



2024 TungThih Electronic Co.,Ltd.

Sustainability Report

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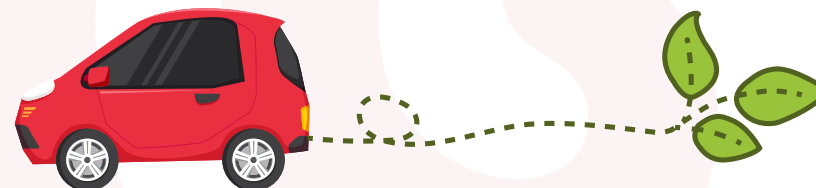
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Message from the Chairman

Since its establishment in 1979, the Company has remained steadfast in its commitment of "Ensuring that people can enjoy driving safely and comfortably". Upholding the core value of "Customer First," and through years of dedication, along with the trust and support of our customers, we have leveraged our integrated capabilities in design, development, and manufacturing to establish ourselves as a leading Tier 1 supplier in the automotive electronics sector.

In light of the rapid changes and challenges in the automotive industry, we do not rest on our past accomplishments. Rather, we are increasingly committed to pursuing continuous innovation, with a strong emphasis on technological breakthroughs and enhancements in product quality. Simultaneously, we are actively expanding into global markets to deliver efficient and reliable services to customers around the world. Steady growth and continuous progress are the driving forces behind our sustainable operations. Our objective is to establish ourselves as an innovative and leading enterprise, consistently introducing new concepts and products that address customer needs, and delivering safer and more comfortable driving experiences for drivers.

In a dynamic and competitive industry environment, we consistently uphold the philosophy of "integrity, mutual assistance, and sustainable operation". The Company not only focuses on business growth but also actively fulfills its corporate social responsibility, implementing its commitment to sustainable development from the perspectives of environment, society, and corporate governance.

On the environmental front (E), since 2023, TungThih Electronic has implemented the ISO 14064-1 greenhouse gas inventory management system. The Company conducts annual carbon emission data inventories and obtains third-party verification to ensure transparency and accuracy of information. In 2024, we also successfully completed external verification procedures, further underscoring the Company's steadfast commitment to energy conservation and carbon reduction. The Company actively aligns with government net-zero policies and global sustainability trends, promoting

carbon reduction actions through systematic management mechanisms, implementing the United Nations Sustainable Development Goals (SDGs), and working hand-in-hand with stakeholders toward a sustainable future.

On the social front (S), we recognize that talent is the foundation of corporate growth. We are dedicated to fostering a safe and healthy workplace environment, promoting employee training and diverse development, and cultivating a friendly workplace atmosphere. This enables employees to achieve personal and career goals while extending care to society and practicing altruism for mutual benefit.

In terms of corporate governance (G), we adhere to the principles of integrity management. We establish comprehensive internal control systems in accordance with regulatory authorities and International Financial Reporting Standards (IFRS), and prioritize the rights and interests of shareholders, employees, customers, and suppliers, while consistently advancing company value and promoting sustainable development.

Reflecting on our years of growth, we have consistently adhered to our original intentions—strengthening corporate governance, valuing talent development and workplace friendliness, actively engaging in social welfare, and continuously promoting energy conservation and carbon reduction within our core business. We collaborate with partners to realize the principles of Environmental, Social, and Governance (ESG). We will continue our efforts toward becoming a responsible enterprise that earns the trust and satisfaction of our customers, employees, shareholders, and all stakeholders.

2024 Sustainability Achievements

Environmental Sustainability



1. Greenhouse Gas Management: The Company has completed its 2024 greenhouse gas inventory in accordance with ISO 14064 standards, disclosing items related to Category 3. Third-party verification has been secured, thereby enhancing the transparency and credibility of the greenhouse gas information provided.
2. Strengthening Risk Management Mechanism: The Board of Directors has approved the "Risk Management Policy and Procedures" and established a risk management team to conduct a comprehensive assessment of the operational risks faced by the Company. This includes addressing environmental challenges such as climate change, thereby enhancing organizational resilience and responsiveness.
3. Promoting Supply Chain Responsibility: The Company has established the "Supplier Code of Conduct" along with associated social responsibility policies to implement responsible supply chain management. In 2024, the signing rate for new suppliers reached 100%, establishing sustainable partnerships.
4. Carbon Reduction Achievements: The Group has established an internal target to reduce carbon emissions by 1% annually. In 2024, actual carbon reduction reached 7.20%, which corresponds to a decrease of 907 metric tons of carbon dioxide equivalent (tCO₂e). This achievement underscores the Group's commitment to proactive measures in carbon reduction efforts.
5. Renewable Energy Application: From 2022 to 2024, Kunshan Plant has installed solar equipment for self-consumption. During this period, the total utilization of green electricity reached 3,141,659 kWh, implementing a low-carbon operational strategy.

Social Inclusion



1. Workplace Safety Assurance: The Company has fully implemented occupational safety and health management. Over the past three years, there have been no incidents of violations concerning employee health and safety regulations, which underscores our strong commitment to continuous improvement in workplace safety.
2. Social Care and Public Welfare Participation: In 2024, the Company's charitable contributions amounted to NT\$3.55 million. Additionally, the Company engaged in various activities such as clothing donations, Christmas gift giving, and volunteer services, demonstrating a strong commitment to giving back to society and leveraging its corporate influence.
3. Transparent and Competitive Compensation and Benefits: The average annual salary for full-time non-management employees reached NT\$851,000 per person, positioning us within the top 50% among listed companies. This achievement underscores our commitment to providing equitable compensation and comprehensive benefits for our employees.
4. Promotion of Healthy Workplace: In 2024, the Company received the "Healthy Workplace Certification – Health Promotion Mark" from the Health Promotion Administration, recognizing our continuous commitment to enhancing employee health, promoting preventive care, and fostering a friendly workplace culture.
5. Environmental Volunteer Initiatives: The Company has established the "Pond Volunteer Patrol Team", which regularly engages in the maintenance of pond ecosystems and promotes enhancements to surrounding trails, fulfilling corporate citizenship responsibilities, connecting the community with nature, and creating a sustainable and harmonious living environment.

Economy and Governance



1. 2024 11st Annual Corporate Governance Evaluation System results: Ranked in the top 6-20% of listed companies. (In 2023, ranked in the top 36-50% of listed companies.)
2. Consolidated revenue for the entire year amounted to NT\$8,533,634 thousand, with a net after-tax profit of NT\$144,929 thousand and earnings per share of NT\$1.54.
3. Research and development expenses totaled NT\$1.128 billion, accounting for 13.22% of revenue.

© Editorial Guidelines

TungThih Electronic Co., Ltd. (hereinafter referred to as "TungThih Electronic") has issued the 2024 Sustainability Report (hereinafter referred to as "this Report") to pursue sustainable business practices and enhance information transparency. Through this Report, we aim to inform stakeholders about the measures and performance related to integrity governance, environmental protection, occupational safety, and employee compensation and benefits under the goal of sustainable development. TungThih Electronic hopes that stakeholders will continue to engage with us and provide valuable feedback, helping the Company make significant strides towards achieving corporate sustainability.

Report Boundaries and Scope

This Report covers business data from January 1, 2024, to December 31, 2024. The scope of the data includes TungThih Electronic Co., Ltd.'s Taiwan headquarters (hereinafter referred to as the "Taoyuan plant"), TungThih Electronic (Xiamen) Co., Ltd. (hereinafter referred to as the "Xiamen plant"), and TungThih Electronic (Kunshan) Co., Ltd. (hereinafter referred to as the "Kunshan plant"). The financial data in this Report is disclosed on a consolidated basis.

Basis for Preparation and Information Verification Methods

- The structure of this Report is based on the Global Reporting Initiative (GRI) Standards 2021 for sustainability reporting. It also meets the requirements of the "Regulations Governing the Preparation and Filing of Sustainability Reports by Listed Companies" and utilizes the Task Force on Climate-related Financial Disclosures (TCFD) framework, Sustainability Accounting Standards Board (SASB) standards, and sustainability disclosure indicators for the electronics sector. Additionally, an appendix in this Report provides an index of GRI standards, climate-related information for listed companies, and sustainability disclosure indicators for stakeholders' reference.
- The financial statements disclosed in this Report are prepared in accordance with "International Financial Reporting Standards (IFRS)" and audited by PwC Taiwan. The Company has implemented relevant ISO management systems addressing environmental and occupational safety aspects, and the data has been sampled and verified by a third-party verification company, obtaining valid certification. Should

any content spans different years or operational activities in various regions, it will be elaborated upon separately within the text of this Report.

- This Report conducts a systematic inventory of greenhouse gas emissions and commissions SGS Taiwan to verify the greenhouse gas emission quantities to ensure the accuracy of the inventory.
- This Report is prepared through data collection and discussions conducted by the sustainability development task forces at each plant, compiled by the ESG Office, and approved for publication by the Board of Directors.
- This Report has also been independently verified by a third-party certification body - AFNOR Asia Ltd. in accordance with the AA1000 standard and Type 1 moderate assurance. The assurance statement is attached in the appendix of this Report.

Reporting Frequency

This is the second sustainability report from TungThih Electronic. Moving forward, TungThih Electronic will publish reports on an annual basis. To improve the transparency and accessibility of this report, a complete electronic version will be available for download from both the Public Information Observatory and the Company's website, with no printed copies being issued separately.

- Publication date: August 2025.
- Next publication date: August 2026.

Information Reorganization

No information reorganization occurred.

Feedback

If you have any comments or suggestions regarding the content of this Report, please feel free to contact us.



TungThih Electronic Co., Ltd. TungThih Electronic Co., Ltd

Address: No. 9, Ln. 1156, Nanqing Rd. Taoyuan City, Taoyuan Tel.: 03-3222902

Email: investors@tungthih.com.tw Company Website: <https://www.tungthih.com.tw>

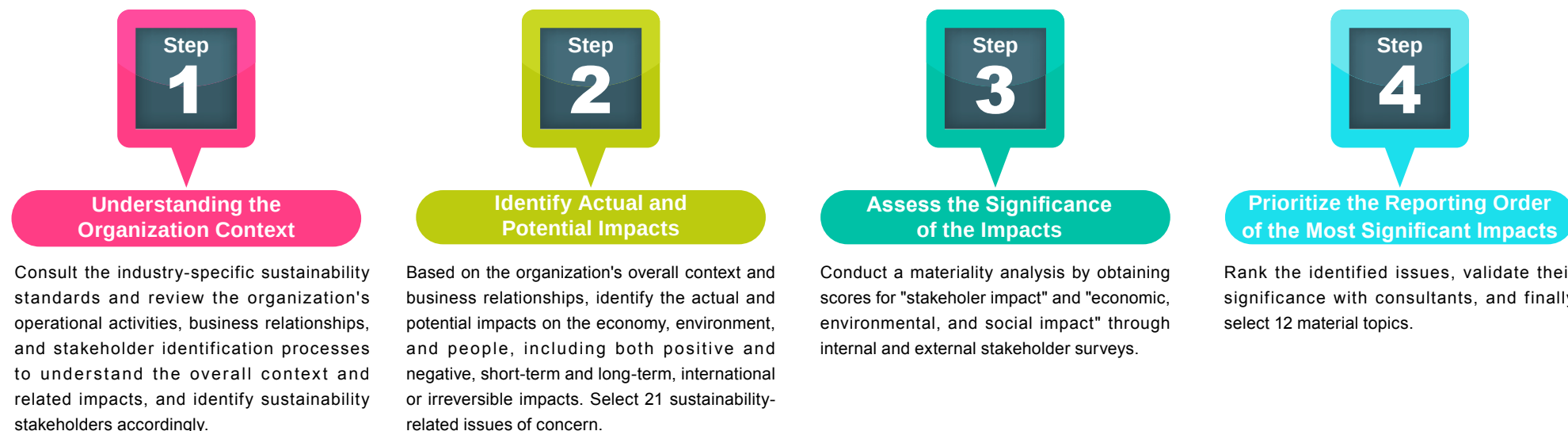


01

**Identification of
Stakeholders and
Material Topics**

⑥ Identification of Stakeholders and Material Topics

Process for Identifying Stakeholders and Material Topics



⑥ 1.1 Sustainability Implementation Team

To address domestic and international trends and industry focus on sustainability issues, the Company has established the "Sustainability Implementation Team Guidelines" and formally constituted the Sustainability Implementation Team as the highest-level management organization for executing sustainability strategies. The Chairman personally assumes the role of Chairperson for the team, exemplifying the Company's unwavering commitment to promoting sustainability. The Board of Directors, in accordance with the "Sustainable Development Best Practice Principles", delegates authority to the senior management team for the execution of related matters and requires regular reporting of progress and achievements to the Board to ensure effective advancement and governance of sustainability initiatives.

