06	0.04	0.04	0.12	≦0.1
	Philippines	0.02	0	0.04	0.06	0.11	≦0.1

Note 1: Disabling Frequency Rate (FR) = Number of disabling injuries ÷ Total worked hours × 1,000,000 (calculated to two decimal places, without rounding).

Note 2: Disabling Severity Rate (SR) = Lost days due to disabling injuries ÷ Total worked hours × 1,000,000 (rounded down to the nearest integer, without rounding up).

Note 3: Frequency-Severity Indicator (FSI) for disabling injuries = $\sqrt{}$ [(FR × SR) ÷ 1,000]

2025 Disabling Injury Statistics

Categories of Disabling Injuries (See Notes for Definitions)	Plant and Category		Number of Incidents	Number of Working Days Lost
Death/Permanent Total Disability/ Permanent Partial Disability	Taipei Plant		0	0
	Longtan Plant		0	0
	Zhubei Plant		0	0
	Bade Plant		0	0
	Philippines Plant		0	0
Temporary Total Disability	Taipei Plant	Employee	0	0
		Non-employee	0	0
	Longtan Plant	Employee	1	4
		Non-employee	0	0
	Zhubei Plant	Employee	4	13
		Non-employee	0	0
	Bade Plant	Employee	3	32
		Non-employee	0	0
	Philippines Plant	Employee	3	26
		Non-employee	0	0

Note: Excludes employee commuting accidents.

Incident Investigation GRI 403-2

For all types of work-related incidents (including near-miss accidents), a standardized incident investigation procedure is initiated to analyze causes, review management deficiencies, and propose corrective and preventive measures to prevent recurrence. Through continuous monitoring and data analysis, the Company aims to enhance risk control effectiveness and create a zero-incident safe workplace.

In 2025, the Company's occupational injury statistics showed that recordable occupational injuries were reported at the Longtan, Zhubei, Bade, and Philippines plants. The highest number of lost workdays due to occupational injuries was 32 days at the Bade Plant, while no occupational injuries were recorded at the Taipei Plant. The Company will continue to strengthen occupational injury prevention management, promote incident investigation and corrective actions, and work towards the goal of zero incidents. The following outlines the follow-up corrective actions for occupational incidents at each of the Company's plants:

Plant	Description of Occupational Injury	Improvement Measures
Longtan Plant	An employee fainted during working hours, hit their head, and remained unnoticed by others. The employee regained consciousness independently, notified colleagues and the occupational health nurse, and subsequently sought medical attention at a hospital.	1. Install anti-collision strips along the edges of desks. 2. Assess the employee's long-term poor sleep quality and arrange an occupational physician evaluation and health education. 3. Distribute relevant health education materials throughout the facility.
Zhubei Plant	While an employee was inspecting a machine, the employee reached into the machine. Another employee started the equipment without confirming that the employee was clear of the machine, resulting in a finger injury caused by the machine.	Provide training on proper operating procedures and prohibit employees from reaching into machinery with their hands.
	While cleaning the glass tube, an employee failed to notice a crack and was wearing only cleanroom gloves. The glass tube suddenly fractured, causing a cut to the employee's finger.	1. Revise the standard operating procedure for cleaning. 2. Assess and require the use of appropriate personal protective equipment.
	An employee tripped over a damaged section of concrete flooring while entering the parking lot, resulting in abrasions and contusions to both knees.	1. Include parking lot driveways in routine inspections and report and repair any cracks or damage immediately. 2. Conduct safety awareness training on riding safety.
	An employee slipped and fell while disposing of trash in a trash can beside the production line.	Conduct annual environmental, health, and safety awareness campaigns and training to prevent similar incidents from recurring.
Bade Plant	Falls and slips	1. Promote standard operating procedures and conduct training. 2. Use U-shaped wheeled walking aids, install anti-slip strips, and add traffic cones and connecting bars.
Philippines Plant	While an employee was adjusting the spindle belt of a copper polishing machine, the employee's right index and ring fingers became caught in the rotating spindle.	1. Remind operators during daily pre-shift meetings of the hazards and risks associated with operating and performing preventive maintenance on copper polishing machines. 2. Improve safety signage to make hazards and precautions easier for operators and technicians to identify.
	During a machine test run after maintenance, the titanium ring of a filter cartridge ruptured, causing internal chemicals to splash onto three workers nearby and resulting in injuries.	1. Install protective guards for all filter cartridges. 2. Replace rusted or damaged screws. 3. Include screw inspections in routine inspections.
	An employee's right hand became caught in the rotating spindle while cleaning the inside of a copper polishing machine.	1. Modify the machine to improve operational safety. 2. Implement a physical work capacity assessment program during employees' probationary periods. 3. Require employees to complete 8 hours of mandatory training.

2025 Occupational Injury Statistics GRI 403-9

Item	Taipei Plant	Bade Plant	Longtan Plant	Zhubei Plant	Philippines Plant
Recordable Work-related Injury Cases	0	3	1	4	3
Number of Working Days Lost Due to Disabling Injuries	0	32	4	13	26
Number of Process Safety Incidents	0	1	0	0	0
Total Hours Worked	817,840	949,808	983,488	1,804,216	2,593,344
Total Recordable Injury Rate (TRIR)	0.00	3.15	1.01	2.22	1.16
Loss Day Rate (LDR)	0.00	33.69	4.06	7.21	10.00
Process Safety Total Incident Rate (PSTIR)	0	1.05	0	0	0

Note 1: Total Recordable Injury Rate (TRIR): Recordable occupational injury cases × 1,000,000 / Total hours worked.
Note 2: Lost Day Rate (LDR): Total number of lost workdays × 1,000,000 / Total hours worked.
Note 3: Process Safety Total Incident Rate (PSTIR): Number of process safety incidents × 1,000,000 / Total hours worked.
Note 4: Process safety is defined with reference to CCPS Process Safety Leading & Lagging Metrics.

In addition, Tong Hsing has established standardized incident investigation and reporting mechanisms for all occupational injuries, near-misses, and safety events. When an incident occurs, the relevant units immediately initiate the investigation process. The OH&S personnel lead on-site documentation, fact verification, and root cause analysis, followed by cross-departmental review meetings to thoroughly examine potential issues at the organizational, behavioral, or environmental level. The investigation results lead to concrete corrective and preventive measures, including equipment improvements, amendments of operational procedures, and enhanced training, with a dedicated unit tracking the implementation and effectiveness of these measures.

2025 Near-Miss and Safety Incident Reporting Statistics by Plant

Type		Near-miss Incident		Safety Incident	
		Within the Plant	Outside the Plant	Within the Plant	Outside the Plant (Commuting)
Number of Cases	Taipei Plant	3	0	2	3
	Longtan Plant	0	0	1	1
	Zhubei Plant	1	0	0	7
	Bade Plant	1	0	4	7
	Philippines Plant	2	0	3	0

Note: A near-miss incident is defined as an event with no personnel injury and no property damage; a safety incident is defined as an event causing minor injury to personnel or property damage that does not qualify as a work-related injury.



Occupational Health and Safety Training GRI 403-5

Occupational health and safety training is a fundamental component of protecting employee safety. Tong Hsing regularly plans and conducts various occupational health and safety training programs based on the operational characteristics of each plant and employees' job requirements. Training topics include pre-employment training for new hires, legally required certification training for special operations, and emergency response training, helping employees become familiar with applicable regulations and standard operating procedures. Through institutionalized training mechanisms and ongoing awareness initiatives, the Company continues to strengthen employees' safety awareness and steadily advance toward the goals of reducing occupational accident risks and protecting employee health.

During the year, the Company provided a total of 7,984 hours of occupational safety-related training, continuing to invest educational resources in workplace safety management.

2025 Education and Training Implementation

Type		Pre-employment Training	Regulatory Certification Training		On-the-job Training
Plant		New Hires and Reassigned Personnel	Initial Certification Training	Refresher Certification Training	Specific or General Personnel
Taipei Plant	Total Participants	12	25	38	1,682
	Total Hours	108	449	146	1,682
Longtan Plant	Total Participants	New Hires: 78 Reassigned Personnel: 114	0	18	1,792
	Total Hours	New Hires: 234 Reassigned Personnel: 57	0	75	1,792
Zhubei Plant	Total Participants	189	3	42	2,318
	Total Hours	1,071	50	150	2,318
Bade Plant	Total Participants	53	11	21	1,362
	Total Hours	477	198	153	1,362
Philippines Plant	Total Participants	203	0	23	271
	Total Hours	203	0	368	672

Note 1: Calculated based on the actual number of participants in the training.
Note 2: At the Taipei, Longtan, Zhubei, and Bade plants, on-the-job training covers general safety, hazard communication, fire safety, and machinery safety.
Note 3: At the Philippines plant, on-the-job training covers general safety, hazard communication, fire safety, chemical safety, machinery safety, electrical safety, fire prevention, and ergonomic safety.

2025 Emergency Drill Activities and Results

Plant \ Type	Fire fighting	Toxic Chemicals	Specific Toxic Chemicals	Evacuation and Escape	Chemical/ Dust Leaks	Other
Taipei Plant	4	4	4	1	1	1
Longtan Plant	2	0	1	3	0	1
Zhubei Plant	2	0	1	4	0	3
Bade Plant	3	4	0	7	0	0
Philippines Plant	2	1	0	2	1	2





Building a Healthy Workplace GRI 403-3, 403-6

Tong Hsing places a strong emphasis on employee health and well-being and has established a workplace health care system built around four core programs: workplace health services, on-site medical care, regular health examinations, and health protection programs. By integrating resources for prevention, health assessments, follow-up care, and health promotion, the Company provides employees with comprehensive and systematic health support.

To manage occupational disease risks, the Company provides special health examinations and hearing conservation programs for employees engaged in high-risk operations. Follow-up care and health guidance are provided based on examination results and risk classifications to reduce the risk of occupational diseases. Workplace health services are also supported by on-site medical and nursing consultations to help employees identify and avoid potential workplace hazards. For health promotion and employee well-being, Tong Hsing regularly publishes electronic health education newsletters and organizes health seminars, exercise programs, weight management classes, and other activities to help employees develop healthy lifestyle habits. Through diverse occupational health services and health management strategies, the Company continues to make steady progress toward creating a safe and healthy workplace.





