

ESG Annual Performance

Environmental

- Environmental conservation
 - Obtained ISO14001 3rd party certification.
 - Obtain the SGS ISO14001 Plus Award
 - Obtain the 5th National Enterprise Environmental Protection Award(Line-C)
- Energy Management
 - Power consumption is 177,855,491 KWH, a decrease of 1.05% compared to the previous year
 - Power energy intensity :0.1002
 - Obtained ISO50001 3rd party certification(Line-C).
 - Purchase 1.89 million degrees of renewable energy.
- Waste management
 - Industrial waste: 1,046 tons, a decrease of 7.1% compared to the previous year
 - Industrial waste intensity: 0.1637

Social

- Retention rate from employee turnover will be above 94.2%.
- Employee care and development.
 - Total 47 face-to-face trainings were held in a year, and total 1,445 attendees. The average number of hours employees studied throughout the year was 13.47 hours..
- Communications and regulations
 - There will be total 4 labor-management meetings in a year. There will be 1,242 communication conferences.
 - No involvement in discrimination or sexual
 - Set up a "FUN Relaxation Booth" to offer employees free massage service. A total of 1,105 employees had the opportunity to enjoy comfortable massage services.
- Safety and happiness workplace
 - Obtained TOSHMS (CNS45001), ISO45001 3rd party certification.
 - Insurance plans and physical examinations for all employees.
 - Subsidizing Employee Welfare Committee with 14,849,678 NTD.
- Public welfare for society

Governance

- Established the ESG Guiding Committee in November 2023,consisting of 3 directors (including 2 independent directors)
- Annual revenue was NT\$6,376 million
- Annual net profit after tax was NT\$1,376 million
- Won the top 5% of the OTC group in the 10th Corporate Governance Evaluation competition.
- The declaration rate on Conflict of Interest reaches 100%.
- Supply Chain Management
- Not purchase Conflict Minerals, 100% conflict-free minerals such as Gold, Tantalum, Tin, Tungsten, Cobalt and Mica are used of raw materials.
- Held total of 23 "New Supplier Review Committee" meeting in 2023. 100% of new suppliers signed and complied with the "Letter of Assurance".

ESG Annual Performance

Environmental

- Water resource management
 - Total water consumption: 910,012 tons, a decrease of 19.67% compared to the previous year
 - Water intensity: 142
 - Average process water recycling rate:67%
- GHG inventory
 - The total annual emission equivalent of CO2e is 118,493 tons
 - The annual emission intensity was 18.55, a drop of 20% from the previous year.
- Environmental Restricted Substance Control
 - Raw materials testing and survey are 100% compliance with the requirement of RoHS and REACH standards.
 - Products testing compliance with the requirement of RoHS and REACH standards.

Social

- Establish a "NT\$ 100 Club" to support children at TFCF in Taoyuan.
- Donated materials to 2 Orphanage in Taoyuan.
- Earnings in 4 donations and charity sales to social welfare organizations in Taoyuan.
- Purchased gift boxes from the social welfare foundation and presented them to factory personnel.
- 273 bags in total in 2 blood donations.
- River adoption-Xinjie creek In Taoyuan City.

Governance

- Established the standard and frequency for conducting ESG self-assessment surveys for 274 major suppliers. Completed surveys for 89 suppliers in 2023
- Privacy management
 - Identify privacy management regulations and customer requirements. In 2024, the Company did not experience any incidents of customer information leakage.