The Sustainability Implementation Team allocates responsibilities according to the three ESG dimensions, establishing four working groups: Business Management Team, Sustainable Environment Team, Product Quality Team, and Social Harmony Team, each tasked with planning and managing corresponding sustainability topics. Members of each team are selected from diverse departments within the Company. Through mechanisms that facilitate cross-departmental collaboration, internal resources are effectively integrated, thereby embedding sustainability strategies into daily operations.

To enhance overall coordination efficiency, a dedicated "ESG Office" has been established as the central unit for consolidation, coordination, and supervision. This office is responsible for monitoring the execution progress and outcomes of each working group to ensure that sustainability initiatives are implemented across all business areas.

In the future, the Company intends to establish dedicated functional committees that will extend the sustainability governance framework to the Board level. This initiative aims to further strengthen strategic integration and resource allocation, uphold the core values of sustainable development, and continuously enhance operational resilience and competitiveness.

Organizational Chart of the Sustainability Implementation Team



Functions of the Sustainability Implementation Team

1. Chairperson (Chairman)

- (1) Formulate the corporate sustainable development policy.
- (2) Approve the management policies, short-, medium-, and long-term goals, and implementation plans.
- (3) Report the ESG performance and review to the Board of Director.

2. Vice Chairperson (Chief Operating Officer)

- (1) Formulate the corporate sustainable development policy. When deemed necessary, the acting Chairperson engages in meetings of the Sustainability Implementation Team.
- (2) When the Chairperson is unable to perform duties due to leave, conflict of interest, or other reasons, the acting Chairperson serves as the proxy.
- (3) Handle matters assigned by the Chairperson.

3. ESG Office

- (1) Identify the material topics, and develop the management policies, short-, medium-, and long-term goals, and implementation plans.
- (2) Address the stakeholder concerns and oversee communication plans.
- (3) Track and review the effectiveness of implementation by various teams within the Sustainability Implementation Team.
- (4) Implement the international sustainability standards, transparent disclosure and management of ESG indicators.
- (5) Compile and draft the sustainability report.

4. Ex-officio Members (General Managers of Each Plant)

- (1) Formulate the sustainable development direction, and provide strategies and executable plans.
- (2) Discuss the latest developments in ESG-related business, future directions, and categories of issues that are of concern to stakeholders.
- (3) Develop annual project objectives and oversee the progress and effectiveness of their execution.

5. Executive Secretary

- (1) Supervise the execution status of each team.
- (2) Handle matters assigned by ex-officio members.

6. Responsibilities of Each Team

To implement corporate sustainability and related company management tasks, the team has established four sub-teams: the Business Management Team, Sustainable Environment Team, Product Quality Team, and Social Harmony Team. These sub-teams are tasked with executing and overseeing the directives issued by the Sustainability Implementation Team.

Teams	Management Items
Business Management Team	Promote and implement governance-related work for the Company: Including corporate governance, sustainable operations, ethical integrity, operational performance, risk management, and information security.
Sustainable Environment Team	Promote and implement the Company's environmental work, including management of water, electricity, fuel, waste, and suppliers. Ensure compliance with environmental regulations, implement energy-saving and carbon reduction measures, and achieve net zero carbon emissions goals.
Product Quality Team	Promote and implement the Company's quality-related work, including product design and development, product safety and quality, and customer relations.
Social Harmony Team	Promote and implement the Company's social-related work, including compensation and benefits, labor relations, occupational health and safety, talent development, and public welfare activities.

Operation of the Sustainability Implementation Team

1. Formulate the sustainable development direction, and provide strategies and executable plans.
2. Identify the material topics, and develop the management policies, short-, medium-, and long-term goals, and implementation plans.
3. Address the stakeholder concerns and oversee communication plans.
4. Track and review the effectiveness of implementation by various teams within the Sustainability Implementation Team.
5. Administrative matters related to this team are handled by the ESG Office.
6. The working meetings of this team are convened regularly based on business needs, with at least one report to the Board of Directors annually regarding the execution performance and planning of sustainability initiatives. (Reported to the Board of Directors 4 times in 2024)

The Company establishes and reviews the "Sustainable Development Best Practice Principles". Upon approval by the Board of Directors, these principles are implemented with a focus on the core values of "Integrity, Mutual Assistance, and Sustainable Operations" as the objectives. The aim is to fulfill social responsibilities, create environmental harmony, minimize environmental impact, set sustainable policies, and announce these initiatives on the Company's official website.

We commit to undertake the following four actions:

1. Establish carbon reduction targets to mitigate climate change and greenhouse gas emissions.
2. Integrate green operational thinking into corporate management and promote low-carbon and environmentally friendly business practices.
3. Strictly comply with laws and regulations, value employee rights and professional development, and foster an equitable and healthy workplace environment.
4. Care for and support disadvantaged groups, actively participate in public welfare activities, and reduce resource gaps among different social groups.



© 1.2 Identification of Stakeholders

Identify Key Stakeholders



Stakeholders are groups that impact or are impacted by TungThih Electronic. The process involves an initial screening of stakeholder types based on routine business interactions with various departments. The final selection of six key stakeholder categories is determined through internal discussions, considering the frequency of interactions, mutual impact, and importance to both parties. The six categories identified as important to TungThih Electronic are: shareholders/investors, customers, suppliers/contractors, government agencies, employees, and local communities.

© 1.3 Stakeholder Communication Channels and Concerns

Due to their different roles, the main stakeholders of TungThih Electronic have varying concerns regarding the Company. Each department actively engages with stakeholders through multiple channels to ensure that stakeholders are well-informed about the Company's operations. This proactive interaction allows TungThih Electronic to understand and respond to stakeholder expectations and demands. Additionally, the Company reports on stakeholder communication to the Board of Directors annually.

[Stakeholder Engagement Section](#)



Departments collect concerns raised by key stakeholders during routine business interactions. The Sustainability Implementation Team consolidates these concerns, while also referencing the GRI Sustainability Reporting Standards 2021 edition and industry ESG reports. This process helps identify sustainability issues across economic, environmental, and social dimensions, ensuring that TungThih Electronic's sustainability disclosures meet the GRI standards for completeness and diversity.

Type	Concerns	Ways to Address Concerns	Points of Contact	Communication Frequency	Communication Methods and Channels
Shareholders/ Investors	Financial Performance Risk Management Investment Strategy	Company Website Shareholders' Meeting Public Information Observatory Annual Report Financial Report Media News	Spokesperson	Annually	Responsible units annually disclose information through various channels, including: shareholders' meetings, annual reports, company website, irregular investor conferences and etc.
			Finance Dept.	Monthly/quarterly/ irregularly	1. Publish monthly financial status and quarterly financial reports through the Public Information Observatory 2. Appoint a spokesperson and an alternate spokesperson to maintain investor relations
Government Agency	Compliance with Labor Regulations	Company Annual Report Company Website	Spokesperson	Annually	Responsible units are required to disclose information in the Company's annual report and on the website annually, in accordance with relevant regulations.
	Environmental, Health, and Safety (EHS) Policy and Management System Energy Management Environmental, Health, and Safety (EHS) Expenditures and Investments	Government Official Documents On-site Inspection and Reporting Requirements	Safety and Health Dept.	Irregularly	1. Corresponding units cooperate with government inspections on an irregular basis each year, through fire drills and emergency response exercises. 2. Responsible units conduct regular annual inspections to ensure compliance with environmental laws and regulations and collect and compile relevant environmental data.
	Wastewater Management Waste Management	Government Policy Promotion and Project Applications	Safety and Health Dept.	Irregularly	Corresponding units participate in government projects or activities on an irregular basis.
	Greenhouse Gas Management Product Safety	Government Official Documents	R&D Dept.	Irregularly	The corresponding units should fully consider and validate the product design to comply with laws and regulations.

Type	Concerns	Ways to Address Concerns	Points of Contact	Communication Frequency	Communication Methods and Channels
Customer	Human Rights Education Human Rights Issues Employee Code of Conduct Raw Material Management Carbon Disclosure Air Pollution Emissions Water Resource Management Customer Information Security Product Regulatory Compliance Supplier Impact Assessment Customer Health and Safety Customer Satisfaction Customer Complaints	Standards, collections, or surveys proposed by the customer	Human Resources Dept. Purchasing Dept. Marketing Dept. Quality Assurance Dept. General Affairs Dept.	Annually/irregularly	Each responsible unit should respond to customer requests and surveys irregularly through the committee on an annual basis.
Employee	Happy Workplace Talent Recruitment Human Resource Management Occupational Safety and Health Employee Benefits Employee Performance Employee Training and Talent Development	Employee Welfare Committee Employee Meeting Supervisor Meeting Employee Feedback Box Safety and Health Committee IATF Implementation Committee	Human Resources Dept. Safety and Health Dept.	Annually/quarterly/irregularly	1. Responsible units communicate irregularly through various committee meetings each year. 2. Responsible units communicate irregularly through online communication platforms each year. 3. The Human Resources Dept. holds labor-management meetings irregularly each year for communication 4. The Human Resources Dept. holds quarterly meetings regularly each year for communication. 5. Responsible units irregularly post issues and countermeasures on the bulletin board for announcement.

Type	Concerns	Ways to Address Concerns	Points of Contact	Communication Frequency	Communication Methods and Channels
Suppliers (including contractors)	Green Product Management Waste Management Conflict Minerals Environmental, Health, and Safety (EHS) Regulatory Compliance Supplier Complaint Mechanism Product Quality Management	Supplier-Filled Survey Form Company Website Supplier Management Platform	Purchasing Dept. Quality Assurance Dept.	Annually/irregularly	1. Responsible units provide timely explanations of relevant requirements on the supplier management platform irregularly each year. 2. Communicate through written surveys, visits, or audits
Community	Social Welfare Environmental Education	Prominent initiatives or surveys from community or non-governmental organizations	General Affairs Dept.	Annually/irregularly	Responsible units proactively participate in initiatives, respond to surveys, or engage in activities and exchanges irregularly each year.



1.4 Identification of Material Topics

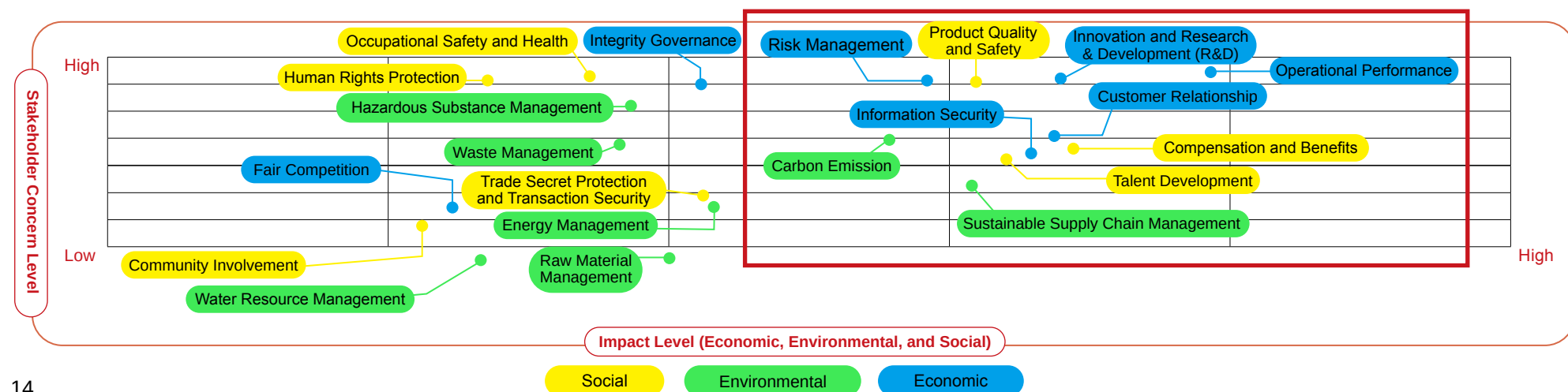
Material Topics Identification Process



Aspects	Sustainable Issues
Economic Aspect	Operational Performance, Risk Management, Customer Relations, Research and Development, Integrity Governance, Information Security, Fair Competition
Environmental Aspect	Sustainable Supply Chain Management, Raw Material Management, Hazardous Materials Management, Waste Management, Carbon Emission, Energy Management, Water Resource Management
Social Aspect	Compensation and Benefits, Product Quality and Security, Occupational Health and Safety, Talent Development, Trade Secret Protection and Transaction Security, Human Rights Protection, Community Involvement

The Sustainability Implementation Team at TungThih Electronic identified 21 sustainability issues and distributed an online survey to key stakeholders. A total of 161 valid questionnaires were collected, including 5 from shareholders/investors, 41 from employees, 11 from customers, 80 from suppliers/contractors, 8 from government agencies, and 16 from local communities. The results reflect the stakeholders' impact assessments and concerns regarding various sustainability issues. An additional online survey was distributed to 22 executives of the Company to assess the impact of various sustainability issues on TungThih Electronic. After consolidating the scores from both surveys, a material topic matrix was created. The Sustainability Development Implementation Team then reviewed the matrix and selected the top 10 sustainability issues from the environmental, social, and economic perspectives as the major topics for the year. The major topics identified for disclosure include: Operational Performance, Innovation and Research & Development (R&D), Compensation and Benefits, Customer Relationship, Information Security, Product Quality and Safety, Talent Development, Risk Management, Sustainable Supply Chain Management, and Carbon Emissions. The Company will describe the management policies and related disclosure items for each major topic in this Report, based on discussions with the Sustainability Implementation Team and experts regarding their positive and negative impacts and potential effects.