Digital Certificate of Completion for Philanthropic Walking Donation



Donation Appreciation Certificate



Health Promotion Self-Assessment Certificate (Zhubei Plant)

Occupational Health Services

Tong Hsing regards employee health as a shared foundation for its global operations and has established occupational health service systems across its operating sites worldwide. Based on local regulatory requirements and employee needs, the Company develops tailored health management and promotion programs for each location. All plants have occupational health service mechanisms supported by professional medical and nursing teams that provide regular on-site medical and nursing services, health checkups, health promotion activities, and high-risk group management to help identify potential workplace hazards and provide timely intervention.

In Taiwan, all plants provide employee health education and training, health seminars, and vaccination services in accordance with the Occupational Safety and Health Act and related regulations, while implementing maternal health protection measures. The Company has also introduced health promotion programs such as infectious disease prevention and weight management to address local employee needs. At overseas operating sites, the Company provides appropriate services based on the availability of local medical resources. The Philippines plant has an occupational physician and dentist on site every day and provides 24-hour telemedicine consultations, with services also extended to contractors to improve the accessibility and coverage of health services. To ensure consistent quality of occupational health services across sites, the Company implements on-site service record management, health record updates, and health reporting systems at each location. Through professional assessments and continuous follow-up mechanisms, Tong Hsing continues to make steady progress toward creating a safe, healthy, and people-centered workplace.



2025 Implementation of Occupational Health Services (GRI 403-3) GRI 403-3

Plant	Categories of Occupational Health Service Functions	How to Ensure Quality and Effectiveness
Taipei Plant	1. Regularly analyze employee health examination results, conduct health risk assessments and health management, and establish and maintain relevant records. 2. Assist the employer in assessing fitness for work based on employees' health conditions and provide recommendations for appropriate work assignments. 3. Conduct follow-up management for employees with abnormal health examination results and provide necessary health guidance and recommendations. 4. Conduct health assessments and case management for employees subject to maternal health protection requirements, occupational injuries and illnesses, and other high-risk groups. 5. Maintain occupational hygiene and occupational health research reports, as well as records of injuries and illnesses, to facilitate subsequent analysis and management. 6. Plan and implement employee health education, health guidance, physical and mental health protection, and health promotion activities. 7. Provide prevention and health consultation services for work-related injuries and illnesses and implement first aid and emergency response measures. 8. Regularly report the implementation of occupational health services to the employer and provide recommendations for improvement.	1. All health promotion and preventive measures are implemented in accordance with annual plans, with effectiveness evaluated based on participation rates, outcome data, and follow-up management. 2. Health promotion activities included blood drives, walking programs, exercise point-collection programs, and weight-loss activities, with more than 200 participant instances in total. A total of 50 employees participated in the exercise and weight-loss programs, achieving a combined weight loss of 92 kg and a 28.9% reduction in overall body fat, demonstrating the effectiveness of health promotion efforts through measurable results. In addition, the plant participated in the "Workplace Walkathon" program promoted by the New Taipei City Department of Health to increase employee participation and leverage external resources. 3. To strengthen occupational injury and illness prevention and emergency response capabilities, the plant provided initial and refresher training for first aid personnel, as well as CPR and AED training, with a total of 42 participants. Flu vaccination and hearing protection training were also provided to reduce the risks of infectious diseases and occupational hazards. 4. For mental health and high-risk group management, workplace mental health seminars were conducted to help employees manage stress and maintain physical and mental well-being. Systematic assessments and management were also implemented for maternal health protection, ergonomic hazards, abnormal workloads, and unlawful acts in the workplace, including the identification, assessment, and follow-up of high-risk employees. New-hire training and awareness programs were also implemented to ensure the effective execution of preventive measures. 5. Implementation results are regularly reported to the Occupational Safety and Health Committee and used as a basis for subsequent occupational health service planning and improvement, establishing a continuous improvement management cycle and ensuring that occupational health services deliver quality, effectiveness, and sustainability. 6. In 2025, the plant obtained the Health Promotion Administration's Certificate of Qualification for the Workplace Health Promotion Self-Assessment.

Plant	Categories of Occupational Health Service Functions	How to Ensure Quality and Effectiveness
Longtan Plant	1. Employee health management 2. Infectious disease prevention and control 3. Cancer prevention and promotion of a healthy workplace 4. Promotion of workplace walking activities	1. Annual health examinations are provided for employees engaged in work involving special health hazards. In accordance with the Occupational Safety and Health Act, regular workplace environmental monitoring is conducted for units involving work with special health hazards to provide a basis for protecting employee health. Based on monitoring results, special health examinations are conducted, and the results are consolidated and classified for management. Employees classified as Level 2 or above receive interviews with medical personnel, workplace environmental assessments, individualized health guidance, and recommendations for referral to medical services. The number of employees receiving special health hazard examinations was 8 for noise exposure, 5 for lead exposure, and 10 for ionizing radiation exposure. 2. In coordination with government policies, government-funded influenza and COVID-19 vaccinations were provided, with a total of 55 employees receiving vaccinations. 3. The plant promoted and arranged government-funded cervical cancer screening and oral cancer screening provided by the Health Promotion Administration, with a total of 20 employees participating. Smoking and secondhand smoke exposure are high-risk factors for cancer. Clear no-smoking signs are displayed at plant entrances to promote smoking cessation and create a smoke-free, betel nut-free workplace. The plant has obtained Healthy Workplace Certification (Health Promotion Mark) and Safe Workplace Certification. 4. Results of the four-plant walking activity: Participants accumulated a total of 172,967,646 steps, covering a total distance of 138,374 km and reducing carbon emissions by 28,782 kg (in terms of CO_2e emissions from gasoline- and diesel-powered vehicles). The JoiiMove corporate group walking activity also generated a charitable donation of NT$3,000.
Zhubei Plant	1. Implementation of plant employee health management 2. Conduct annual health examinations for employees performing tasks with specific health hazards 3. General treatment and follow-up of injuries and illnesses 4. Implementation of various health promotion activities 5. Promote company-wide large-scale walking activities	1. Employ one full-time occupational health nurse and arrange for a contracted occupational physician to provide on-site services for three hours once a month. The occupational health nurse coordinates various workplace health activities to ensure service quality and effectiveness. 2. Conduct annual health examinations for employees engaged in work involving special health hazards to prevent occupational diseases. 3. The plant has a medical room to provide timely treatment for illnesses and injuries and regularly follow up on injured employees' conditions. 4. Various health promotion activities were conducted. A total of 171 participants were recorded for the annual walking activity; 14 employees participated in the smoking cessation awareness seminar, 22 in the ergonomic hazard prevention seminar, 14 in the emotional and stress management seminar, 15 in the disease prevention seminar, 11 in the communication skills seminar, 20 in first aid training, and 11 in the unlawful workplace conduct response seminar. In September 2025, the plant received the Health Promotion Administration's Certificate of Qualification for the Workplace Health Promotion Self-Assessment. 5. Results of the four-plant walking activity:Participants accumulated a total of 172,967,646 steps, covering a total distance of 138,374 km and reducing carbon emissions by 28,782 kg (in terms of CO_2e emissions from gasoline- and diesel-powered vehicles). The JoiiMove corporate group walking activity also generated a charitable donation of NT$3,000.
Bade Plant	1. Implement the health protection plan required by the Occupational Safety and Health Administration, Ministry of Labor. 2. Arrange annual special health examinations and provide corresponding health education. 3. Collect health examination reports and conduct follow-up management of high-risk employees. 4. Provide on-site occupational physician services beyond regulatory requirements to strengthen return-to-work and occupational injury assessments. 5. Planning and implementation of health promotion activities. 6. Care and follow-up for employees on occupational injury leave or sick leave.	1. Health Protection Plan: A health protection plan is established and implemented annually in accordance with Occupational Safety and Health Administration requirements. Annual planning and version control ensure consistency between the management system and on-site implementation. Regular self-assessments are conducted, with the plan completion rate maintained at 100%, supporting labor inspections and audits with zero findings or immediate corrective action. 2. Special Health Examinations and Health Education: Employees engaged in special operations are proactively identified and verified to ensure that no required examinations are missed. Following health examinations, occupational health nurses provide face-to-face explanations of results and health education. Completion rates for special health examinations and abnormal-result follow-up both reached 100%, while the proportion of employees with abnormal health findings has declined year over year. 3. Health Data Management and High-Risk Follow-Up: A health management system has been established with a tiered management approach. Occupational physicians, occupational safety personnel, human resources personnel, and supervisors jointly follow up with high-risk employees. The high-risk employee follow-up completion rate reached 100%, effectively reducing incidents or hospitalizations resulting from health abnormalities. 4. On-Site Occupational Physician Services and Return-to-Work Assessments: On-site occupational physician services exceeding regulatory requirements are provided, with on-site assessments focusing on return-to-work safety and fitness for work. All recommendations are tracked through actionable follow-up, successfully improving return-to-work rates and reducing the risk of recurrent injuries. 5. Health Promotion Activities: Health promotion activities are planned based on health examination data, with programs tailored to different employee groups and combined with incentive programs to increase participation and improve health indicators. 6. Care for Employees on Occupational Injury Leave and Sick Leave: A standardized process is used to provide care for employees on occupational injury leave or sick leave, supporting safe return to work while maintaining privacy and respect, thereby improving successful return-to-work rates and reducing the proportion of long-term sick leave.

Plant	Categories of Occupational Health Service Functions	How to Ensure Quality and Effectiveness
Philippines Plant	1. An occupational physician and dentist are stationed at the plant daily to provide two hours of on-site medical services. A full-time occupational health nurse works on a rotating schedule from Monday through Saturday, providing 12 hours of health care services per day. 2. A 24/7 online medical consultation platform has been established to provide uninterrupted services not only to all employees but also to contractors working at the plant. 3. Follow-up health care and monitoring mechanisms are implemented for employees taking sick leave or maternity leave and for those with abnormal results from annual health examinations. 4. Multiple channels, including face-to-face consultations, multimedia health education videos, and awareness materials, are used to continuously enhance health protection and hygiene awareness among personnel at the plant.	The occupational physician and dentist stationed at the plant maintain detailed records of employees' medical consultations and treatments in their individual medical files. For employees with abnormal results from annual health examinations, the medical team conducts regular case follow-up and reporting to ensure that employees properly adhere to subsequent treatment and health improvement plans.

Featured Case: Cross-Plant Health Inclusion—Connecting a Culture of Workplace Health Through Action

Tong Hsing regards employee health as a shared foundation for its global operations. In 2025, with "action" as the central theme, the Company connected its four major plants in Taiwan through the "Corporate Group Walking Challenge." During the campaign, employees collectively accumulated 172,967,646 steps, covering a total distance of more than 138,374 kilometers. In addition, the initiative reduced carbon dioxide equivalent emissions from motorcycle and automobile travel by 28,782 kg. Through the JoiiMove platform, the walking achievements were also converted into charitable donations, linking employees' health-focused actions with social contributions and demonstrating the multiple benefits of health promotion.