Analysis of Material Topics



Each responsible department will propose execution plans and short, medium, and long-term goals for each material topic, with regular performance reviews. Currently, short-term is defined as "1-3 years", medium-term as "4-5 years", and long-term as "6-10 years".

Prioritization	Material Topics for 2024
1	Operational Performance
2	Innovation and Research & Development (R&D)
3	Compensation and Benefits
4	Customer Relationship
5	Information Security
6	Product Quality and Safety
7	Talent Development
8	Risk Management
9	Sustainable Supply Chain Management
10	Carbon Emission

Recent Changes to Material Topics over the Past Two Years

Prioritization	Material Topics for 2023	Material Topics for 2024	Comparison
1	Operational Performance	Operational Performance	-
2	Risk Management	Innovation and Research & Development (R&D)	↑2
3	Customer Relationship	Compensation and Benefits	↑3
4	Innovation and Research & Development (R&D)	Customer Relationship	↓1
5	Product Quality and Safety	Information Security	↑7
6	Compensation and Benefits	Product Quality and Safety	↓1
7	Integrity Governance	Talent Development	↑4
8	Sustainable Supply Chain Management	Risk Management	↓6
9	Occupational Safety and Health	Sustainable Supply Chain Management	↓1
10	Raw Material Management	Carbon Emission	New
11	Talent Development	x	-
12	Information Security	x	-

To continuously address stakeholder concerns and reflect the Company's operational realities, TungThih Electronic annually reviews and prioritizes material topics. Compared to 2023, the material topics for 2024 show a trend of adjustment and focus, reflecting a shift in priorities in response to changes in sustainability strategy and the external environment.

In 2024, "Operational Performance" remains the top priority, indicating that economic performance continues to be a key focus. "Innovation and Research & Development (R&D)" has risen significantly in ranking, demonstrating the Company's ongoing investment in technology upgrades and product differentiation, and has become a major focus in response to industry transformation. "Compensation and Benefits", driven by employee rights and talent retention issues, has climbed to third place. "Information Security" entered the top five in 2024, reflecting the Company's heightened emphasis on information protection amid digital transformation and increasing information security risks. Some topics, such as "Integrity Governance" and "Occupational Safety and Health", have declined in ranking, but remain core issues of concern for the Company and will continue to be disclosed in the report through voluntary disclosure. In 2024, "Carbon Emissions" was added as a material topic, responding to global concerns about climate change and net-zero transformation, highlighting the Company's deepening response to environmental issues.

Overall, in 2024, the material topics have evolved from a focus on "Operational Performance" to further encompass three key areas: "Innovation and Research & Development (R&D), Human Resources, and Environmental Management". This demonstrates that TungThih Electronic, building on a solid foundation of stable operations, continues to expand its focus on sustainability and responds to the broader expectations for corporate resilience and responsible governance.

Identify Material Topics and Scope



Aspects	Material Topics	Positive/ Negative Actual/ Potential	Impact Description	Internal Boundary	External Boundary			Aligned with GRI Standards	Responsible Unit for Impact Management	Report Disclosure
				Company	Suppliers	Customer	Local Community			
Economic	Operational Performance	Positive Actual	The consolidated revenue for the entire year of 2024 was NT\$8,533,634 thousand, with a net after-tax profit of NT\$144,929 thousand and an earnings per share of NT\$1.54.	•	•	•		GRI 201 Economic Performance: 2016	Office of the Chief Operating Officer	3.4 Operational Performance
Economic	Innovation and Research & Development (R&D)	Positive Potential	This year, R&D expenditures accounted for more than 13.22% of net revenue. This contributes to the long-term development of TungThih Electronic and supports the high-growth trend in automotive electronics.	•		•		Customize Material Topics	R&D Dept.	3.5 Products and Services
Social	Compensation and Benefits	Positive Actual	In 2024, based on the Company's operational performance, appropriate disbursements were made to employees. Among similar listed companies, the average compensation for non-executive positions was within the top 50%.	•				GRI 401 Employment 2016	Human Resources Dept.	5.2 Right Talent for Right Role
Economic	Customer Relationship	Positive Actual	The Company continues to receive positive feedback from customers. In 2024, the key customer scorecards all met the targets set by the customers.	•		•		Customize Material Topics	Marketing Dept., Quality Assurance Dept.	3.5 Products and Services
Economic	Information Security	Positive Actual	No major information security incidents occurred in 2024, and ISO 27001 certification was continuously maintained.	•	•	•		GRI 418-1 Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	IT Dept.	3.6 Information Security Protection

Aspects	Material Topics	Positive/ Negative Actual/ Potential	Impact Description	Internal Boundary	External Boundary			Aligned with GRI Standards	Responsible Unit for Impact Management	Report Disclosure
				Company	Suppliers	Customer	Local Community			
Social	Product Quality and Safety	Positive Actual	In 2024, by effectively managing product quality and safety through the automotive system IATF 16949, there were no major customer complaints or legal incidents.	•	•	•		Customize Material Topics	Quality Assurance Dept.	3.5 Products and Services
Social	Talent Development	Positive Actual	Continuous investments have been made in talent training to enhance employees' professional skills and provide customers with high-quality services and products.	•		•		GRI 404 Training and Education: 2016	Human Resources Dept.	5.2 Right Talent for Right Role
Economic	Risk Management	Positive Potential	In 2024, the Company continued to implement various risk management measures through internal control mechanisms to ensure stable operational processes and the fulfillment of management responsibilities.	•				Customize Material Topics	Finance Dept., Audit Dept. and Governance Officer	3.2 Risk Management
Environment	Sustainable Supply Chain Management	Negative Actual	Currently, suppliers are primarily evaluated based on quality. In the future, environmental and social issues will be gradually incorporated into the assessment criteria.	•		•		GRI 308 Supplier Environmental Assessment: 2016 GRI 414 Supplier Social Assessment: 2016	Purchasing Dept. and Quality Assurance Dept.	4.3 Raw Material Management and Sustainable Supply Chain
Environment	Carbon Emission	Negative Potential	Following international standards, a 1% carbon reduction target was set, and energy-saving and carbon-reduction initiatives were actively implemented to lower overall carbon emissions and enhance operational competitiveness.	•	•	•		GRI 305: Emissions 2016	ESG Office	4.1 Energy Resource Management

1.5 Sustainability Development Goals

The United Nations Sustainable Development Goals (SDGs) are a plan launched by the UN in 2015. They consist of 17 sustainable development goals and 169 specific targets, serving as guiding principles for member countries and global businesses to practice sustainable development by 2030.

TungThih Electronic integrates the Sustainable Development Goals into its business strategy, expanding its previous focus on economic performance to include environmental protection and compliance with regulations, improving employee compensation to retain top talent, addressing workplace inequalities, reducing emissions of wastewater and greenhouse gases, and inviting suppliers to collaborate on environmental improvements and better workplace conditions. Looking forward, TungThih Electronic aims to make further contributions to the Sustainable Development Goals and fulfill its corporate social responsibility.

SDGs	Specific Targets	TungThih Electronic
1 NO POVERTY 	1.4 Ensure that all women and men, especially those who are poor and vulnerable, have equal rights and access to economic resources.	• Provide competitive and legally compliant salary conditions and comprehensive benefits, enabling employees to work with dignity and improve their personal and family economic living standards. • Adjust employee salaries appropriately based on the Company's profitability to enhance employees' commitment and loyalty to the Company.
4 QUALITY EDUCATION 	4.5 Eliminate educational disparities by ensuring that marginalized groups, including individuals with disabilities, indigenous peoples, and disadvantaged children, have access to education at all levels and vocational training. 4.7 Promote sustainable development education, sustainable living practices, human rights, gender equality, and peace without violence.	• Arrange functional training for employees with different business roles to ensure that every colleague has the opportunity to receive vocational training. • Plan courses on sustainable development, workplace gender equality, and labor rights, while encouraging employee participation
5 GENDER EQUALITY 	5.1 Eliminate all forms of discrimination against women. 5.4 Acknowledge and value women's family caregiving through social protection policies.	• Disclose the human rights code on the company website. • Provide a safe and healthy work environment to help employees maintain physical and mental well-being and work-life balance. • Prohibit forced labor, adhere to labor laws and policies, implement leave systems, and encourage employees to maintain work-life balance.

SDGs	Specific Targets	TungThih Electronic
8 DECENT WORK AND ECONOMIC GROWTH 	8.5 Achieve full and productive employment, ensuring that all women and men have access to good jobs, including youth and individuals with disabilities, and ensure equal pay for equal work. 8.7 Ban child labor and eliminate exploitation of workers. 8.8 Protect workers' rights and promote a safe working environment, especially for women and those engaged in hazardous work.	- Women make up 52% of the group's total workforce, with 33% of female employees holding managerial positions or higher. - Adjust employee salaries appropriately based on the Company's profitability to enhance employees' commitment and loyalty to the Company. - Respect labor rights, including banning child labor and prohibiting all forms of workplace discrimination. - Adjust job responsibilities for female employees as legally required to reduce their workload and effectively safeguard their well-being. - Implement the occupational health and safety management system to effectively enhance workplace safety for employees.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	9.5 Encourage innovation by increasing the number of research and development personnel and boosting R&D expenditures.	Invested NT\$1,128,042 thousand in R&D, accounting for 13.22% of net revenue. The R&D team comprises 565 members, with 113 holding master's degrees or higher, representing 20%.
10 REDUCED INEQUALITIES 	10.2 Promote socioeconomic and political inclusion regardless of age, gender, disability, religion, economic status, or other identity characteristics. 10.3 Ensure equal opportunities and reduce inequalities, including implementing practices to eliminate discrimination.	- The Company's recruitment, evaluation, and promotion mechanisms do not consider employees' physical or psychological differences as criteria. - Provide a whistleblower channel and a comprehensive reporting process to protect whistleblowers.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	12.5 Significantly reduce waste generation through prevention, reduction, recycling, and reuse.	Continuously improve production processes to reduce waste generation. In 2024, resource recycling at the Taiwan plant included: 10,857 kg of waste paper, 5,972 kg of waste plastic, 194.8 kg of PET bottles, 18.7 kg of waste light tubes, and 377.9 kg of waste solder.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	16.6 Develop effective, accountable, and transparent systems at all levels. 16.7 Ensure that decision-making at all levels is responsive to public opinion, inclusive, participatory, and representative.	- Strengthen corporate governance by implementing internal controls to ensure employees adhere to the company regulations, and establish independent whistleblower channels and comprehensive reporting processes. - The ESG Office and the Sustainability Implementation Team serve as a cross-departmental communication platform for vertical integration and horizontal coordination. Identify sustainability issues relevant to the Company's operations and stakeholders, develop corresponding strategies and work policies, allocate budgets related to sustainability for each organization, and plan and execute these initiatives. The ESG Office is responsible for convening, reporting to the Board of Directors, and implementing upon approval.



02

About
TungThih
Electronic

2.1 Company Overview

Founded in 1979, TungThih Electronic Co., Ltd. (Stock Code: 3552.TW) is a specialized manufacturer of automotive electronics. Our primary products include backup radar systems, anti-theft devices, multifunctional electronic rearview mirrors, and vehicle cameras featuring CCD/CMOS technology. With over 40 years of experience, we focus on the design, development, and production of OEM automotive electronic products. Our product offerings have evolved from early innovations like rain wiper timers, door actuators, central control systems, and backup radars to electronic rearview mirrors, and anti-theft systems. In recent years, we have expanded our focus to advanced e-safety assist systems, including comprehensive solutions such as surround view monitoring, side protection, and lane departure warning systems.

Corporate Overview

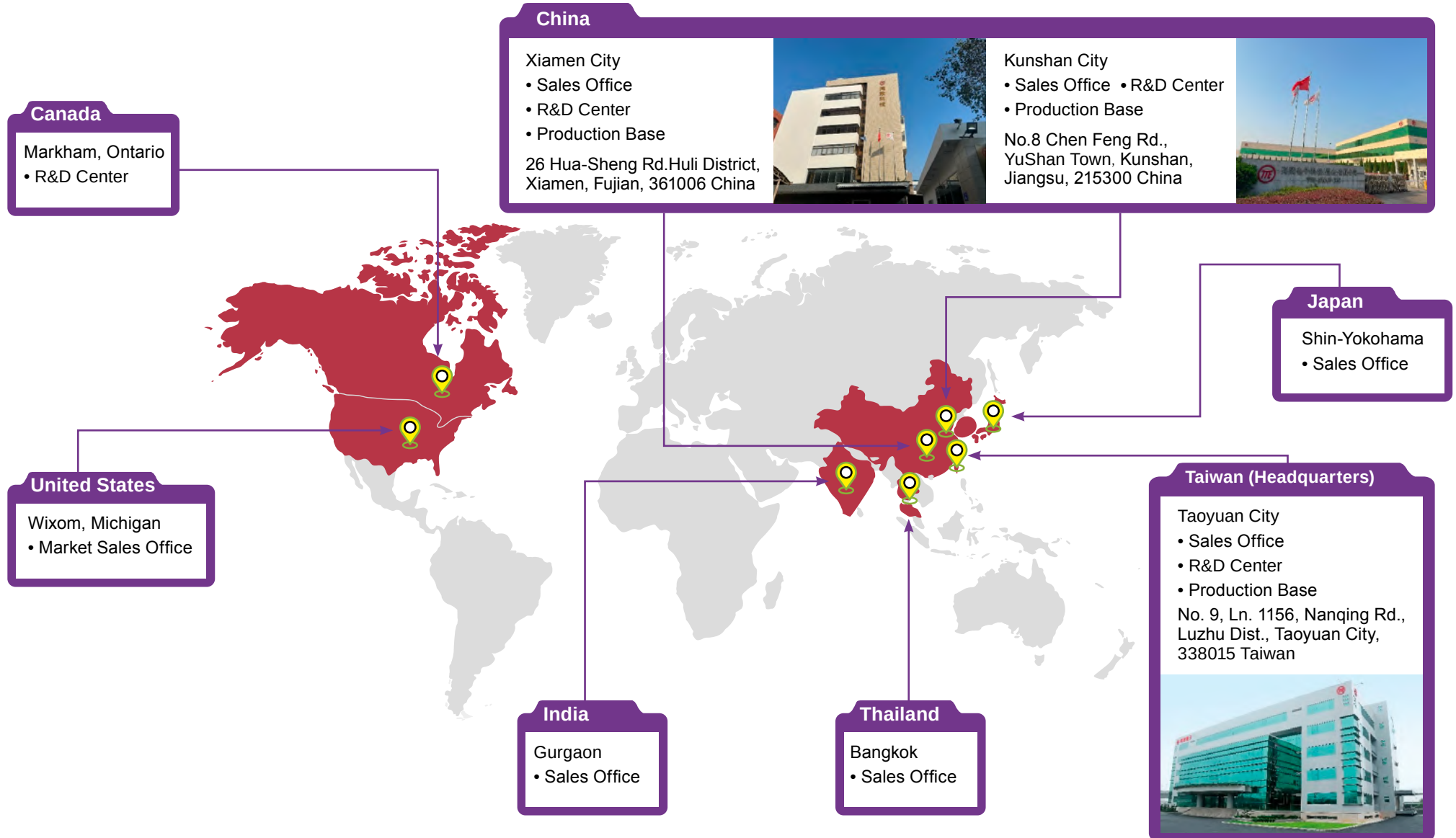


TungThih Electronic Co., Ltd.	
Founded	December 7, 1979
Headquarters	No. 9, Ln. 1156, Nanqing Rd., Luzhu Dist., Taoyuan City
Chairman	Chen Shin-Chung

The Company originated in Taoyuan, Taiwan, where we established our Taoyuan Plant. In 1990, we expanded by establishing a plant in Xiamen, China. In 2007, we further enhanced our production capabilities by setting up a plant in Kunshan, China. These expansions have increased our flexibility and capacity to meet growing demand. Currently, we are actively expanding our global market presence, with offices established in Northeast Asia, Southeast Asia, South Asia, and North America.



Global Presence

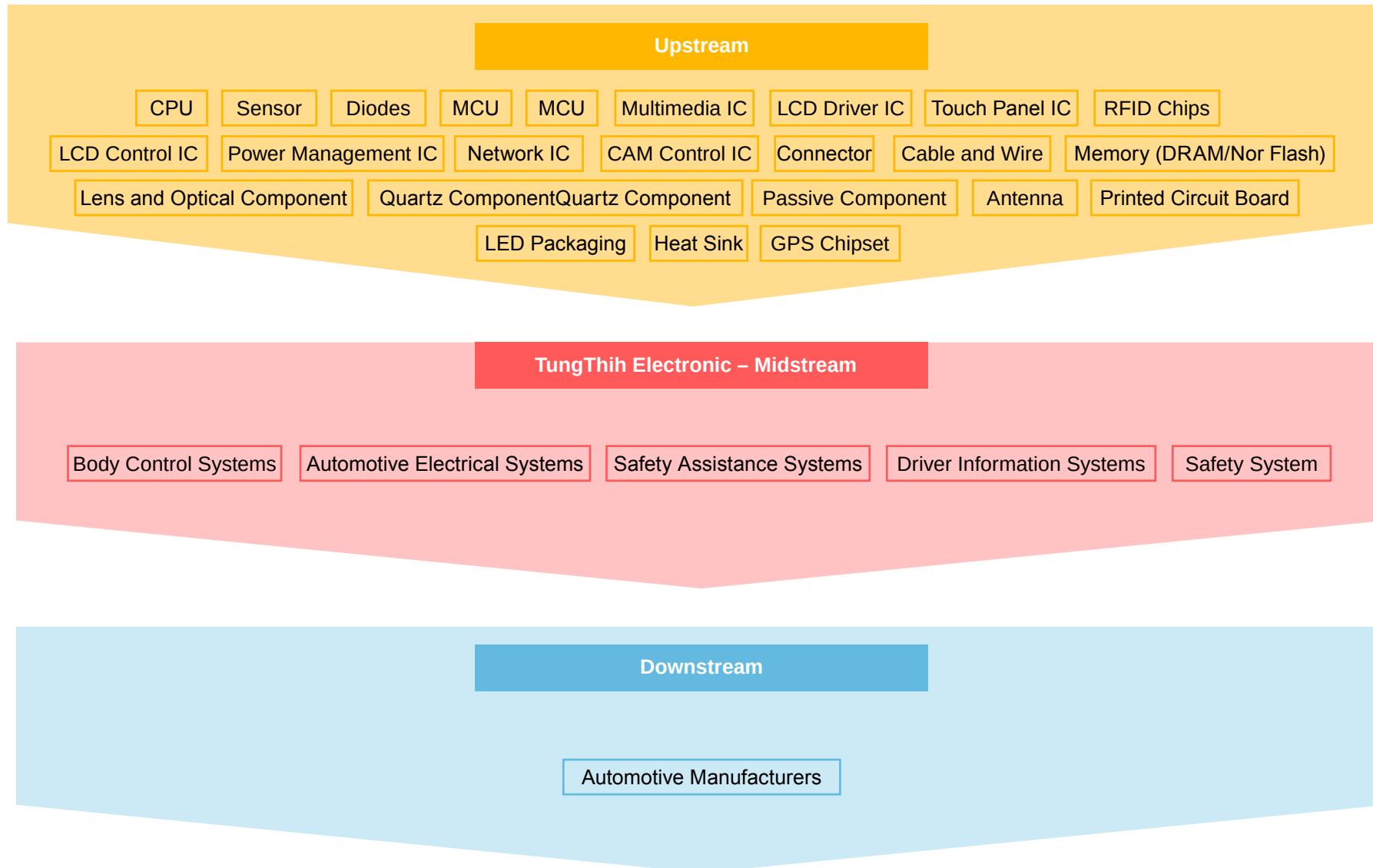


Basic Information

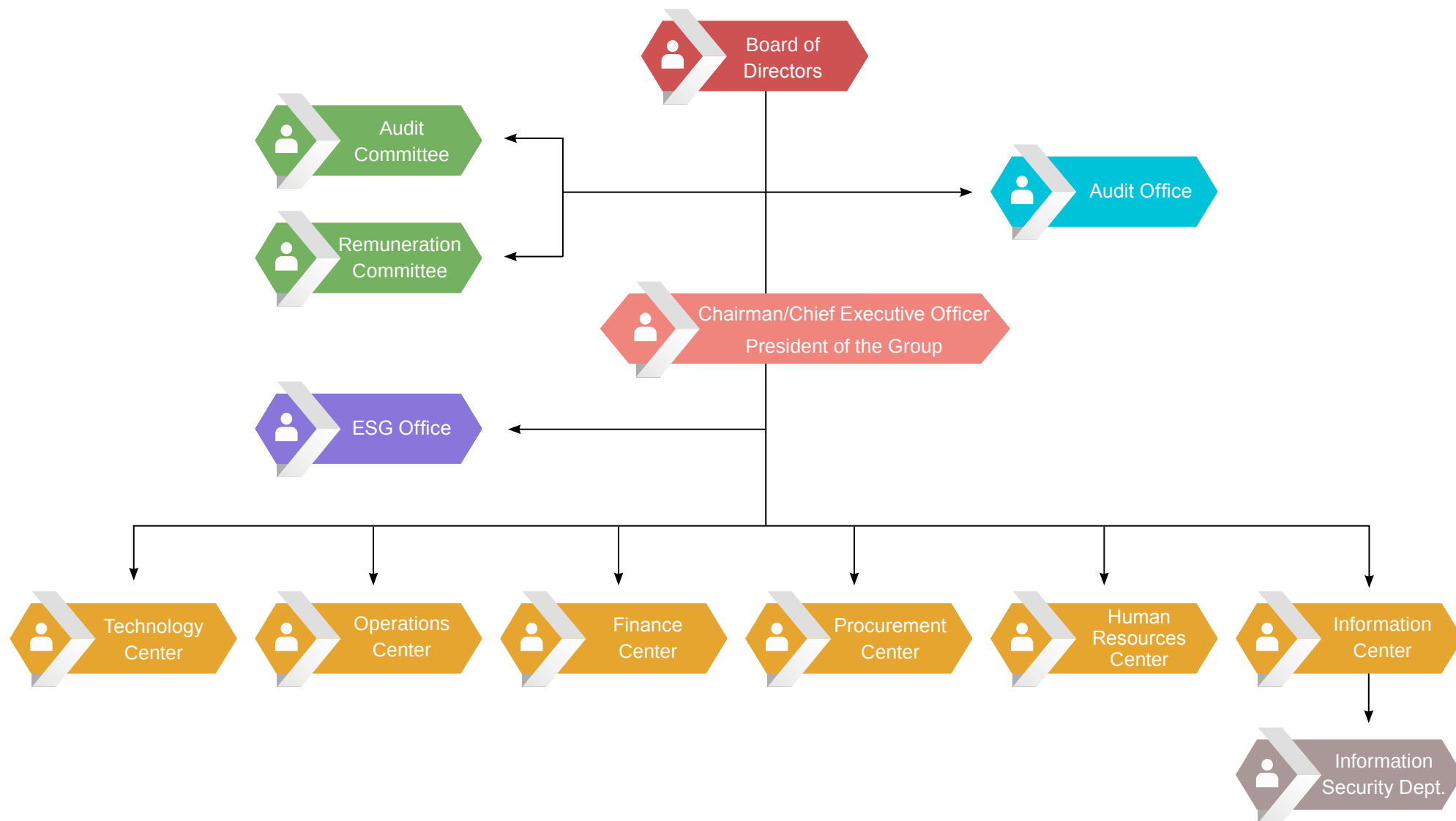


Company Name	TungThih Electronic Co., Ltd.	
Stock Code	3552	
Industry	Other Electronics on the OTC (Over-the-Counter) Market	
Main Products/Services	Automotive Electronic Components	
Headquarters	No. 9, Ln. 1156, Nanqing Rd., Luzhu Dist., Taoyuan City, 338015 Taiwan	
Capital	NT\$941,522 thousand	
Revenue for the Year	NT\$8,533,634 thousand	
Shareholding Ratio	Domestic Individuals	14.67%
	Domestic Corporations	72.96%
	Foreign Institutions and Individuals	12.37%
Operational Locations	(Taoyuan) Taiwan (Xiamen, Jiangsu) China	
Automotive Electronic Component Sales Volume (2024)	Domestic Sales: 181 (Thousand Units) Export Sales: 29,843 (Thousand Units)	
Revenue Distribution by Region	Domestic Sales: 0.88% Asia: 90.44% North America: 6.41% Europe and Others: 3.15%	

TungThih Electronic's Position Within the Upstream, Midstream, and Downstream Segments of the Industry Chain



Organizational Structure



2.2 Business Philosophy

TungThih Electronic's (TTE) specializes in providing advanced driver assistance systems (ADAS) solutions and various automotive electronic products to international car manufacturers. TungThih Electronic's vision and mission: "Our goal is to utilize technology to create a future with zero traffic accidents and to provide drivers with an optimized and more relaxed driving experience".