For individual health improvement, the Taipei Plant launched an exercise and weight management program, attracting 50 participants. During the campaign, participants collectively lost 92 kg, while their overall body fat percentage decreased by 28.9%.

The effectiveness of Tong Hsing's diverse health services has also received recognition from external organizations. The Taipei and Zhubei Plants both received the Workplace Health Promotion Self-Assessment Certificate of Compliance from the Health Promotion Administration, while the Longtan Plant obtained AED Safe Place certification. The three plants received these recognitions in the same year, demonstrating that Tong Hsing's systematic approach to workplace health management has progressed beyond individual site-level efforts to establish a replicable, company-wide health governance model.



Smoking Cessation Seminar


Ergonomics Seminar

Employee Health Promotion GRI 403-6

Tong Hsing regards its employees as a core asset of sustainable business operations and places strong emphasis on their overall health and quality of life. In addition to providing employee health checkups and occupational disease prevention measures in accordance with applicable laws and regulations, the Company actively promotes health initiatives beyond work-related health concerns. These initiatives extend from preventive care and health management to physical and mental well-being, helping employees develop healthy lifestyle habits over the long term.

To address differences in job functions and local needs, each plant offers a diverse range of health promotion programs. Preventive care is strengthened through services such as influenza vaccinations, women's cancer screenings, blood pressure monitoring, and technology-enabled fitness assessments. Employee health knowledge is enhanced through CPR and AED first-aid training and seminars on topics including stress management, sleep management, healthy eating, and weight management. In addition, both in-person and online activities, such as exercise point-collection programs and weight-loss competitions, encourage employees to develop regular exercise and self-management habits.

The Company's on-site nurses and partner healthcare professionals also provide health consultations, individual counseling, and health record follow-up services. Based on health examination results, employees are classified by risk level for follow-up health management. Through these efforts, Tong Hsing continues to make steady progress toward building a healthy workplace and achieving its goal of sustainable, people-centered business operations.



Plant	Taipei Plant	Longtan Plant	Zhubei Plant	Bade Plant
	496 participants	227 participants	354 participants	749 participants
Total Number of Employees Participating in Health Education Activities (Hearing Conservation, Blood Pressure Measurement, CPR + AED)	▪ 3/25 and 9/25: Charity Blood Donation Events — 65 participants, 93 units of blood donated in total ▪ Q2 and Q3 Walking Challenges — 137 participants in total ▪ May 2025: New Taipei City Department of Health Workplace Walking Challenge — 52 participants ▪ 2025 First-Aid Training for Designated First-Aid Personnel: Initial Training — 4 participants; 7/23 Refresher Training — 15 participants; 8/27 CPR + AED First-Aid Training — 23 participants ▪ 8/08: New Taipei City Workplace Mental Health Seminar (Physical Relaxation and Stress Relief Techniques) — 14 participants ▪ 9/08–11/20: Exercise Point Collection and Weight Management Program — 50 participants; total weight loss of 92 kg and a 28.9% decrease in overall body fat percentage ▪ 10/15: Influenza Vaccination Event — 55 participants ▪ 10/15–12/30: Online Hearing Conservation Education and Training — 53 participants	▪ 1/23: Government-Funded Influenza and COVID-19 Vaccinations — 55 participants in total ▪ 4/25: Charity Blood Donation Event — 24 participants ▪ 6/19: Health Seminar: Snakebite Prevention and First Aid — 18 participants ▪ 4/01–6/30: All-Age Walking Challenge "GoGoGo" — Individual Group: 22 participants; Team Group: 18 participants ▪ 9/19: Cancer Screening—Pap Smear Tests — 20 participants ▪ 7/01–9/30: Walking Challenge — Individual Group: 20 participants; Team Group: 18 participants ▪ 11/21: Charity Blood Donation Event — 14 participants ▪ 12/18: Health Seminar: Control Your Blood Lipids—Your Heart Will Thank You — 18 participants	▪ 4/01–6/30: All-Age Walking Challenge "GoGoGo" — 82 participants ▪ 6/13: Smoking Cessation Seminar — 14 participants ▪ 6/19: Ergonomics Seminar — 22 participants ▪ 6/25: Emotional and Stress Management Seminar — 14 participants ▪ 7/01–9/30: All-Age Walking Challenge "GoGoGo" — 89 participants ▪ 7/04: Disease Prevention Seminar — 15 participants ▪ 7/16: Communication Skills Seminar — 11 participants ▪ 8/13: First-Aid Training — 20 participants ▪ 8/15: Workplace Misconduct Response Seminar — 11 participants ▪ 11/06–11/27: Visual Health Education and Training for Precision Work — 76 participants	*In-Person Seminars ▪ 6/19: Fertility Planning for Women of Childbearing Age + Cervical Cancer Prevention — 14 participants ▪ Refresher Training for On-the-Job First Aid — 3 hours, 4 participants *Online Courses ▪ Hearing Conservation Education and Training — 34 participants ▪ Workplace Misconduct Prevention Training (Supervisors) — 85 participants ▪ Workplace Misconduct Prevention Training (Employees) — 376 participants *Activities ▪ 10/15: Influenza Vaccination Event — 54 participants ▪ 3/26: Charity Blood Donation Event — 23 participants ▪ 3/01–6/30: All-Age Walking Challenge, 6,000 Steps per Day for 15 Days — 71 participants ▪ 7/01–9/30: All-Age Walking Challenge, 150,000 Steps per Month — 88 participants
Total Number of Employees Receiving One-on-One Consultation and Guidance	69	36	76	117

Four Major Health Protection Plans

To strengthen workplace health management, Tong Hsing actively promotes the people-centered "Four Major Health Protection Plans", covering key areas such as ergonomic hazards, abnormal workload, workplace misconduct, and maternal health protection. Through systematic management and practical implementation, potential risks affecting employees' physical and mental health are comprehensively identified and mitigated, ensuring work safety and workplace respect while fostering a supportive and inclusive healthy work environment.

Maternal Health Protection:

Across the four plants, the Company provided health support to 16 pregnant employees, five employees within one year after childbirth, and one breastfeeding employee. Based primarily on Level 1 health classifications, the Company implemented risk-based management, work suitability adjustments, and physician consultations and guidance as appropriate.

Ergonomic Hazard Assessment and Management:

The four plants completed 91 assessments. Employees who reported suspected musculoskeletal disorders and those identified as high-risk were referred for occupational physician interviews and on-site assessments. Ergonomic improvement recommendations were also provided based on job duties. Improvement measures have been implemented, including the introduction of anti-static pressure-relief insoles at the Bade Plant and latex insoles at the Taipei Plant, which reduced overall discomfort by 62%.

Prevention of Abnormal Workload:

The four plants conducted 86 assessments and identified 24 high-risk employees. These employees received on-site physician consultations, outpatient follow-up, and individualized health guidance, supplemented by health promotion activities such as walking challenges and stress-relief programs.

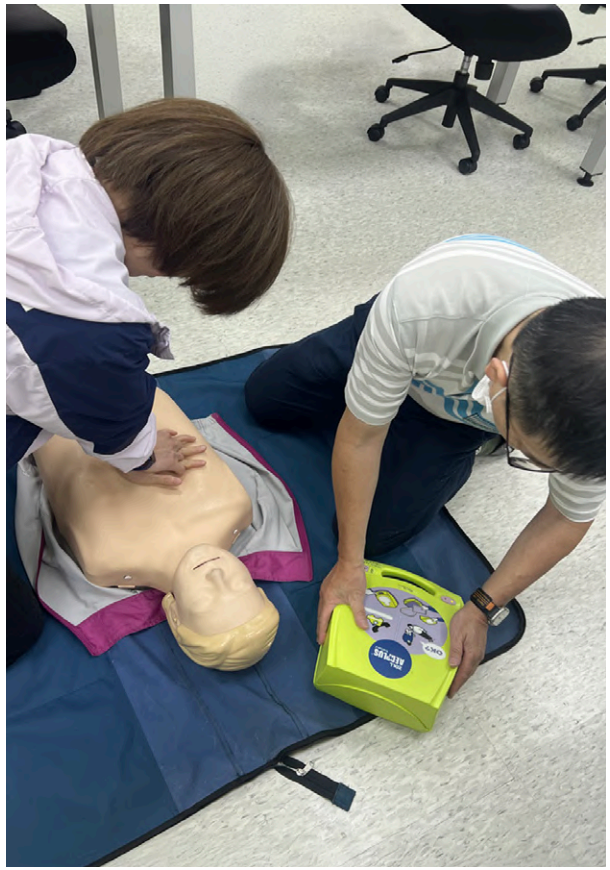
Prevention of Illegal Workplace Harassment:

All plants posted written statements prohibiting workplace misconduct and completed related educational and training programs.



Plant	Taipei Plant		Longtan Plant	
Maternal Health Protection	▪ Number of pregnant employees: 2 ▪ Number of postpartum employees: 2 ▪ Number of breastfeeding employees: 1 ▪ Health grade: Level 1 – 2 employees	Handling Method: Conduct hazard assessment and control, physician consultations, risk-level management, job suitability arrangements, and other related measures.	▪ Number of pregnant employees: 3 ▪ Number of employees one year postpartum: 0 ▪ Number of breastfeeding employees: 0	Handling Method: Three employees were classified as Level 1 and require no work adjustments. They may continue performing their current duties, with hazard assessment and communication, physician consultation and guidance, risk classification and management, work suitability arrangements, and other relevant measures implemented as appropriate.
Ergonomic Hazard Assessment and Management	▪ Number of employees assessed: 56 (employees identified as high-risk or suspected of occupational hazards) ▪ Number of employees diagnosed with a confirmed condition: 0	Handling Method: For employees suspected of being at risk of musculoskeletal disorders, the Company arranged physician consultation interviews and conducted on-site assessments jointly with occupational physicians and occupational safety personnel. Based on job duties and workplace conditions, improvement recommendations were provided and corresponding corrective measures were implemented. For employees who reported lower-extremity discomfort in the 2024 musculoskeletal discomfort questionnaire and were required to wear safety shoes, the Company implemented improvement measures and provided latex insoles for trial use. The assessment showed a 62% reduction in overall discomfort, demonstrating favorable results. Following management approval, the initiative was expanded for implementation across the entire plant.	▪ Number of employees assessed: 6 ▪ Number of employees diagnosed with confirmed condition: 0 ▪ 6 employees reported with suspected musculoskeletal disorders.	Handling Method: Employees suspected of having work-related musculoskeletal disorders were scheduled for physician consultations and guidance. When necessary, occupational physicians and occupational safety personnel conducted on-site visits to assess workplace conditions and provide ergonomic improvement recommendations.
Prevention of Abnormal Workload	▪ Number of employees assessed: 11 ▪ Employees at high risk of illness due to abnormal workload: 2	Handling Method: For high-risk employees, on-site physician consultations were arranged, outpatient treatment progress was monitored, and health guidance was provided. The Company also organizes health promotion activities, such as physical relaxation and stress relief programs and walking challenges and distributes electronic health education materials periodically.	▪ Number of employees assessed: 15 ▪ Employees at high risk of illness due to abnormal workload: 15 employees, including 3 who required medical care.	Handling Method: Every two years, abnormal workload questionnaire surveys are conducted; high-risk employees are assessed through interviews, receiving medical advice and individual health guidance.
Prevention of Workplace Misconduct	Workplace unlawful act policy promotion: Senior management signed and announced the "Written Statement Prohibiting Workplace Misconduct," relevant training courses were arranged, and channels for employee complaints were provided.		Workplace misconduct policy promotion: Senior management signed and announced the "Written Statement Prohibiting Workplace Misconduct," relevant training courses were arranged, and channels for employee complaints were provided.	