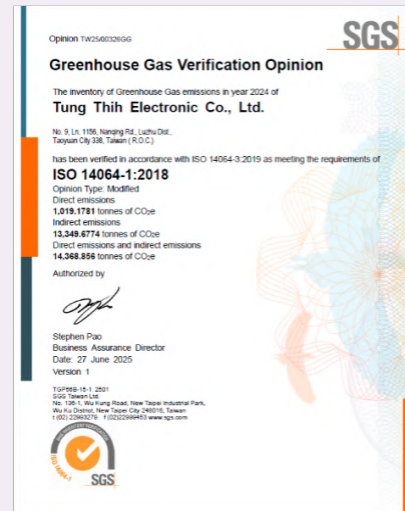


2.3 Management Systems and Awards Recognition

TungThih Electronic Co., Ltd. has been awarded the IATF 16949 and ISO 9001 quality management systems, and has subsequently obtained the ISO 14001 environmental management system and the ISO 45001 occupational health and safety management system. The Company has also received Ford Motor Company's highest quality certification, the Q1 award. Q1 is Ford's unique quality execution standard, designed to distinguish the levels of manufacturing sites and ensure high-quality processes and products through continuous, understandable matrix tools. It has become a globally recognized quality brand and a highly influential "benchmark" for supplier product quality assessment certification in the automotive industry, as well as a goal pursued by automotive parts manufacturing companies worldwide.



Ford Motor Company's Highest Quality Certification, the Q1 Award.



ISO 14064-1:2018 Greenhouse
Gas Inventory



ISO 26262: Automotive Functional
Safety Certification



ISO 27001 Information Security Management System



ISO 9001 Quality Management System



IATF 16949 Automotive Quality Management System



ISO 14001 Environmental Management System



ISO 45001 Occupational Safety and Health Management System



ISO 21434 Automotive Cybersecurity Standard



TISAX Trusted Information Security Certification



2024 Changan Ford – Excellent Supplier Award



2024 Advanced Certification Enterprise Certificate



2024 Yulon Motor – Outstanding Parts Delivery Award

Over the years, TungThih Electronic has continuously deepened its expertise in quality management, cross-border logistics, and information security, earning widespread recognition and numerous awards from various sectors. In terms of quality, the Company has repeatedly received awards from international automotive customers, demonstrating its professional capabilities and stable quality as a Tier 1 automotive electronics supplier. In cross-border logistics, the Company has been certified as an Authorized Economic Operator (AEO), highlighting its strong compliance and active commitment to international cargo supply chain security.

In the area of information security, the Company obtained the ISO 21434 Road Vehicles – Cybersecurity Engineering certification and TISAX Trusted Information Security Assessment Exchange (Xiamen) in 2024, comprehensively strengthening information security protection for automotive electronic products. In the meantime, the Company continues to conduct carbon emission inventories in accordance with ISO 14064-1 standards. By employing systematic mechanisms, it identifies significant sources of emissions within its facilities, establishes concrete carbon reduction targets, and actively promotes energy-saving and carbon reduction initiatives, fulfilling its commitment to environmental sustainability.

Looking ahead, the Company will continue to enhance its core competencies with a steady and pragmatic approach, strengthen its foundation for sustainable operations, and respond to the trust and expectations of government agencies, customers, investors, and all stakeholders.

© 2.4 Participation in External Organizations

In addition to enhancing the competitiveness of its own products, TungThih Electronic actively communicates with various stakeholders. By participating in industry-related associations, the Company engages in positive interactions with association members and stays informed about the latest industry trends.

Name of External Associations	Role in Participation
Taiwan Automotive Industry Association	Member
Taiwan Electrical and Electronic Manufacturers' Association	Member
Friends of Republic of China Police Association (FRCPA)	Member
Taoyuan Enterprise Chamber	Member
Taiwan Information Security Association	Member
Technology Market Association of Xiamen	Member





03

**Integrity
Governance**

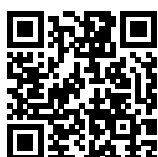
Integrity Governance

Sound corporate governance encompasses a robust board of directors, rigorous internal control systems, and stable financial management. These elements not only help reduce operational risks but also enhance the Company's competitiveness and create brand value. By fostering a culture of integrity and accountability and strictly adhering to all relevant laws and regulations, the Company ensures ethical management. A well-functioning governance structure supports healthy business development and safeguards the interests of investors and other stakeholders.

In accordance with Taiwan's Securities and Exchange Act and related regulations, TungThih Electronic has established a corporate governance system. To further protect shareholder rights, strengthen board functions, respect stakeholder interests, and enhance information transparency, the Board of Directors has adopted the "Corporate Governance Best Practice Principles". The Company follows a fair, impartial, and open director selection process and has established independent director positions to reinforce board management and supervisory functions. The Board has also approved the "Procedures for Preventing Insider Trading and Handling Material Information", prohibiting directors, managers, and employees from using non-public information for personal gain. The Board has also approved the "Code of Business Integrity", which is based on the principles of honesty, transparency, and accountability. This policy establishes a foundation of integrity and implements effective governance and risk management mechanisms to create an environment conducive to sustainable development. Furthermore, the Company adheres to the principles of accurate, timely, and fair disclosure by establishing a comprehensive information disclosure system. Information related to operations, finance, the Board of Directors, and shareholders' meetings is provided on the company website and the Market Observation Post System to ensure shareholders have access to the latest company updates.

Corporate governance regulations and the operational status of responsible units are disclosed on the company website and in the annual report, with at least one report to the Board of Directors annually.

[Corporate Governance](#)



3.1 Governance Practices

Shareholders' meeting, composed of all shareholders, makes decisions on significant company matters and regularly hears reports from the Board of Directors. It serves as the highest decision-making body of the Company. The Board of Directors is the highest governance unit, with board members fulfilling their duties with care and diligence. The Board formulates the Company's operational policies, reviews financial performance, and ensures that the Company's operations comply with various laws and regulations. To enhance corporate governance and strengthen the Company's competitiveness, the Board of Directors has established an Audit Committee and a Remuneration Committee to improve the Board's operations. Under the Board of Directors, there is also an independent Audit Office that regularly conducts audit activities and reports the results to the Audit Committee and the Board of Directors.

The Company values corporate governance, strives for sustainable growth and ethical management, and continuously strengthens its governance framework. We uphold transparency, coupled with effective internal control systems, to safeguard the interests of stakeholders. The Company establishes internal control systems in accordance with the "Guidelines for Establishing Internal Control Systems for Public Companies". We design and implement these controls based on a comprehensive assessment of the Company's operations, continuously reviewing and adapting them to respond to changes in both internal and external environments. This ensures that the design and execution of our internal controls remain effective. By employing a robust management mechanism, we aim to enhance operational performance and achieve sustainable business objectives.

To enhance support for the Board of Directors and improve board effectiveness, the Company appointed Chen Shao-Chun as Chief Governance Officer, as approved by the Board. This role ensures the protection of shareholder rights and strengthens the Board's functions. Chen Shao-Chun is responsible for assisting directors in their duties, providing necessary information, arranging training, managing board and shareholder meeting matters, ensuring compliance with board and shareholder resolutions, and maintaining investor relations. Going forward, the Company will continue to focus on enhancing overall corporate governance and building stakeholder trust.

The Company's financial statements are audited and certified regularly by an accounting firm. We ensure that all required disclosures are completed accurately and

timely in accordance with legal regulations. Designated personnel are responsible for external disclosure of company information, and a spokesperson system is in place to ensure that significant information is disclosed promptly and appropriately. This provides shareholders and stakeholders with relevant financial and business information for their reference. Looking ahead, the Company is committed to strengthening the Board's operations, enhancing information transparency, and gradually integrating sustainability governance strategies into the corporate governance framework. These are our ongoing objectives for continuous improvement.

2024 Performance Results of the Chief Governance Officer

1. Assisting independent and general directors in performing their duties, providing necessary information, and arranging director training:
 - (1) Providing board members with updates on the latest developments and revisions of regulations related to the Company's business operations and corporate governance.
 - (2) Reviewing the confidentiality levels of relevant information and providing necessary company information to directors, while maintaining smooth communication and interaction between directors and business managers.
 - (3) In accordance with the "Corporate Governance Best Practice Principles", if independent directors need to meet individually with the internal audit supervisor or the certified public accountant to understand the Company's financial and business needs, assistance will be provided in arranging such meetings.
 - (4) Based on the Company's industry characteristics and the academic and professional backgrounds of the directors, assisting independent and general directors in formulating annual training plans and arranging courses.
2. Assisting with the procedural matters and legal compliance of board and shareholder meetings:
 - (1) If board meeting topics involve stakeholders and require appropriate recusal, relevant parties are reminded in advance to promote board independence, company transparency, and compliance with regulations. Ensuring that the convening of shareholder and board meetings complies with relevant laws and corporate governance principles.
 - (2) After meetings, responsible for reviewing and releasing significant information related to key resolutions of the Board of Directors and Shareholders' Meeting, ensuring the legality and accuracy of the disclosed information to guarantee equal access to information for investors.
3. Drafting the agendas for the Board, Audit Committee, and Remuneration Committee meetings, notifying directors and committee members seven days in advance, convening meetings and providing meeting materials. If any topics require conflict of interest avoidance, members are reminded in advance. Meeting minutes for the Board and functional committees are completed within twenty days after the meetings.
4. Handling the pre-registration of the shareholders' meeting date in accordance with statutory deadlines, preparing the meeting notice, agenda handbook, and meeting minutes within the legal period, and submitting relevant information to the Public Information Observatory. Changes to the Articles of Incorporation or director re-elections are registered with the Ministry of Economic Affairs within fifteen days after such events.
5. Purchasing directors' liability insurance with a coverage amount of US\$10 million for the period from January 1, 2024, to January 1, 2025.

3.1.1 Board of Directors

The Board of Directors plans the Company's business strategy and is accountable to shareholders and other stakeholders. Directors faithfully perform their duties and exercise the care of a prudent manager, exercising their authority with diligence. The execution of the Company's business and the operation and arrangement of various governance systems, except for matters that require resolution by the shareholders' meeting as stipulated by law or the articles of incorporation, should be decided by the Board of Directors. The Company adopts a candidate nomination system for director elections as specified in the Articles of Incorporation. Directors are elected through regular elections based on the principle of merit. Additionally, according to the corporate governance best practice principles, board members should not exceed one-third of the total board seats if they also serve as company managers. The Board should also consider diversity in its composition, including but not limited to fundamental qualifications and values, professional knowledge and skills, and all members should possess the necessary knowledge, skills, and competence to perform their duties.

The Company's directors possess both industry expertise and extensive practical experience, with a deep understanding of industry trends. The Board currently consists of 9 members, including 4 independent directors, with a term of 3 years. The Board meets at least once per quarter to review business performance, discuss significant key events, and address economic, environmental, and social impacts, as well as risks and opportunities. After meetings, responsibilities for follow-up actions are confirmed, and progress is tracked in the next meeting. For significant information disclosure, a "Procedures for Preventing Insider Trading and Handling Material Information" has been established. Relevant information is confirmed and approved for release by the spokesperson. In 2024, a total of 28 significant pieces of information were reported to the Board of Directors. The Board held 6 meetings throughout 2024.

Board of Directors Composition Statistics

Diversity Statistics / Annual			2022		2023		2024	
			Number	Percentage	Number	Percentage	Number	Percentage
Director	Gender	Male	8	88.89%	7	77.78%	7	77.78%
		Female	1	11.11%	2	22.22%	2	22.22%
	Age	Under 50	3	33.33%	4	44.44%	2	22.22%
		50-60	2	22.22%	1	11.11%	4	44.44%
		Above 60	4	44.44%	4	44.44%	3	33.33%
	Educational Background	Graduate School	3	33.33%	4	44.44%	4	44.44%
		Universities Attended	3	33.33%	3	33.33%	3	33.33%
		Others	3	33.33%	2	22.22%	2	22.22%

Note: For information regarding the diversity of the board members of TungThih Electronic, please refer to the 2024 Annual Report, page 3.