Plant	Zhubei Plant		Bade Plant	
Maternal Health Protection	▪ Number of pregnant employees: 3; Number of postpartum employees within one year: 1 ▪ Health level assessment: Level 1 – 4 employees	Handling Method: 1. Arranged physician consultations 2. Level 1 management – 4 employees, eligible to perform current tasks.	▪ 236 Women of Childbearing Age ▪ Number of pregnant employees: 8 ▪ Number of employees one year postpartum: 2 ▪ Number of breastfeeding employees: 0 ▪ Health grade: Level 1 – 5 employees; Level 2 – 3 employees	Handling Method: Conduct hazard assessment and control, physician consultations, risk-level management, job suitability arrangements, and other related measures.
Ergonomic Hazard Assessment and Management	▪ Number of employees assessed: 9	Handling Method: Employees were scheduled for on-site physician consultations to receive medical advice and ergonomic improvement recommendations.	▪ Number of employees assessed: 20 ▪ 2 employees reported with suspected musculoskeletal disorders.	Handling Method: 1. Based on the ROSA assessment, the most practical measures for reducing ergonomic risks associated with office work include using an external monitor, an external under-desk keyboard and mouse, and armrests to support the elbows. 2. To address heel and plantar pain caused by prolonged standing, anti-static pressure-relief insoles were introduced for a six-week trial. The results showed that the insoles could alleviate plantar pain and that specific at-risk groups could be identified based on the data. A predictive scoring model was used to identify employees aged 45 or older, those with moderate to severe obesity or who were underweight, and women as a foot pain early-warning group. These employees were then provided with foot health questionnaires and on-site health services. 3. Ergonomics-related health newsletters: February—"Beware of Herniated Discs Caused by Prolonged Poor Posture"; June—"Office Stretching Exercises."
Prevention of Abnormal Workload	▪ Number of employees assessed: 12	Handling Method: Employees were scheduled for on-site physician consultations and provided with health guidance.	▪ Number of employees assessed: 48 ▪ Among them, 7 employees were high-risk and 21 were medium-risk.	Handling Method: 1. For high-risk employees, on-site physician consultations were arranged, outpatient treatment progress was monitored, and health guidance was provided. 2. Relevant departments were proactively reminded to monitor and control overtime hours for employees identified as being at risk.
Prevention of Workplace Misconduct	Workplace Misconduct Response Seminar A lawyer was invited to share professional experience and provide guidance on how employees should respond if they encounter workplace misconduct, thereby enhancing employees' awareness and understanding of related issues.		Workplace misconduct policy promotion: Senior management signed and announced the "Written Statement Prohibiting Workplace Misconduct," relevant training courses were arranged, and channels for employee complaints were provided.	



Health Education Activities

In 2025, Tong Hsing actively promoted a diverse range of health education activities across its plants. The four plants in Taiwan recorded a total of 1,826 participant instances, demonstrating the Company's strong commitment to employee health. The activities covered hearing protection, blood pressure measurement, CPR+AED training, vaccinations, female cancer screenings, nutrition and weight-loss seminars, and mental health lectures, combined with health point programs and fitness competitions to boost employee engagement. The Taipei Plant recorded 496 participant instances in health education activities and organized a variety of health programs and training sessions, including charity blood donation drives, the All-Age Walking Challenge, exercise point-collection and weight management programs, CPR + AED first-aid training, influenza vaccination, and online hearing conservation training. The Longtan Plant recorded 227 participant instances, with activities focused primarily on government-funded influenza and COVID-19 vaccinations, charity blood donation drives, health seminars covering topics such as snakebite prevention and blood lipid management, cervical cancer screening, and the All-Age Walking Challenge "GoGoGo." The Zhubei Plant promoted a diverse range of health education activities, recording 354 participant instances . Programs included seminars and training on smoking cessation, ergonomics, emotional and stress management, disease prevention, communication skills, first aid, workplace misconduct response, and visual health, complemented by the All-Age Walking Challenge "GoGoGo." The Bade Plant continued to promote exercise and workplace health initiatives, recording 749 participant instances during the year. Activities included in-person seminars on fertility planning for women of childbearing age and on-the-job first-aid training, online education and training on hearing conservation and workplace misconduct prevention, as well as a variety of health promotion activities.

Health Examination GRI 403-10

Tong Hsing has established a comprehensive health examination system in accordance with the "Regulations for the Protection of Workers' Health," covering pre-employment physical exams, special physical exams, periodic health examinations, and assessments for special-hazard operations, with advanced check-up items planned for supervisors at department level and above. Regular in-service employees undergo health examinations every two years. In addition to basic items, assessments are strengthened with lung function tests, abdominal ultrasound, bone density measurements, and cancer screenings, while employees over 40 also receive electrocardiogram examinations.

For employees engaged in operations involving special hazards, Tong Hsing conducts special health examinations annually. In 2025, a total of 203 employees underwent special health examinations, covering the Taipei, Longtan, Zhubei, and Bade Plants. Among the various types of operations, the Taipei Plant had the largest number of employees engaged in nickel operations (56 employees), dust operations (50 employees), and formaldehyde operations (48 employees). Lead operations were primarily conducted at the Bade and Taipei Plants, ionizing radiation operations were concentrated at the Zhubei and Longtan Plants, and noise-related operations were primarily conducted at the Longtan and Zhubei Plants. Based on the examination results, employees are classified into Levels 1 through 4 for health management. In 2025, all employees engaged in special operations were classified as either Level 1 or Level 2, with no Level 3 or Level 4 cases identified. Employees with abnormal health findings received consultations and risk follow-up from occupational physicians, with protective measures such as workplace improvements or work assignment adjustments implemented as appropriate. Through scientific health examinations and a risk-level classification system, Tong Hsing continuously strengthens workplace health management and enhances health protection for employees in high-risk operations. In 2025, the number of occupational disease cases determined by board-certified specialists in occupational medicine was zero.

2025 Physical and Health Examination Results

Type	Target	Frequency	Item	Number of Examinees					
				Taipei Plant	Longtan Plant	Zhubei Plant	Bade Plant	Philippines Plant	Total
General physical examination	New hires or transferred employees	Before reporting for duty	According to the provisions specified in the "Regulations for the Protection of Workers' Health."	11	102	162	50	270	595
Special physical examination	New or transferred employees engaged in special-hazard operations	Before reporting for duty or prior to job transfer for current employees	According to the provisions specified in the "Regulations for the Protection of Workers' Health."	6	0	0	20	0	26
General health examination	All in-service employees	Implemented every two years, regardless of age	According to the items specified in the "Regulations for the Protection of Workers' Health," with additional assessments for all employees including abdominal ultrasound, lung function, bone density, and cancer screenings; employees over 40 also undergo electrocardiogram examinations.	0	0	2	2	917	921
Special health examination	In-service employees engaged in special-hazard operations	Once every year	According to the provisions specified in the "Regulations for the Protection of Workers' Health."	97	23	41	42	0	203
Executive health checkup	Supervisors at the department level and above	Once every two years	According to the senior health check items of the medical examination institution, with an additional coronary artery examination.	0	0	0	1	0	1

Special Health Examination Classification Statistics

(Unit: Employees)

Examination category / Health level	Plant	Level 1	Level 2	Level 3	Level 4
Noise operations	Taipei Plant	0	0	0	0
	Bade Plant	0	0	0	0
	Longtan Plant	7	1	0	0
	Zhubei Plant	1	8	0	0
Ionizing radiation operations	Zhubei Plant	10	22	0	0
	Longtan Plant	3	7	0	0
Lead operations	Taipei Plant	2	3	0	0
	Bade Plant	24	18	0	0
Dust operations	Taipei Plant	18	32	0	0
Nickel operations	Taipei Plant	14	42	0	0
Formaldehyde operations	Taipei Plant	12	36	0	0

Club Activity Photos









Diverse Employee Clubs

To promote interdepartmental interaction and relieve work stress, Tong Hsing actively supports the development of employee clubs, encouraging staff to participate in diverse interest activities outside of work, enhancing quality of life and workplace satisfaction. The Company has established a club subsidy system, providing financial support based on each club's activities and number of participants to assist smooth operation and sustainable development. Currently, multiple types of clubs have been established, including the "LovingHsing ESG Society" promoting environmental awareness and community service, the "Tong Hsing Baseball Club" emphasizing teamwork and healthy lifestyles, and the "You and Tong Hsing Badminton Club" fostering fitness and friendship, all of which are well-received by employees.

Each club regularly organizes activities, providing employees with opportunities to relax and unwind amid a busy work schedule, while also creating more chances for cross-department collaboration and communication, further strengthening corporate culture cohesion and a sense of belonging. Tong Hsing firmly believes that healthy and positive employee relationships are a vital foundation for sustainable business growth. The Company will continue to support club development, foster a more diverse and engaging workplace culture, and uphold a people-centered approach to sustainable management.