Title	Name	Gender/Age	Major Professional and Academic Background	2024 Continuing Education
Chairman	Chen Shin-Chung	Male/74	- Entrepreneur Training Program of the Executive Yuan's Regional Technology Resources Integration Project at Provincial Taichung Industrial High School - Chairman, President, and CEO of the Company	1. Practicing Corporate Sustainability: Legal Responsibilities under the Three Gender Equality Acts – Case Analysis, 3 hours 2. Corporate Growth and Innovation Thinking in the AI Era, 3 hours
Director	Chen Sen-Jung	Male/77	- Department of Electronics, Taipei Institute of Technology - Chief Technical Officer (CTO) of the Company	1. Practicing Corporate Sustainability: Legal Responsibilities under the Three Gender Equality Acts – Case Analysis, 3 hours 2. Corporate Growth and Innovation Thinking in the AI Era, 3 hours
Director	Chen Sheng-Ju	Male/36	- Department of Economics, Simon Fraser University, Canada - Analyst Assistant at Royal Bank of Canada	1. Practicing Corporate Sustainability: Legal Responsibilities under the Three Gender Equality Acts – Case Analysis, 3 hours 2. Corporate Growth and Innovation Thinking in the AI Era, 3 hours
Director	Sung, Yik Tat Edgar	Male/35	- Bachelor of Business Administration, Simon Fraser University, Canada - Investment Analyst at ARTMAX	1. Practicing Corporate Sustainability: Legal Responsibilities under the Three Gender Equality Acts – Case Analysis, 3 hours 2. Corporate Growth and Innovation Thinking in the AI Era, 3 hours
Director	Wang, Wei-Xin	Male/45	- Master Degree in China Development Studies, The University of Hong Kong - Market Research Analyst, Financing Department, China Merchants Securities Co., Ltd.	1. Practicing Corporate Sustainability: Legal Responsibilities under the Three Gender Equality Acts – Case Analysis, 3 hours 2. Corporate Growth and Innovation Thinking in the AI Era, 3 hours
Independent Director	Chen Tzu-Chien	Male/61	- Department of Accounting, Tunghai University - Associate Manager, Audit Services Department, PwC Taiwan (PricewaterhouseCoopers) - Senior Manager, Audit Services Department, PwC China (PricewaterhouseCoopers) - Special Assistant to the Chairman, Wistron NeWeb Corporation	1. Introduction to IFRS Sustainability Disclosure Standards S1 and S2, 3 hours 2. Challenges and Management Thinking for Taiwanese Enterprises in Turbulent Times, 3 hours 3. Listed Company Sustainability Disclosure Practice Seminar, 3 hours
Independent Director	Lo Li-Ching	Female/62	Executive Master of Business Administration (EMBA), University of South Australia	1. Practicing Corporate Sustainability: Legal Responsibilities under the Three Gender Equality Acts – Case Analysis, 3 hours 2. Corporate Growth and Innovation Thinking in the AI Era, 3 hours
Independent Director	Li Ching-Ho	Male/69	Executive Master of Business Administration (EMBA), National Taipei University of Technology	1. Practicing Corporate Sustainability: Legal Responsibilities under the Three Gender Equality Acts – Case Analysis, 3 hours 2. Corporate Growth and Innovation Thinking in the AI Era, 3 hours
Independent Director	Hsieh I-Lin	Female/46	- School of Law, New York University - Attorney at Derkai LLP	1. Practicing Corporate Sustainability: Legal Responsibilities under the Three Gender Equality Acts – Case Analysis, 3 hours 2. Corporate Growth and Innovation Thinking in the AI Era, 3 hours

Note: For information regarding the positions held concurrently by the director of TungThih Electronic at the Company and other companies, please refer to page 8 of the 2024 Annual Report.

Board Meeting Attendance



Title	Name	Number of Scheduled Attendance (A)	Number of Actual Attendance (B)	Actual Attendance Rate (%) (B/A)
Chairman	Chen Shin-Chung	6	6	100%
Director	Chen Sen-Jung	6	6	100%
Director	Chen Sheng-Ju	6	6	100%
Director	Representative of Hsuhang Investment Co., Ltd. Sung,Yik Tat Edgar	6	6	100%
Director	Representative of Chuanhang Investment Co., Ltd. Wang,wei-xin	6	6	100%
Independent Director	Chen Tzu-Chien	6	6	100%
Independent Director	Lo Li-Ching	6	6	100%
Independent Director	Li Ching-Ho	6	6	100%
Independent Director	Hsieh I-Lin	6	6	100%

To establish a well-functioning board of directors and a sound supervisory system, and to ensure that independent directors can maintain their independence while performing their duties, the Company's Board of Directors has approved the "Board Meeting Rules" and established the "Rules on the Responsibilities of Independent Directors", which clearly define the scope of duties for independent directors. Board members also adhere to a high standard of self-discipline in implementing conflict of interest avoidance. The Company has developed the "Code of Business Integrity", which explicitly stipulates the avoidance of conflicts of interest, serving as a basis for managing such conflicts.

Regarding board meetings and matters involving conflicts of interest with the board members or their affiliated entities, in addition to disclosing the significant details of the conflict at the board meeting, members must abstain from participating in discussions and voting if it could harm the interests of the Company. During discussions and voting, members must legally avoid conflicts of interest and may not act as proxies for other directors in exercising their voting rights. Chairman Mr. Chen Shin-Chung also serves as the Company's President, a decision made to enhance operational efficiency and decision-making execution. Chairman Chen possesses operational judgment, management skills, and leadership capabilities, guiding the Company to maintain a strong corporate structure and stable operations. The Company has 9 board members. This year's annual shareholders' meeting elected 5 directors and 4 independent directors, resulting in a board that enhances independence and complies with regulatory requirements.

[Code of Business Integrity](#)



To enhance the quality of board decisions, the Board of Directors has also approved the "Board Performance Evaluation Measures". This involves an annual internal evaluation of the Board of Directors, individual board members, and functional committees. The Board's secretariat distributes self-evaluation questionnaires to board members for self-assessment and consolidates the results. These results are then reported to the Board in the first quarter of the following year. The performance evaluation results of the Board of Directors serve as a reference for future selection or nomination of directors. Additionally, the performance evaluation results of individual directors may be used as a reference for determining their individual compensation. The evaluation results from the past three years are summarized in the table below and can be found in detail on the official website under "Board Performance Evaluation Implementation".

Board Performance Evaluation



	2022	2023	2024
Board of Directors	4.44	4.64	4.69
Audit Committee	4.69	5.00	4.85
Remuneration Committee	4.69	4.85	4.85

The Company, to effectively manage risks and increase the willingness of qualified professionals to serve as directors, provides directors with liability insurance. This allows directors to perform their duties without concerns about personal liability, while also reducing and mitigating the risk of significant damage to the company and shareholders resulting from errors or omissions.

Considering the various legal compliance and governance issues that directors may face in their involvement with company operations, the Company actively encourages and arranges for directors to attend relevant professional courses. In 2024, all directors collectively completed 57 hours of continuing education. Moving forward, the Chief Governance Officer will plan to expand the curriculum to include courses related to director training and corporate sustainability. The Company believes that under the leadership of a board with integrity and extensive industry experience, the Company's operations will thrive and continue to lead and shine brightly in the realm of sustainable development.

3.1.2 Functional Committee

To enhance supervisory functions and strengthen management capabilities, the Board of Directors has established an Audit Committee and a Remuneration Committee. Functional committees, except those required by regulations to act independently, are accountable to the Board and present their proposals for board resolution.

Audit Committee

The Audit Committee assists the Board in overseeing the quality of the Company's accounting, auditing, financial reporting processes, and financial controls, and submits its evaluation results to the Board for discussion. The Board has approved the "Audit Committee Organizational Regulations", which establish an Audit Committee comprised of 4 independent directors, including a convener and at least one member with expertise in accounting or finance. The committee meets at least once per quarter. In 2024, it held 6 meetings with a 100% attendance rate.

The internal audit supervisor regularly reports the execution of audit activities to the independent directors in writing. The internal audit supervisor also presents audit reports to the Audit Committee and the Board of Directors. The Audit Committee members (independent directors) have fully communicated regarding the execution and effectiveness of audit activities. Additionally, in 2024, the auditor not only reported the review results of the financial statements to the independent directors but also provided legal guidance and exchanged opinions with the directors in writing.

Attendance of the Audit Committee



Title	Name	Number of Scheduled Attendance (A)	Number of Actual Attendance (B)	Actual Attendance Rate (%) (B/A)
Independent Director	Chen Tzu-Chien	6	6	100%
Independent Director	Lo Li-Ching	6	6	100%
Independent Director	Li Ching-Ho	6	6	100%
Independent Director	Hsieh I-Lin	6	6	100%

Remuneration Committee

TungThih Electronic, to ensure a sound compensation system for directors and managers and to assess whether their performance and compensation are fair and reasonable, has adopted the "Remuneration Committee Charter" approved by the Board of Directors. The Remuneration Committee is established under the Board of Directors and must include at least one independent director. Currently, all three committee members are independent directors. In 2024, the committee held 5 meetings with an attendance rate of 100%.

The primary responsibilities of the Remuneration Committee are to establish and periodically review the performance and compensation systems and standards for directors and managers, as well as to regularly assess the compensation of directors and managers. In accordance with the "Director Compensation Management Regulations", the evaluation follows specific guidelines. Directors' compensation is determined based on the Company's Articles of Incorporation, stipulating that if there is profit in a given year, no more than 3% may be allocated as directors' remuneration. The Compensation Committee considers the overall performance of the Board, the Company's operational performance, future business prospects, and risk assessment to propose a distribution plan. This plan is then submitted to the Board of Directors for resolution and subsequently distributed based on the individual directors' level of participation and contribution to the Company's operations. Additionally, for managers such as the President, Vice President, and Assistant VP, they are tasked with handling company business as directed by the Board of Directors. Their appointment and dismissal are conducted in accordance with the Company's Articles of Incorporation and are resolved by the Board of Directors. As for the standards for manager compensation, according to the "Manager Compensation Management Regulations", it is determined based on individual performance, contributions to the overall operations of the Company, and market compensation levels. The compensation of the President and Vice President is disclosed

in the Company's annual report. KPI standards are clearly defined, linking ESG targets to the managers' KPI goals. The Company also has a compensation scheme for managers, as specified in the "Manager Compensation Management Regulations". This scheme aims to acknowledge and reward their efforts and contributions at work. Relevant bonuses are calculated based on the Company's annual operational performance, financial status, operational conditions, and individual job performance. A proposal for year-end bonus distribution is drafted and submitted to the Chairman for approval, then reviewed by the Remuneration Committee, and finally implemented upon approval by the Board of Directors.

Note: For additional details on the compensation structure of the Board of Directors and senior executives, refer to the 2024 Annual Report, page 10, which outlines the most recent remuneration paid to directors (including independent directors), the President, and the Vice President.

Attendance Record of the Remuneration Committee



Title	Name	Number of Scheduled Attendance (A)	Number of Actual Attendance (B)	Actual Attendance Rate (%) (B/A)
Independent Director	Chen Tzu-Chien	5	5	100%
Independent Director	Lo Li-Ching	5	5	100%
Independent Director	Li Ching-Ho	5	5	100%

3.1.3 Internal Audit

The purpose of the Company's internal audit is to assess the soundness, reasonableness, and effectiveness of various management systems within the Company. This involves conducting internal audits, tracking the effectiveness of corrective actions for deficiencies, and providing timely improvement suggestions. The goal is to ensure the continuous and effective implementation of internal control systems and to serve as a basis for reviewing and revising these systems. In accordance with the "Guidelines for Establishing Internal Control Systems for Public Companies", the Company, taking into account its own operations as well as those of its subsidiaries, has established an effective internal control system. This system is continually reviewed and improved to adapt to changes in the Company's internal and external environments, ensuring that the design and implementation of the internal controls remain continuously effective. To ensure that audit personnel carry out their duties with impartiality and independence, the Company has established an independent Audit Office under the Board of Directors, in accordance with the "Guidelines for Establishing Internal Control Systems for Public Companies". The Audit Office is staffed by an audit supervisor and a team of 4 auditors. The appointment and dismissal of the audit supervisor require the approval of the Audit Committee and are subject to a resolution by the Board of Directors. Additionally, the appointment and dismissal, performance evaluation, and compensation of internal audit personnel are handled by the audit supervisor and must be signed off by the Chairman for approval.

In addition to conducting audits based on the annual audit plan approved by the Board of Directors, the internal audit unit also performs special audits as needed, based on requests from the Board of Directors or senior management.

The audit supervisor is required to attend Board of Directors meetings to report on the status of audit activities. Additionally, the audit supervisor attends each Audit Committee meeting to present reports to the independent directors on the execution of internal audits and the operation of internal controls. Each internal unit of the Company conducts a self-assessment at least once a year. The internal audit unit then reviews these self-assessment reports, along with any identified internal control deficiencies and improvement actions. This information serves as the primary basis for the Board of Directors and the President to evaluate the overall effectiveness of the internal control system and to issue the internal control system declaration.

All of the Company's auditors meet the qualifications set by regulatory authorities. To enhance their professional capabilities, auditors are arranged to pursue ongoing education and attend professional training programs designated by the regulatory authorities, focusing on various auditing-related skills. This helps improve and maintain audit quality and effectiveness. Current auditors are also required to complete the mandated annual in-service training hours related to auditing. In 2024, auditors received a total of 30 hours of training over 2 sessions.