Company Event Photos



VI. Comfortable and Friendly Workplace Environment

Tong Hsing believes that proper nutrition and adequate rest are essential for maintaining work efficiency and health. Therefore, the Company continuously optimizes dining and rest areas, ensuring that every employee can receive comprehensive care in a safe and comfortable environment, embodying the principles of people-centered care and a healthy workplace. Cafeterias at each plant provide three meals and late-night snacks daily, offering a variety of dishes including rice, noodles, soups, and desserts to meet different time slots and taste preferences, helping employees obtain adequate nutrition and energy alongside their work. The Company places special emphasis on the dietary habits of employees from diverse cultural backgrounds. In particular, at the Taiwan plants, dedicated menus are designed for colleagues from the Philippines, offering meals with hometown flavors to enhance their adaptation and sense of belonging while working abroad.

In addition, to accommodate different work shifts and schedules, the cafeterias are equipped with 24-hour vending machines offering a variety of snacks and beverages. Rest areas are also open around the clock, allowing employees to freely use the space during breaks or off-duty hours to recharge, relax, and restore energy. These thoughtful designs not only take employees' health and convenience into account but also demonstrate the Company's care and support for their overall well-being.



Taipei Plant





Longtan Plant





Zhubei Plant





Philippines Plant



Bade Plant





Social Inclusion 06

Material Topics

GRI 203-1



Guided by the philosophy of "putting people first and giving back to society," Tong Hsing promotes charitable and sustainability initiatives based on the B4SI framework. In 2025, Tong Hsing implemented the "Corporate Energy-Saving Support Program" in Hsinchu County, donating LED lighting fixtures and installing air circulators at three social welfare organizations to improve lighting and ventilation. These efforts reduced the organizations' energy-related operating costs while enhancing indoor safety and comfort. Under the "Denim Rebirth Program," we partnered with Story Wear to conduct interactive workshops on dismantling discarded jeans, exploring resource reuse and creative transformation while supporting stable employment and income for local tailors, women returning to the workforce, and people with disabilities. Through these initiatives, Tong Hsing integrates environmental protection, creativity, and social care into everyday life, bringing sustainability principles into local communities and creating long-term value and positive social impact.

2025 Tong Hsing Social Participation

Number	Input	Activity	Output	Outcome	Impact
1 Corporate Energy-Saving Support Program	Donations of resources (LED lighting fixtures, air circulators, etc.), professional contractors, funding, and management support	On-site assessments, equipment replacement, fixture mounting and wiring improvements, and installation of air circulators	153 panel lights, 236 T8 LED lights, 20 bracket lights, and 96 air circulators	Electricity savings of 33,644 kWh and carbon emissions reductions of 15,947 kg CO_2e	Established energy-saving demonstration cases at social welfare organizations and promoted energy-saving initiatives and environmental sustainability through charitable engagement
2 Denim Rebirth Program	Collaboration with Story Wear, discarded jeans, workshop facilities, manpower, and professional training resources	Interactive workshops for dismantling jeans, educational and creative activities, and employment skills development	21 participants completed denim dismantling activities and learned resource reuse techniques	Raised participants' environmental awareness and creative capabilities	Integrated environmental protection, education, and social care to promote the incorporation of sustainability principles into community life and everyday actions



I. Social Participation

1. External Organization Participation GRI 2-28

Tong Hsing participates in the following industry associations, engaging in meetings and discussions in diverse roles to engage with external associations, optimize competitive advantages, and promote social participation.

Organization Name	Participating Role
Taiwan Electrical and Electronic Manufacturers' Association	Member Companies
Micro Sensors and Actuators Technology Consortium	Member Companies
Independent Director Association Taiwan	Member Companies
Taiwan Printed Circuit Association (TPCA)	Member Companies
SEMI Taiwan	Member Companies
AI on Chip Taiwan Alliance (AITA)	Member Companies
Taiwan Corporate Governance Association	Member Companies
CommonWealth Sustainability CWS	Member Companies

2. Denim Rebirth Program

In 2025, Tong Hsing partnered with Story Wear to launch the "Denim Rebirth Program," using discarded jeans as a medium to explore new possibilities for resource reuse and creative transformation. The program centered on interactive workshops, where 21 participants personally dismantled discarded jeans, examining every detail—from fabric fibers and fasteners to pockets—to rediscover the value of materials and experience the process of "giving old items new life." Through hands-on participation, environmental protection became more than an abstract concept; it became a tangible practice that participants could experience in their daily lives. Story Wear has long been committed to textile circularity and social innovation. The organization actively supports local tailors, women returning to the workforce, and nonprofit organizations by providing professional training and employment support. It also helps people with disabilities and young people find stable employment and sources of income, integrating social care into every product it creates. Through the Denim Rebirth Program, Tong Hsing aims to bring creativity, education, and sustainability together, helping more people understand the importance of resource reuse while inspiring environmental awareness and creative thinking in everyday life. Tong Hsing also hopes that small actions can accumulate into meaningful social impact, bringing warmth and positive energy to the community and making sustainability not only a corporate responsibility, but also a part of everyone's daily life.











II. Public Welfare Activities

1. Corporate Energy-Saving Support Program

In 2025, Tong Hsing participated in Hsinchu County's "Corporate Energy-Saving Support Program," providing resources to support energy-saving improvements at three social welfare organizations. Professional service providers were engaged to manage equipment replacement, procurement, and installation, demonstrating Tong Hsing's concrete commitment to energy-saving initiatives, philanthropy, and environmental sustainability. Based on on-site assessments and feedback from the participating organizations, the assisted facilities generally faced energy-use challenges such as outdated lighting equipment, high energy consumption, and inadequate ventilation. Some areas also had uneven lighting quality and potential electrical safety risks. In response to these needs, Tong Hsing planned to replace existing lighting fixtures with high-efficiency LED fixtures, improve fixture mounting and wiring safety, and install air circulators in areas where necessary. These measures were designed to comprehensively improve lighting quality, energy efficiency, and indoor comfort and safety. The donation included 153 panel lights, 236 T8 LED lights, 20 bracket lights, and 96 air circulators. The improvements are expected to generate annual electricity savings of 33,644 kWh, reduce carbon emissions by 15,947 $kgCO_2e$, and save approximately NT$100,930 in electricity costs. In addition to effectively reducing the energy-related operating burden on the participating organizations, the program established exemplary energy-saving improvement cases at local social welfare facilities, demonstrating the tangible results of corporate action and public-private collaboration in advancing sustainable development.

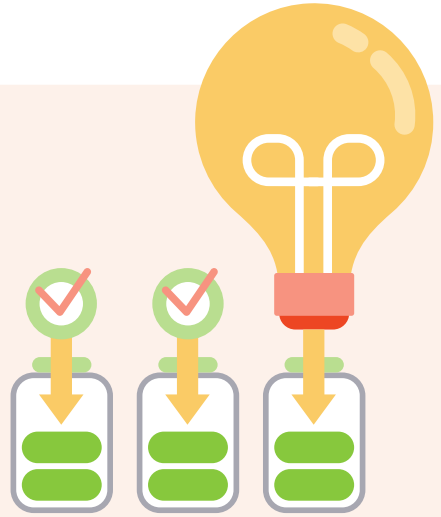
Organization	Item	Number	Unit	Energy Savings (kWh/year	Carbon Emissions Reduction ($kgCO_2e$)	Cost Savings (NT$)
○○ Center	Panel lights	12	units	220	104	659
	T8 20W × 2 LED lights	15	units	196	93	589
	14-inch air circulators	17	units	1,500	711	4,500
	Subtotal			1,916	908	5,747
○○ Home	Panel lights	52	units	2,254	1,068	6,761
	T8 20W × 2 LED lights	221	units	12,376	5,866	37,128
	20W × 1 bracket lights	20	units	400	190	1,200
	14-inch air circulators	28	units	3,000	1,422	9,000
	Subtotal			18,030	8,546	54,089
OOCenter	Panel lights	89	units	10,698	5,071	32,093
	14-inch air circulator	51	units	3,000	1,422	9,000
	Subtotal			13,698	6,493	41,093
Total				33,644	15,947	100,930

Photos of Energy-Saving Improvements



Panel Lights





Estimated Annual Benefits: 33,644 kWh in Electricity Savings and 15,947 $kgCO_2e$ in Carbon Emissions Reductions



T8 LED Lights





Installation of Air Circulators

Appendix

GRI Content Index (2021)

Statement of Use	Tong Hsing reports in accordance with the GRI Standards for the period from January 1, 2025, to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI Standards	Disclosure Items	Chapter	Page Number
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	About Tong Hsing	05
	2-2 Entities included in the organization's sustainability reporting	About Tong Hsing	05
	2-3 Reporting period, frequency and contact point	About the Report	02
	2-4 Restatements of information	About the Report	02
	2-5 External assurance	Appendix: Independent Third-Party Assurance Statement	128
	2-6 Activities, value chain and other business relationships	Chapter 2 Financial Performance and Innovative Products and Services: 2. Innovative Products and Services	43
		Chapter 3 Sustainable Supply Chain Management: 1. Industrial Value Chain	53
	2-7 Employees	Chapter 5 Friendly Workplace: 1. Employee Composition and Diversity	77
	2-8 Workers who are not employees	Chapter 5 Friendly Workplace: 1. Employee Composition and Diversity	77
	2-9 Governance structure and composition	Chapter 1 Corporate Governance and Ethical Corporate Management: 1. Corporate Governance Structure	21
	2-10 Nomination and selection of the highest governance body	Chapter 1 Corporate Governance and Ethical Corporate Management: 1. Corporate Governance Structure - Board Diversity and Independence	22
	2-11 Chair of the highest governance body	Chapter 1 Corporate Governance and Ethical Corporate Management: 1. Corporate Governance Structure - Board Operations	23
	2-12 Role of the highest governance body in overseeing the management of impacts	Decisions on Material Topics	09
		Chapter 1 Corporate Governance and Ethical Corporate Management: 1. Corporate Governance Structure: Operation of Functional Committees	25
	2-13 Delegation of responsibility for managing impacts	Decisions on Material Topics	09
		Sustainable Management: ESG Implementation Organization	08
		Chapter 1 Corporate Governance and Ethical Corporate Management: 4. Risk Management	34
	2-14 Role of the highest governance body in sustainability reporting	Sustainable Management: ESG Implementation Organization	08

GRI Standards	Disclosure Items	Chapter	Page Number
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Chapter 1 Corporate Governance and Ethical Corporate Management: 1. Corporate Governance Structure - Fair Governance	23
	2-16 Communication of critical concerns	Decisions on Material Topics	09
		Chapter 1 Corporate Governance and Ethical Corporate Management: 1. Corporate Governance Structure - Board Operations	23
	2-17 Collective knowledge of the highest governance body	Chapter 1 Corporate Governance and Ethical Corporate Management: 1. Corporate Governance Structure - Board Continuing Education and Collective Knowledge	28
	2-18 Evaluation of the performance of the highest governance body	Chapter 1 Corporate Governance and Ethical Corporate Management: 1. Corporate Governance Structure - Board Performance Evaluation	27
	2-19 Remuneration policies	Chapter 1 Corporate Governance and Ethical Corporate Management: 1. Corporate Governance Structure - Compensation and Performance Management	24
		Chapter 5 Friendly Workplace: 3. Employee Benefits - Remuneration Policies	88
	2-20 Process to determine remuneration	Chapter 1 Corporate Governance and Ethical Corporate Management: 1. Corporate Governance Structure - Compensation and Performance Management	24
		Chapter 5 Friendly Workplace: 3. Employee Benefits - Remuneration Policies	88
	2-21 Annual total compensation ratio	Chapter 1 Corporate Governance and Ethical Corporate Management: 1. Corporate Governance Structure - Compensation and Performance Management	24
	2-22 Statement on sustainable development strategy	Message from the President	03
	2-23 Policy commitments	Sustainable Management: Sustainability Strategy and Policy	07
		Chapter 4 Sustainable Environment: 1. TCFD Climate-Related Financial Disclosures - Sustainable Environmental Management Policy	65
		Chapter 5 Friendly Workplace: 4. Human Rights Policy	89
	2-24 Embedding policy commitments	Sustainable Management: Sustainability Strategy and Policy	07
		Chapter 4 Sustainable Environment: 1. TCFD Climate-Related Financial Disclosures - Sustainable Environmental Management Policy	65
		Chapter 5 Friendly Workplace: 4. Human Rights Policy	89
	2-25 Processes to remediate negative impacts	Chapter 1 Corporate Governance and Ethical Corporate Management: 2. Ethical Business Practices - Whistleblower and Grievance Channels	31
	2-26 Mechanisms for seeking advice and raising concerns	Chapter 1 Corporate Governance and Ethical Corporate Management: 2. Ethical Business Practices - Whistleblower and Grievance Channels	31
	2-27 Legal Compliance	Chapter 1 Corporate Governance and Ethical Corporate Management: 3. Regulatory Compliance	32
	2-28 Membership associations	Chapter 6 Social Inclusion: 1. Social Participation	117
	2-29 Approach to stakeholder engagement	Decisions on Material Topics	09
	2-30 Collective bargaining agreements	There are no collective bargaining agreements in place. Employees may express their views and concerns through labor-management meetings.	-

GRI Standards	Disclosure Items	Chapter	Page Number
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Decisions on Material Topics	09
	3-2 List of material topics	Decisions on Material Topics	09
1. Corporate Governance and Ethical Corporate Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Decisions on Material Topics	09
GRI 205 Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	Chapter 1 Corporate Governance and Ethical Corporate Management: 2. Ethical Business Practices - Anti-Corruption Actions	30
		Chapter 1 Corporate Governance and Ethical Corporate Management: 3. Regulatory Compliance	32
GRI 206 Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Chapter 1 Corporate Governance and Ethical Corporate Management: 2. Ethical Business Practices - Anti-Corruption Actions	30
		Chapter 1 Corporate Governance and Ethical Corporate Management: 3. Regulatory Compliance	32
2. GHG Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	Decisions on Material Topics	09
GRI 302: Energy	302-1 Energy consumption within the organization	Chapter 4 Sustainable Environment: 2. Greenhouse Gas Emissions and Energy Management	66
	302-3 Energy intensity		
	302-4 Reduction of energy consumption		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Chapter 4 Sustainable Environment: 2. Greenhouse Gas Emissions and Energy Management	66
	305-2 Energy indirect (Scope 2) GHG emissions		
	305-2 Energy indirect (Scope 2) GHG emissions		
	305-5 Reduction of GHG emissions		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Chapter 4 Sustainable Environment: 5. Waste Management	73
	306-2 Management of significant waste-related impacts		
	306-3 Waste generated		
	306-4 Waste diverted from disposal		
	306-5 Waste directed to disposal		

GRI Standards	Disclosure Items	Chapter	Page Number
3. Social Participation / Community Engagement			
GRI 3: Material Topics 2021	3-3 Management of material topics	Decisions on Material Topics	09
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Chapter 6 Social Inclusion: 1. Social Participation	115
4. Sustainable Value Chain			
GRI 3: Material Topics 2021	3-3 Management of material topics	Decisions on Material Topics	09
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Chapter 3 Sustainable Supply Chain Management: 4. Local Procurement	56
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Chapter 3 Sustainable Supply Chain Management: 2. Supply Chain Management Policies and Measures	53
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	Chapter 3 Sustainable Supply Chain Management: 2. Supply Chain Management Policies and Measures	53
5. Human Resource Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Decisions on Material Topics	09
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Chapter 4 Sustainable Environment: 1. TCFD Climate-Related Financial Disclosures	58
	201-3 Defined benefit plan obligations and other retirement plans	Chapter 5 Friendly Workplace: 3. Employee Benefits - Retirement System	88
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Chapter 5 Friendly Workplace: 1. Employee Composition and Diversity - New Hires and Employee Turnover	79
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter 5 Friendly Workplace: 3. Employee Benefits	87
	401-3 Parental leave	Chapter 5 Friendly Workplace: 3. Employee Benefits - Parental Leave Without Pay	88
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Chapter 5 Friendly Workplace: 4. Human Rights Policy - Open Channels for Labor-Management Communication	90
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Chapter 5 Friendly Workplace: 2. Talent Recruitment and Development	82
	404-2 Programs for upgrading employee skills and transition assistance programs		
	404-3 Percentage of employees receiving regular performance and career development reviews		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Chapter 5 Friendly Workplace: 1. Employee Composition and Diversity	77

Other Disclosures

GRI Standards	Disclosure Items	Chapter	Page Number
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	Chapter 4 Sustainable Environment: 4. Water Resource Management	71
	303-2 Management of water discharge-related impacts		
	303-3 Water withdrawal		
	303-4 Water discharge		
	303-5 Water consumption		
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Chapter 4 Sustainable Environment: 3. Air Pollution Control	70
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Chapter 5 Friendly Workplace: 5. Occupational Safety and Health	91
	403-2 Hazard identification, risk assessment, and incident investigation		
	403-3 Occupational health services		
	403-4 Worker participation, consultation, and communication on occupational health and safety		
	403-5 Worker training on occupational health and safety		
	403-6 Promotion of worker health		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
	403-8 Workers covered by an occupational health and safety management system		
	403-9 Work-related injuries		
	403-10 Work-related ill health		
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Chapter 2 Financial Performance and Innovative Products and Services: 3. Quality Management System - Product Safety Management Policy	47
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Chapter 2 Financial Performance and Innovative Products and Services: 3. Quality Management System - Product Safety Management Policy	
	417-2 Incidents of non-compliance concerning product and service information and labeling		
	417-3 Incidents of non-compliance concerning marketing communications		

SASB Standards Index—Semiconductors

	SASB Code	Accounting Metric	Category	Disclosure
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions	Quantification	Gross Global Scope 1 Emissions: 683.7053 tCO_2e
		(2) amount of total emissions from perfluorinated compounds	Quantification	Total PFC emissions were 0 tCO_2e.
	TC-SC-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	-	Chapter 4 Sustainable Environment: 2. Greenhouse Gas Emissions and Energy Management
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed	Quantification	438,688.7341 GJ
		(2) percentage grid electricity	Quantification	99.41%
		(3) percentage renewable	Quantification	0.29%
Water Management	TC-SC-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantification	Total Water Withdrawal: 1,392,847 metric tons Percentage of Water Withdrawal from Regions with High Water Stress: 51.40%
Waste Management	TC-SC-150a.1	Amount of hazardous waste generated, percentage recycled	Quantification	The amount of hazardous waste is 318.55 metric tons. Recycling Rate: 65.23%
Workforce Health & Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	Qualitative	Please refer to the Occupational Health and Safety section.
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Quantification	The Company has no significant violations in the area of worker health and safety.
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage of employees that require work visas	Quantification	Taipei Plant: 14.09% Longtan Plant: 29.20% Zhubei Plant: 39.22% Bade Plant: 18.30% Philippine Plant: 0.29%
Product Lifecycle Management	TC-SC-410a.1	Revenue from products that contain IEC 62474 declarable substances	Quantification	The Company does not maintain statistics on substances covered by IEC 62474. In response to customer requirements, hazardous substance management follows the limits specified under RoHS and Halogen Free requirements.
	TC-SC-410a.2	Percentage of eligible products that meet the ENERGY STAR® criteria	Quantification	The Company's products are not applicable to the following downstream applications.
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	Qualitative	The Company currently has sufficient supplies of raw materials. Please refer to the description of supply chain management policies and measures.
Intellectual Property Protection & Competitive Behaviour	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantification	In 2025, there were no related incidents, and the total monetary losses amounted to NT$0.
Activity Metrics	TC-SC-000.A	Total production from own manufacturing facilities and those with which the entity contracts for manufacturing services	Quantification	The Company's main product output in 2025: 3,088,864,525 ea
	TC-SC-000.B	Percentage of production from facilities owned by the entity	Quantification	100%