The internal audit unit regularly verifies whether the improvement plans proposed by the management are effectively implemented and assesses whether the Company's operational risks have been appropriately controlled. Additionally, the Company simultaneously promotes an annual internal control self-assessment, evaluating the maturity of internal controls at various departmental and plant levels. This comprehensive approach ensures the effective implementation of both audit and internal control self-assessment outcomes. The Company continuously monitors the implementation of various operational systems through its auditors, establishing sound governance practices and risk management mechanisms. This approach helps create a sustainable business environment for long-term development. In 2024, the Audit Office carried out a total of 94 audit activities. The findings from these audits indicated no significant deficiencies. All minor issues were continuously tracked on a quarterly basis until they were resolved and closed.

3.1.4 Ethics and Integrity

Voluntary Disclosure Topics		Integrity Governance
Significance to the Company		Integrity is the foundation of business operations. To establish a work environment and culture that adhere to ethical standards, the Company requires all employees to clearly understand and comply with professional ethical guidelines.
Policy/Commitment		In accordance with relevant regulations, the Company has established the "Code of Business Integrity", "Procedures for Preventing Insider Trading and Handling Material Information", and other systems. These systems are designed to provide guidelines for implementing the code of ethical conduct and ensuring its effective execution.
Goals	Short-term	During the year, there were no reports or discoveries of any violations related to professional ethics.
	Mid- to Long-Term	Adhering to legal compliance and prioritizing integrity, the Company builds its core values on ethical principles. By conducting business with a spirit of honesty and adherence to the law, the Company fosters an overarching culture of integrity throughout the organization.
Resources Investment and Specific Outcome for the Year		In 2024, the internal audits and external auditor reviews did not uncover any significant violations of the ethical business conduct code.
Responsible Department/ Complaint Mechanism		Finance Dept., Audit Dept., and Governance Officer.
Assessment Mechanism		Promotion of trade secrets and insider trading policies, and engaging auditors for review

Integrity is the foundation of business operations. To establish a work environment and culture that adhere to ethical standards, the Company requires all employees to clearly understand and comply with professional ethical guidelines. The Company is founded on legal compliance and upholds integrity as the core value of our business. With a commitment to acting with honesty and adherence to the law, we ensure that our principles of integrity are implemented throughout the Company. We place great importance on the character of our employees, and during the onboarding process, the Human Resources Dept. educates new hires about the Company's integrity policies to foster a culture of integrity. In the meantime, we require management to lead by example, strictly adhere to integrity principles, and subtly shape the Company's overall culture of integrity.

Internally, the Company designates the Finance Dept., Audit Dept., and Chief Governance Officer as the responsible units for promoting integrity in business practices. We have established internal regulations such as the "Code of Business Integrity" and the "Corporate Governance Best Practice Principles", which are approved by the Board of Directors. We disclose our integrity policies on the company website for stakeholders to review and provide corresponding contact points for stakeholders to voice their feedback. Employees who have questions about the Company's integrity policies can consult the website or use various communication channels, such as email and phone, to inquire with the relevant contacts.

In board operations, if any director has a financial interest, whether directly or through a representative entity, which could potentially harm the Company's interests, they must declare their interest and answer questions but are prohibited from participating in discussions and voting. They must recuse themselves from discussions and votes and cannot delegate their voting rights to other directors. The Company places great importance on integrity management and, in accordance with relevant laws and regulations, has established internal control systems, including accounting systems. We assess and self-check the effectiveness of these systems annually, with oversight provided by the Audit Office.

Additionally, the Company has established multiple reporting channels in accordance with the Code of Integrity Management. Stakeholders may submit reports through the stakeholder section on our official website, the spokesperson's email, or by filing a formal complaint. Audit Office assigns dedicated personnel to conduct investigations. In principle, whistleblowers are required to identify themselves and provide details of the incident, including but not limited to the name of the accused, the time and location of the event, the circumstances involved, and supporting evidence. However, if anonymous whistleblowers provide relevant and concrete evidence, the Audit Office's dedicated personnel may proceed with subsequent investigations. If the assigned personnel have a conflict of interest with the whistleblower or the accused, or if there is any relationship that may affect the handling of the case, they must proactively disclose and recuse themselves, allowing other personnel to take over the investigation. Throughout the investigation process, impartiality and confidentiality must be maintained, and the identity of the whistleblower must not be disclosed. The Company is committed to protecting whistleblowers from any improper treatment resulting from their reports. All employees have a responsibility to report unethical conduct through the established reporting channels. When illegal activities are discovered, the content of the report should be clearly specified. The Company also ensures that employees are protected from unfair retaliation or treatment while reporting or participating in the investigation of incidents.

In business interactions, during the execution of duties, our employees are required to explain the Company's integrity management policies and related regulations to business partners through the Company's established integrity agreements. They must also explicitly refuse to offer, promise, request, or accept any form of improper benefit, whether directly or indirectly. Additionally, care should be taken to avoid engaging in business transactions with agents, suppliers, customers, or other business partners who have exhibited dishonest behavior. If dishonest behavior is detected in business dealings or among partners, an assessment should be made to determine whether to blacklist them to enforce the company's integrity management policies. Finally, when signing contracts with business partners, the Company should thoroughly understand the partner's integrity management practices and include compliance with the company's integrity management policies in the contract terms. The contract should include clauses requiring that if either party becomes aware of any individuals violating the prohibition on accepting commissions, kickbacks, or other improper benefits, they must immediately disclose the identities of those involved, the manner, amount, or other details of the benefits, and provide relevant evidence while cooperating with the other party's investigation. If one party suffers damages as a result, they may claim compensation from the other party amounting to a certain percentage of the contract value, which can be deducted from the amount payable under the contract. If either party is involved in dishonest behavior in business activities, the other party reserves the right to unconditionally terminate or rescind the contract at any time.

To deeply instill the concept of ethics and integrity in employees during business operations, the Company provides relevant training to new hires. Starting in 2024, the Company plans to arrange annual online training sessions to highlight the importance of corporate integrity culture. In 2024, a total of 194 individuals completed online courses, accumulating 97 hours. Additionally, the Chief Governance Officer assesses and evaluates whether the preventive measures established for integrity management are effectively implemented and reviews compliance with relevant business processes. If necessary, the Chief Governance Officer reports the results to the Board of Directors.

The Company supervises and audits corruption incidents through internal control and internal audit systems. Significant corruption risks identified through risk assessments include violations of trade secrets, embezzlement of public funds, theft of company property, and acceptance of kickbacks or improper benefits. By the end of 2024, the Company has not detected or received any reports of violations related to professional ethics. The Company provides the following channels for handling complaints and reports:



HR Email tte.hr@tungthih.com.tw



Stakeholder Acceptance investors@tungthih.com.tw

3.2 Risk Management

Material Topics		Risk Management
Significance to the Company		Understanding operational risks and planning responses in advance to enhance the resilience of the Company's sustainable operations.
Policy/Commitment		Maintain a proactive risk management mechanism. Through the operation of various management systems, perform impact analyses and risk assessments in response to changes in the operating environment. Based on these assessments, develop business continuity strategies, objectives, and contingency mechanisms, ensuring they are fully supported and implemented with adequate resources to ensure continuous review and improvement.
Goals	Short-term	Risk management in all management systems is thoroughly implemented.
	Mid- to Long-Term	Establish a Risk Management Committee that reports regularly to the Board of Directors each year to ensure sound corporate governance and to develop a comprehensive business continuity and risk management system.
Resources Investment and Specific Outcome for the Year		1. Each management system conducts risk assessments and reviews them through management review meetings. 2. In 2024, no significant non-conformities occurred. 3. Formulated the "Risk Management Policy and Procedures" to clearly define the execution process for risk management.
Responsible Department/ Grievance Mechanism		Finance Dept., Audit Dept., and Governance Officer.
Assessment Mechanism		1. Internal and external audits of ISO management systems. 2. Monitoring of the Company's internal control and internal audit systems.

Implementation of TungThih Electronic's risk management policy and risk measurement standards: The Company adopts a preventive policy towards risk management. In addition to establishing internal control systems that are subject to irregular audits by internal auditors, we also purchase relevant insurance such as property insurance and product transportation insurance to mitigate risks. In 2024, to further strengthen the risk management system, the "Risk Management Policy and Procedures" were formulated. Through a comprehensive risk management framework, various risks that may affect the achievement of corporate objectives are managed, and by integrating risk management into operational activities and daily management processes, the following objectives are achieved:

1. Achieve corporate objectives.
2. Enhance management effectiveness.
3. Provide reliable information.
4. Allocate resources effectively.

Regarding the Company's risk assessment and management mechanism: For significant capital expenditures, we conduct evaluations in advance to ensure they align with the Company's risk appetite. Considering that the current risks are within controllable ranges and relatively low in degree, and that we adopt a conservative and gradual approach to investment decisions, the Audit Committee currently assesses relevant risks and makes decisions accordingly. In the future, we will consider establishing a Risk Management Committee to oversee and control the Company's risks.

Risk Considerations	Risk Category	Risk Factor	Risk Management Strategies (Response Measures)
Environmental Aspect	Climate Change and Natural Disasters	Regulation of greenhouse gas emissions becoming more stringent	1. For development projects and manufacturing processes, plan using high efficiency, optimal quality, and cost-effective methods. 2. Conduct internal carbon audits to understand the organization's emission levels and plan carbon reduction measures. 3. The dedicated unit reviews and consolidates relevant regulations and requirements monthly to respond promptly and reduce operational impacts.
Environmental Aspect	Climate Change and Natural Disasters	Climate change (extreme weather) resulting in droughts and floods	Prepare relevant contingency mechanisms for potential natural disasters to prevent or minimize operational impacts.
Social Aspect	Hazard Events	Occupational Safety and Health Hazards	1. Implement the ISO 45001 Occupational Health and Safety Management System and conduct hazard identification and risk assessment within the facility to reduce workplace accident risks. 2. Conduct regular emergency response drills to ensure employees can quickly react to operational hazards and minimize potential injuries.
Corporate Governance	Information Security	Information Security Incident	1. Establish a Information Security Management Committee to hold regular meetings and review the Company's information security protection status. 2. Implement the ISO 27001 Information Security Management System to establish an information security management framework and ensure the principles of information security and business continuity are effectively applied. 3. Conduct annual information security risk assessments and develop risk improvement plans for high-risk information security areas.
Economic Aspect	Operations	Supply Chain Disruption and Management	1. Appropriately expand overseas marketing and service points to establish a complete marketing system. 2. Optimize supply chain evaluation and management to enhance supply chain sustainability and resilience. 3. Improve product quality and services to establish long-term trust-based relationships with customers.
Economic Aspect	Finance	Credit Risk	1. Accounts receivable and other receivables: The Company has established a credit policy. According to this policy, before granting standard payment and delivery terms and conditions, the Company individually analyzes each new customer's credit rating and sets individual credit limits to control credit risk. 2. Investments: Credit risk for bank deposits, fixed income investments, and other financial instruments is measured and monitored by the Company's finance department. 3. Guarantees: The company policy stipulates that financial guarantees may only be provided to parties listed in the endorsement and guarantee procedures.
Economic Aspect	Finance	Interest Rate, Exchange Rate, Inflation	1. Exchange rate risk: The Company is exposed to exchange rate risk arising from sales, purchases, and borrowing transactions denominated in currencies other than the functional currency of each group entity, primarily managed through natural hedging. The functional currency of group entities is mainly New Taiwan Dollar, with US Dollar and Renminbi also used. The main currencies used for these transactions are New Taiwan Dollar, US Dollar, and Renminbi. 2. Interest rate risk: The Company borrows funds at both fixed and floating interest rates, thereby exposing itself to fair value change risk and cash flow risk. The Company manages interest rate risk by maintaining an appropriate mix of fixed and floating interest rate borrowings.

3.3 Regulatory Compliance

Regulatory compliance is fundamental to business operations. Given the extensive range of regulations, each department remains updated on regulatory changes through engagement with government agencies and media reports. Subsequently, they provide both internal and external training for their team members to ensure that company operations adhere to all pertinent regulations.

Firstly, from the perspective of corporate governance, the Company has established functional committees to oversee financial operations and internal control systems. Additionally, we have implemented the "Corporate Governance Best Practice Principles" and the "Board Performance Evaluation Measures" to encourage active participation by the Board of Directors in important company decisions. In the meantime, a Chief Governance Officer is appointed to assist with the Board's operations and provide professional advice, thereby enhancing the Board's functions. In the future, the Company will continue to adhere to corporate governance evaluations and "Corporate Governance Best Practice Principles", with a commitment to enhancing our employees' awareness of regulatory compliance.