Climate-Related Disclosures for Listed Companies

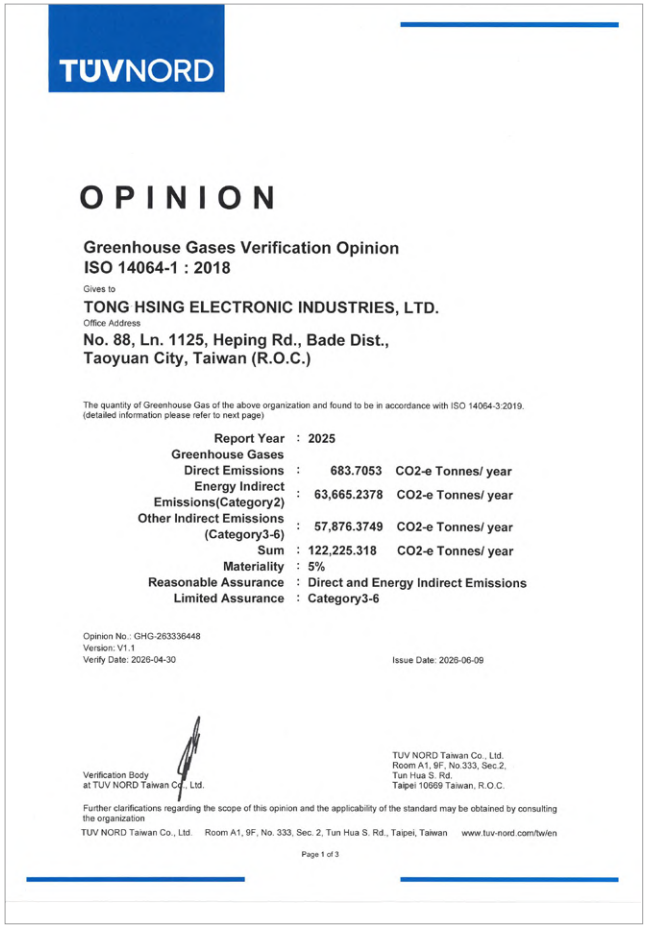
Item	Implementation Status
Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	The Board of Directors serves as the highest governing body for climate-related matters at Tong Hsing, participating in the formulation of climate-related policies and overseeing the implementation of related actions. This includes identifying risks and development strategies across the Company, ensuring that Tong Hsing has appropriate measures and adaptive approaches to address climate-related risks and opportunities.
Describe how the identified climate-related risks and opportunities affect the Company's business, strategy, and financial position over the short, medium, and long term.	Chapter 4 Sustainable Environment: 1. TCFD Climate-Related Financial Disclosures
Describe the financial impacts of extreme weather events and transition-related actions.	Chapter 4 Sustainable Environment: 1. TCFD Climate-Related Financial Disclosures
Describe how the identification, assessment, and management of climate-related risks are integrated into the Company's overall risk management framework.	Chapter 4 Sustainable Environment: 1. TCFD Climate-Related Financial Disclosures
If scenario analysis is used to assess resilience to climate-related risks, describe the scenarios, parameters, assumptions, analytical factors, and key financial impacts used.	Chapter 4 Sustainable Environment: 1. TCFD Climate-Related Financial Disclosures
If the Company has a transition plan to manage climate-related risks, describe the plan's content and the metrics and targets used to identify and manage both physical and transition risks.	Chapter 4 Sustainable Environment: 1. TCFD Climate-Related Financial Disclosures
If internal carbon pricing is used as a planning tool, describe the basis for setting the price.	Pending Evaluation
If climate-related targets are set, describe the activities covered, GHG emission scopes, planning timeline, and annual progress toward achievement. If carbon offsets or renewable energy certificates (RECs) are used to meet these targets, specify the sources and amounts of the offset credits or the number of RECs applied.	-
GHG inventory and verification status, along with reduction targets, strategies, and specific action plans (see pages 1-1 and 1-2 for details).	Chapter 4 Sustainable Environment: 2. Greenhouse Gas Emissions and Energy Management

Sustainability Disclosure Indicators—Semiconductor Industry

Number	Item	Indicator Type	Annual Disclosure Status	Unit	Remarks
I	Total energy consumption, percentage of purchased electricity, and renewable energy usage rate	Quantification	Total energy consumption: 438,688.7341 GJ Percentage of purchased electricity: 99.41% Renewable Energy Usage Rate: 0.29%	Gigajoules (GJ), Percentage (%)	
II	Total Water Withdrawal and Total Water Consumption	Quantification	Total Water Withdrawal: 1,392,847 m^3 Total Water Consumption: 260,291 m^3	Cubic Meter (m^3)	
III	Weight of hazardous waste generated and percentage recycled	Quantification	The amount of hazardous waste is 318.55 metric tons. Recycling Rate: 65.23%	Metric tons (t), Percentage (%)	
IV	Description of Occupational Accident Categories, Number of Cases, and Rates	Quantification	Temporary Total Disability: 11 cases Total Recordable Incident Rate (TRIR) for Occupational Injuries: Taipei 0, Bade 3.15, Longtan 1, Zhubei 2.22, Philippines 1.16	Cases Rate (%)	Please refer to the occupational health and safety section for details on occupational accidents
V	Disclosure on product lifecycle management: including the weight of scrapped products and electronic waste, and the percentage recycled	Quantification	As the Company is not a manufacturer of end products, it is not involved in product take-back activities. The weight of electronic waste generated from production processes, including scrap metal, was 39.52 tons, with a recycling rate of 43.02%.	Metric ton (t), Percentage (%)	
VI	Description of risk management related to the use of critical materials	Qualitative Description	The Company currently has sufficient supply of raw materials. Please refer to the sustainable supply chain management section for details.	NA	
VII	Total monetary losses resulting from legal proceedings related to anti-competitive conduct	Quantification	None	Reporting Currency	
VIII	Main Product Output by Product Category	Quantification	3,088,864,525	ea	

Independent Third-Party Assurance Statement GRI 2-5

ISO 14064-1:2018 Independent Third-Party Verification Statement



TÜVNORD

OPINION

Greenhouse Gases Verification Opinion
ISO 14064-1 : 2018

Gives to

TONG HSING ELECTRONIC INDUSTRIES, LTD.

Office Address

No. 88, Ln. 1125, Heping Rd., Bade Dist., Taoyuan City, Taiwan (R.O.C.)

The quantity of Greenhouse Gas of the above organization and found to be in accordance with ISO 14064-3:2019. (detailed information please refer to next page)

Report Year	:	2025	
Greenhouse Gases			
Direct Emissions	:	683.7053	CO2-e Tonnes/ year
Energy Indirect Emissions(Category2)	:	63,665.2378	CO2-e Tonnes/ year
Other Indirect Emissions (Category3-6)	:	57,876.3749	CO2-e Tonnes/ year
Sum	:	122,225.318	CO2-e Tonnes/ year
Materiality	:	5%	
Reasonable Assurance	:	Direct and Energy Indirect Emissions	
Limited Assurance	:	Category3-6	

Opinion No.: GHG-263336448
Version: V1.1
Verify Date: 2026-04-30

Issue Date: 2026-06-09

Verification Body
at TUV NORD Taiwan Co., Ltd.

TUV NORD Taiwan Co., Ltd.
Room A1, 9F, No.333, Sec.2,
Tun Hua S. Rd.
Taipei 10669 Taiwan, R.O.C.

Further clarifications regarding the scope of this opinion and the applicability of the standard may be obtained by consulting the organization
TUV NORD Taiwan Co., Ltd. Room A1, 9F, No. 333, Sec. 2, Tun Hua S. Rd., Taipei, Taiwan www.tuv-nord.com/tw/en

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TÜVNORD

OPINION

Appendix to Opinion No. GHG-263336448
ISO 14064-1 : 2018

TUV NORD Taiwan Co., Ltd (hereinafter referred to as "TUV NORD") has been contracted with TONG HSING ELECTRONIC Industries, LTD. (hereinafter referred to as "TONG HSING"), No. 88, Ln. 1125, Heping Rd., Bade Dist., Taoyuan City, Taiwan (R.O.C.) for the verification of direct and indirect greenhouse gas emissions in accordance with ISO 14064-3:2019. In the GHG Opinion in the form of GHG report covering GHG emissions of the period 2025-01-01 to 2025-12-31.

Roles and responsibilities

The management of TONG HSING is responsible for the organization's GHG information system, the development and maintenance of records and reporting procedures in accordance with that system, including the calculation and determination of GHG emissions information and the reported GHG emissions.

TUV NORD conducted a third party verification to express an independent GHG verification opinion on the GHG emissions as provided in the GHG Opinion for the period year 2025.

Level of Assurance

The level of assurance agreed are that of reasonable assurance for category 1 and 2; Limited level assurance from category 3 to 6.

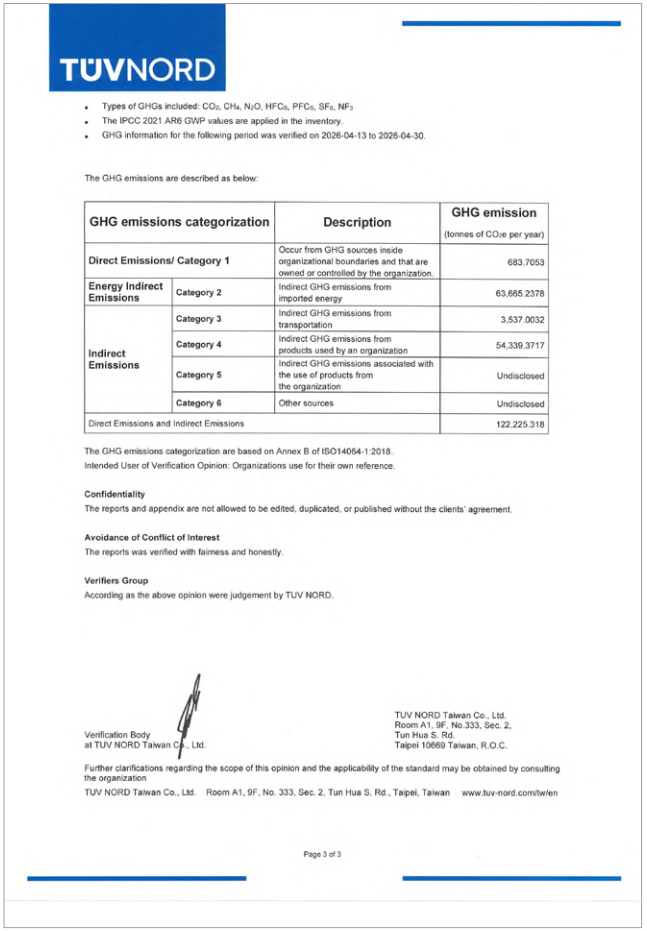
Scope

Verification of GHG emissions within the organization's boundary and is based on ISO 14064-3:2019.

Location/Boundary of the activities:

Company	Address
TONG HSING ELECTRONIC Industries, LTD.(Taipei Factory)	No. 55, Ln. 365, Yingtao Rd., Yingge Dist., New Taipei City 239, Taiwan (R.O.C.)
TONG HSING ELECTRONIC Industries, LTD.(Taipei Factory - Dormitory)	No. 77 and No. 108, Ln. 365, Yingtao Rd., Yingge Dist., New Taipei City, Taiwan (R.O.C.)
TONG HSING ELECTRONIC Industries, LTD.(Bade Factory)	No. 88, Ln. 1125, Heping Rd., Bade Dist., Taoyuan City, Taiwan (R.O.C.)
TONG HSING ELECTRONIC Industries, LTD.(Zhubei Factory)	No. 84, Taihe Rd., Zhubei City, Hsinchu County, Taiwan (R.O.C.)
	Rm. 1, 2, 3, 5, 6, 7 & 8, 6F., No. 1, Huanke 1st Rd., Zhubei City, Hsinchu County, Taiwan (R.O.C.)
	No. 145, Taihe Rd., Zhubei City, Hsinchu County, Taiwan (R.O.C.)
TONG HSING ELECTRONIC Industries, LTD.(Zhubei Factory - Dormitory)	No. 84-1, Taihe Rd., Zhubei City, Hsinchu County, Taiwan (R.O.C.)
	No. 10, Mayuan 7th St., Zhubei City, Hsinchu County, Taiwan (R.O.C.)
TONG HSING ELECTRONIC Industries, LTD.(Longtan Factory)	No. 21, Longyuan 5th Rd., Longtan Dist., Taoyuan City, Taiwan (R.O.C.)
TONG HSING ELECTRONIC Industries, LTD.(Longtan Factory - Dormitory)	No. 500, Meilong Rd., Longtan Dist., Taoyuan City, Taiwan (R.O.C.)
TONG HSING ELECTRONIC Industries, LTD.(Philippines Factory)	103 Prosperity Ave., Carmelray Ind'l Park Canlubang, Calamba City, Philippines.

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- Types of GHGs included: CO_2, CH_4, N_2O, HFC_s, PFC_s, SF_6, NF_3
- The IPCC 2021 AR6 GWP values are applied in the inventory.
- GHG information for the following period was verified on 2026-04-13 to 2026-04-30.

The GHG emissions are described as below:

GHG emissions categorization		Description	GHG emission (tonnes of CO_2e per year)
Direct Emissions/ Category 1		Occur from GHG sources inside organizational boundaries and that are owned or controlled by the organization.	683.7053
Energy Indirect Emissions	Category 2	Indirect GHG emissions from imported energy	63,665.2378
Indirect Emissions	Category 3	Indirect GHG emissions from transportation	3,537.0032
	Category 4	Indirect GHG emissions from products used by an organization	54,339.3717
	Category 5	Indirect GHG emissions associated with the use of products from the organization	Undisclosed
	Category 6	Other sources	Undisclosed
Direct Emissions and Indirect Emissions			122,225.318

The GHG emissions categorization are based on Annex B of ISO14064-1:2018.
Intended User of Verification Opinion: Organizations use for their own reference.

Confidentiality

The reports and appendix are not allowed to be edited, duplicated, or published without the clients' agreement.

Avoidance of Conflict of Interest

The reports was verified with fairness and honestly.

Verifiers Group

According as the above opinion were judgement by TUV NORD.

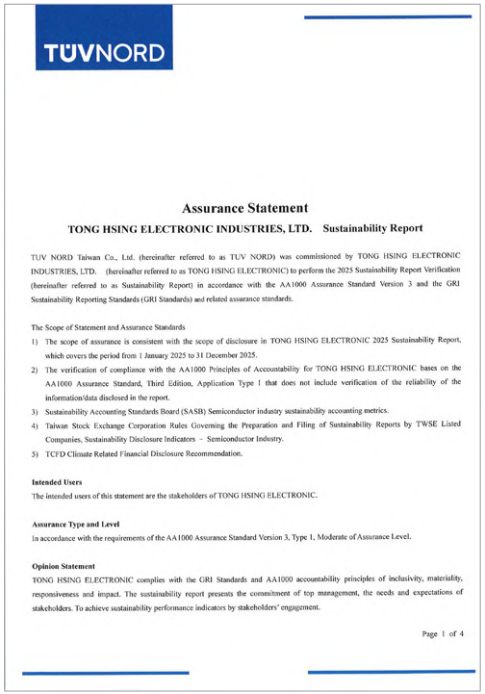
Verification Body
at TUV NORD Taiwan Co., Ltd.

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Taipei 10669 Taiwan, R.O.C.

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TÜV NORD Assurance Statement



TÜVNORD

Assurance Statement

TONG HSING ELECTRONIC INDUSTRIES, LTD. Sustainability Report

TUV NORD Taiwan Co., Ltd. (hereinafter referred to as TUV NORD) was commissioned by TONG HSING ELECTRONIC INDUSTRIES, LTD. (hereinafter referred to as TONG HSING ELECTRONIC) to perform the 2025 Sustainability Report Verification (hereinafter referred to as Sustainability Report) in accordance with the AA1000 Assurance Standard Version 3 and the GRI Sustainability Reporting Standards (GRI Standards) and related assurance standards.

The Scope of Statement and Assurance Standards

1) The scope of assurance is consistent with the scope of disclosure in TONG HSING ELECTRONIC 2025 Sustainability Report, which covers the period from 1 January 2025 to 31 December 2025.
2) The verification of compliance with the AA1000 Principles of Accountability for TONG HSING ELECTRONIC bases on the AA1000 Assurance Standard, Third Edition, Application Type 1 that does not include verification of the reliability of the information/data disclosed in the report.
3) Sustainability Accounting Standards Board (SASB) Semiconductor industry sustainability accounting metrics.
4) Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, Sustainability Disclosure Indicators – Semiconductor Industry.
5) TCFD Climate Related Financial Disclosure Recommendation.

Intended Users

The intended users of this statement are the stakeholders of TONG HSING ELECTRONIC.

Assurance Type and Level

In accordance with the requirements of the AA1000 Assurance Standard Version 3, Type 1, Moderate of Assurance Level.

Opinion Statement

TONG HSING ELECTRONIC complies with the GRI Standards and AA1000 accountability principles of inclusivity, materiality, responsiveness and impact. The sustainability report presents the commitment of top management, the needs and expectations of stakeholders. To achieve sustainability performance indicators by stakeholders' engagement.

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TÜVNORD

We assure that TONG HSING ELECTRONIC complies with the SASB Semiconductor industry sustainability accounting standards to disclose relevant metrics

We assure that TONG HSING ELECTRONIC complies with Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, Sustainability Disclosure Indicators – Semiconductor Industry.

We assure that TONG HSING ELECTRONIC complies withTCFD's climate-related financial disclosure recommendations and discloses relevant metrics.

Methodology

The verification is in accordance with the above stated assurance standards and the TUV NORD Sustainability Report Verification Agreement.

Our verification includes the following activities:

* Collect objective evidence of relevant performance metrics, as mentioned in the report.
* Assurance of expectations of local or national regulations; international standards as set forth in public opinion and/or expert opinion are relevant to such general considerations.
* Document review records and report content assessment in the context of GRI criteria application requirements.
* Interviews with managers and related staff on issues of concern to the company's stakeholders.
* Interviews with personnel involved in sustainability management, information gathering and report preparation.
* Review significant organizational developments and review internal and external audit findings.
* Review AA1000 (2018) Principles of Accountability and other compliance requirements.

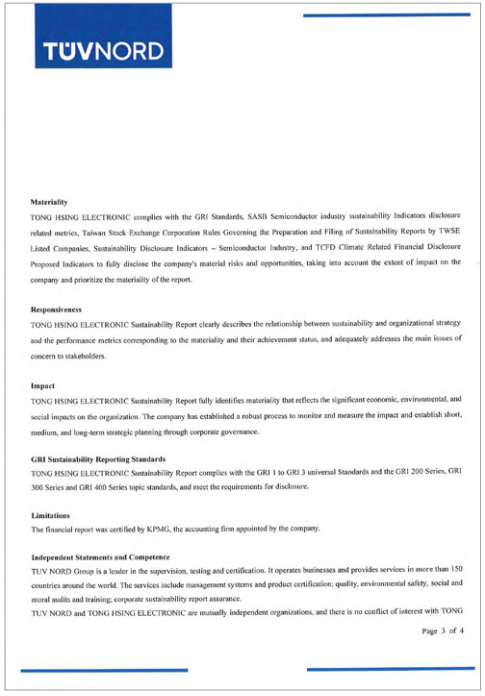
Conclusion

The results of the AA1000 accountability standard for inclusivity, materiality, responsiveness and impact in the report are set out below.

Inclusivity

TONG HSING ELECTRONIC identifies 8 stakeholders and their concerns via the questionnaire and decides materiality through stakeholder engagement, sustainability committees and experts. There are 5 material topics determined among the 18 sustainability topics including economic, governance, social, human rights and climate impact.

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TÜVNORD

Materiality

TONG HSING ELECTRONIC complies with the GRI Standards, SASB Semiconductor industry sustainability Indicators disclosure related metrics, Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, Sustainability Disclosure Indicators – Semiconductor Industry, and TCFD Climate Related Financial Disclosure Proposed Indicators to fully disclose the company's material risks and opportunities, taking into account the extent of impact on the company and prioritize the materiality of the report.

Responsiveness

TONG HSING ELECTRONIC Sustainability Report clearly describes the relationship between sustainability and organizational strategy and the performance metrics corresponding to the materiality and their achievement status, and adequately addresses the main issues of concern to stakeholders.

Impact

TONG HSING ELECTRONIC Sustainability Report fully identifies materiality that reflects the significant economic, environmental, and social impacts on the organization. The company has established a robust process to monitor and measure the impact and establish short, medium, and long-term strategic planning through corporate governance.

GRI Sustainability Reporting Standards

TONG HSING ELECTRONIC Sustainability Report complies with the GRI 1 to GRI 3 universal Standards and the GRI 200 Series, GRI 300 Series and GRI 400 Series topic standards, and meet the requirements for disclosure.

Limitations

The financial report was certified by KPMG, the accounting firm appointed by the company.

Independent Statements and Competence

TUV NORD Group is a leader in the supervision, testing and certification. It operates businesses and provides services in more than 150 countries around the world. The services include management systems and product certification; quality, environmental safety, social and moral audits and training; corporate sustainability report assurance.

TUV NORD and TONG HSING ELECTRONIC are mutually independent organizations, and there is no conflict of interest with TONG

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TÜVNORD

HSING ELECTRONIC or any of its affiliates or interested parties when performing the verification of the sustainability report. Regarding the sustainability report of TONG HSING ELECTRONIC, TUV NORD bases on the TONG HSING ELECTRONIC verification agreement, and does not assume any legal or other responsibilities. TONG HSING ELECTRONIC is responsible for responding to any questions that intended users concerned.

The verification team is composed of experienced chief reviewers such as ISO 9001, ISO 14001, ISO 14064-1, ISO 14067, ISO 45001, SA 8000, ISO 50001, ISO 27001 etc., and has received the CSAP verification practice qualification certification of AA1000 AS v3 accountability training. The verification team bases on extensive knowledge and experience in the industry to provide professional advice in this assignment.

Jack Yeh
Chairman

AA1000
Licensed Report
000-75/93-115AA

Date of Issuance: 2026.07.13
TUV NORD Taiwan Co., Ltd.
Room A1, 9F, No. 333, Sec. 2, Tun Hua S. Rd., Taipei 10669 Taiwan, R.O.C.

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