Secondly, in terms of personnel management, the Company has established internal integrity regulations and consistently promotes the core value of "Integrity, Mutual Assistance, and Sustainable Operations". Through a series of regulatory frameworks, implementation, self-assessment, and mechanisms such as open reporting channels and protection for whistleblowers, we build a robust compliance firewall. Management sets an example and requires every employee to ensure that their business conduct adheres to laws, company policies, and internal regulations. Compliance is reviewed through annual internal control self-assessments and internal audits. Guidelines for business conduct are established, requiring all employees, regardless of position, level, or location, to comply with the "Code of Business Integrity" and the company employee handbook. These guidelines cover workplace standards, equal opportunities, confidentiality clauses, prohibition of secondary employment and avoidance of conflicts of interest, gift-giving and receiving, business etiquette, respect for employees and customers, reporting, protection, and exemptions. This ensures public trust, enhances corporate image, and supports the company's sustainable operation and development. Participate in industry competition based on principles of integrity and fairness, foster a culture of regulatory compliance, and build a company reputation that is worthy of trust and respect.

Furthermore, in terms of personnel training, to enhance employees' understanding of professional ethics and regulatory compliance, the Company conducts regular training on relevant regulations for different departments and levels based on legal requirements. This includes tailored training content for various job responsibilities, such as new employee orientation, in-person courses, unit-specific briefings, and external training. Additionally, regulations and compliance guidelines are made accessible through posters and the company's internal website, allowing employees to stay informed about regulatory requirements at all times.

Finally, in terms of environmental safety, health, and social responsibility, the Company has established the "Supplier Code of Conduct and Social Responsibility Policy", "Supplier Initial Material Approval Operating Standards", "Supplier Initial Material Approval Checklist", and "Environmental, Safety, and Health Procurement Standards" to ensure that our partners meet occupational safety and health regulations and quality requirements throughout the product lifecycle. We also ensure the effective operation of environmental, safety, and health management systems. By employing a management cycle approach to identify potential issues and implement control measures, we aim to prevent damage to the Company. Additionally, we encourage suppliers to understand and align with our social responsibility principles and participate in our social responsibility management activities to achieve a green and sustainable supply chain.

In terms of overall compliance practices, the Company had no significant legal violations in 2024 related to corporate governance, securities trading, environmental protection, occupational safety, customer privacy breaches, product liability, or marketing and labeling. ('Significant' is defined as fines exceeding NT\$1,000,000 or negative media coverage lasting three days or more).

3.4 Operational Performance

Material Topics		Operational Performance
Significance to the Company		The Company adheres to the principle of balancing prudent management and innovative development, continuously investing resources in production, sales, and R&D to ensure stable operational growth and further enhance overall corporate value, thereby responding to shareholders' long-term trust and expectations.
Policy/Commitment		1. Appropriately expand overseas marketing and service points to establish a complete marketing system. 2. Continuously recruit and train R&D personnel to build an efficient research and development team, enhance R&D capabilities, and strengthen competitive advantages. 3. Strengthen the functions of financial management and the capabilities for risk control. 4. Improve product quality and services to establish long-term trust-based relationships with customers. 5. Promote ESG sustainable development, dedicated to deepening corporate governance, social contribution, and environmental protection.
Goals	Short-term	1. No loss in after-tax earnings for the current year. 2. Increase in revenue compared to the previous year. 3. Establish new companies to deepen interactions with local customers.
	Mid- to Long-Term	1. Strengthen strategic new product development and investment to maintain the company's competitive edge. 2. Continuously improve quality management and customer service systems, establish a high-quality corporate brand image, and enhance customer satisfaction. 3. Refine internal management systems to improve organizational efficiency.
Resources Investment and Specific Outcome for the Year		1. Expand economic scale, reduce costs, and actively introduce automated production equipment. 2. The consolidated revenue for the entire year of 2024 was NT\$8,533,634 thousand, with a net after-tax profit of NT\$144,929 thousand and an earnings per share of NT\$1.54. 3. Established a subsidiary in India in 2024. 4. Achieved ISO 21434 Road Vehicles – Cybersecurity Engineering certification.
Responsible Department/ Complaint Mechanism		Office of the Chief Operating Officer.
Assessment Mechanism		Annual Report, Financial Statements.

Unit: NT\$ Thousand

Item	2022	2023	2024
Revenue (A)	9,503,244	9,919,142	8,533,634
Operating Costs (B) (Including (C) Employee Compensation and Benefits)	7,457,186	7,484,673	6,725,950
Employee Compensation and Benefits (C)	1,844,799	1,667,608	2,149,334
Payments to Investors (D)	352,805	242,276	125,816
Payments to the Government (E)	24,927	246,911	-27,117
Community Investment (F)	1,180	1,330	3,550
Retained Economic Value (A-B-D-E-F)	1,667,146	1,943,952	1,705,435

Note: The negative value for item E is primarily due to tax refunds.

3.5 Products and Services

Currently, the Company's main revenue comes from automotive backup radar and cameras. After years of dedicated effort in the automotive market, our product quality is stable, and our shipment volume of backup radars and cameras ranks among the largest manufacturers in Taiwan. The Company is a leading player among Taiwanese backup radar manufacturers, holding a leading position in both R&D technology and product quality.

With the development of intelligent transportation systems in recent years, the concept of active safety technology has gradually gained importance. Intelligent, safe, and convenient automotive electronic products are being applied across all levels of vehicles, making safety and driving information the new mainstream in automotive electronics. As consumers place increasing emphasis on safety and advancements in related technologies make them standard equipment in cars, the Company, with its years of accumulated experience in automotive electronic safety protection, is expected to achieve stable market share growth. Additionally, TungThih Electronic maintains smooth communication channels with customers and a stable, good

cooperative relationship. Although our products are not ordinary consumer goods, we have established a complaint handling procedure to protect customer interests. This procedure has been in place for years and has been well-recognized by our customers. If necessary, we will establish additional consumer rights policies. The Company promptly communicates any issues to the R&D Dept. and the Quality Assurance Dept. for subsequent improvements, aiming to gain customer trust through high-quality service.



Primary Product Range of TungThih Electronic's Services



Primary Product Items	Application
Applications of Ultrasound a. Semi-Automatic Parking Aid System b. Blind Spot Detection System c. Software Package	Increase driving safety when reversing, assist drivers in parking vehicles more safely and conveniently in confined spaces to reduce the risk of collisions. The ultra-wide detection angle helps vehicle owners park safely in tight garages.
Applications of In-Car Imaging a. Driver Monitoring Warning System b. In-Car Monitoring System c. Dashboard Camera d. Software Package	Process the obtained in-car images through image recognition and issue warnings to enhance driving safety.
Applications of Exterior Vehicle Imaging a. Rearview Camera System b. 360° Surround View System c. Lane Keeping Assist System d. Software Package	Provide image monitoring of the vehicle's surroundings to enhance safety for both the driver and pedestrians.
Body Electrical Control System a. Remote Central Control System b. Engine Anti-Theft System c. Keyless Entry and Ignition System d. UWB Positioning System	The primary function is to prevent vehicle theft, thereby reducing the theft rate and minimizing the owner's losses. By integrating UWB key positioning algorithms, the system accurately locates the driver's position, enabling features such as automatic unlocking and tailgate opening, enhancing user convenience. It also supports vehicle welcoming features with car lights, ambient lighting activation, and "Follow Me Home" functions, increasing the overall technological feel of the vehicle.
Intelligent Driving Assistance System Applications a. Ultrasound and Image Fusion Full-Automatic Parking System b. Remote Parking System	Provides vehicle surrounding image information at low speeds, combining ultrasonic radar sensing to accurately alert for nearby obstacles. The surround view interface indicates the distance between the vehicle and obstacles, enhancing driving safety. Supports automatic parking, allowing users to select a target parking space for the vehicle to park itself. The system uses ultrasonic radar and cameras to detect and calculate the parking trajectory, safely parking the vehicle in the space on behalf of the driver, addressing the common parking difficulties faced by novice drivers. Supports remote parking. When encountering narrow parking spaces that prevent the driver from exiting the vehicle after parking, the driver can use the remote parking function by exiting the vehicle in advance, allowing the car to park itself into the space.
Millimeter Wave Applications a. Blind Spot Collision Avoidance System b. Car Door Open Warning c. Rear Cross Traffic Alert System d. Lane Change Collision Warning System e. Door Collision Prevention System	The millimeter-wave radar system performs real-time monitoring of people and vehicles behind the car. It provides advanced warnings to the driver when changing lanes, opening doors, or reversing, if there are fast-moving objects such as approaching vehicles or running pedestrians from the rear or sides. This enhances driving safety by alerting the driver to potential hazards. The millimeter-wave door radar system provides real-time monitoring of the space beside the car door. Coupled with the door motor, it controls the automatic opening of the door and prevents collisions with obstacles during the opening process, ensuring the safety of the door.

Features of TungThih Electronic's Products

1. Implement the international quality standards and establish a robust quality system.

The automotive industry is characterized by a highly specialized and closed supply chain system, with extremely high entry barriers. To meet the quality requirements of vehicle manufacturers for component suppliers, the Company has implemented a rigorous quality management system since its establishment and has obtained IATF 16949 certification, establishing itself one of the few domestic automotive electronics manufacturers to achieve this certification. IATF 16949 is an international standard that integrates automotive quality requirements from the United States, Germany, France, and Italy. It covers quality requirements across the entire process, including design, development, production, installation, and service. Leveraging in-house R&D capabilities and comprehensive quality assurance system, the Company consistently delivers high-quality products to domestic and international OEM customers, with product stability as the core of our development. Taking reverse radar and parking assistance systems as examples, these products not only enhance driving safety and convenience, but have also garnered widespread recognition in the market for their superior quality. They have become standard equipment in multiple vehicle models, contributing to a consistent increase in product adoption rates.

2. Strengthen customer collaboration mechanisms to respond swiftly to market demands.

With years of deep cultivation in the automotive electronics field, the Company possesses comprehensive product design and R&D capabilities, and has established a flexible development mechanism to quickly respond to market changes. In addition to customized development based on customer specifications, the Company proactively establishes feedback and communication channels with customers. This approach enables us to promptly understand application-side needs and swiftly optimize and adjust our products accordingly.

Furthermore, the Company is committed to vertically integrating upstream resources and adopts a joint development strategy with suppliers. This not only enhances technical collaboration but also significantly shortens product development cycles and mass production timelines, further strengthening overall market responsiveness and competitiveness, and demonstrating a high level of technical integration and mass production execution capability.

3. Focus on the development of innovative technologies to expand future growth momentum.

Currently, the automotive industry and major OEMs are prioritizing and planning for smart driving and autonomous driving technologies. Given that the adaptation of social infrastructure requires time, active safety products for automobiles have emerged as a prominent topic of discussion. These products focus on environmental monitoring and distance measurement, so advanced technological development will concentrate on the application and research of imaging, ultrasound, microwave, and laser technologies.

Future demand for automotive electronics is increasingly leaning towards "system integration" and "product modularization". The Company will focus on the integration of automotive electronic systems, with the objective of expanding and unifying both existing and future products. We intend to conduct research, enhance, and integrate the following products:

- a. Expansion of automotive imaging systems (AVM + object detection + pedestrian detection).
- b. Ultrasound and image fusion parking assistance system (full-automatic parking assistance system).
- c. Long-range blind spot detection system (millimeter-wave LCA).
- d. Body control system (multi-channel network control).
- e. System integration and optimization solutions, such as: BCM + hostless RPA + IMMO + PEPS system integration, UPA + APA + BSD + AVM system integration solutions.

3.5.1 New R&D

Material Topics		Innovation and Research & Development (R&D)
Significance to the Company		With the increasing application of smart, safety, and convenience products across various vehicle levels, and the growing attention to autonomous driving, the future demand for automotive electronics will trend towards "system integration" and "sensor fusion" as the main focus. The Company will adopt a strategy of integrating and developing automotive electronic systems and expanding both existing and future products.
Policy/Commitment		Maintain innovation and a competitive edge in developing products ahead of industry peers, effectively keeping pace with market trends.
Goals	Short-term	Continuously develop new technology each year; develop more than two new platform products annually.
	Mid- to Long-Term	Continuously strengthen R&D capabilities and regularly track the investment and effectiveness of R&D expenditures.
Resources Investment and Specific Outcome for the Year		- Each year, R&D expenses account for over 8.5% of net revenue, reaching 13.22% in 2024. - Refer to the table below "Products/Technologies Successfully Developed in the Last 3 Years".
Responsible Department/ Complaint Mechanism		R&D Dept.
Assessment Mechanism		Proportion of R&D Expenses Relative to Net Revenue

In recent years, the development of automotive electronics is progressively advancing towards automation, intelligence, and new energy. With the rapid development of automotive semiconductor technology, automotive electronic systems are becoming increasingly integrated. Many car manufacturers are dividing the vehicle's electronic systems into several domains for control and monitoring, such as ADAS domain, used for driving automation, body control domain, managing the operation of in-vehicle electronic systems and so on. As a result, major global component manufacturers are increasingly investing in the development of automotive electronics.

Products/Technologies Successfully Developed in the Last 3 Years

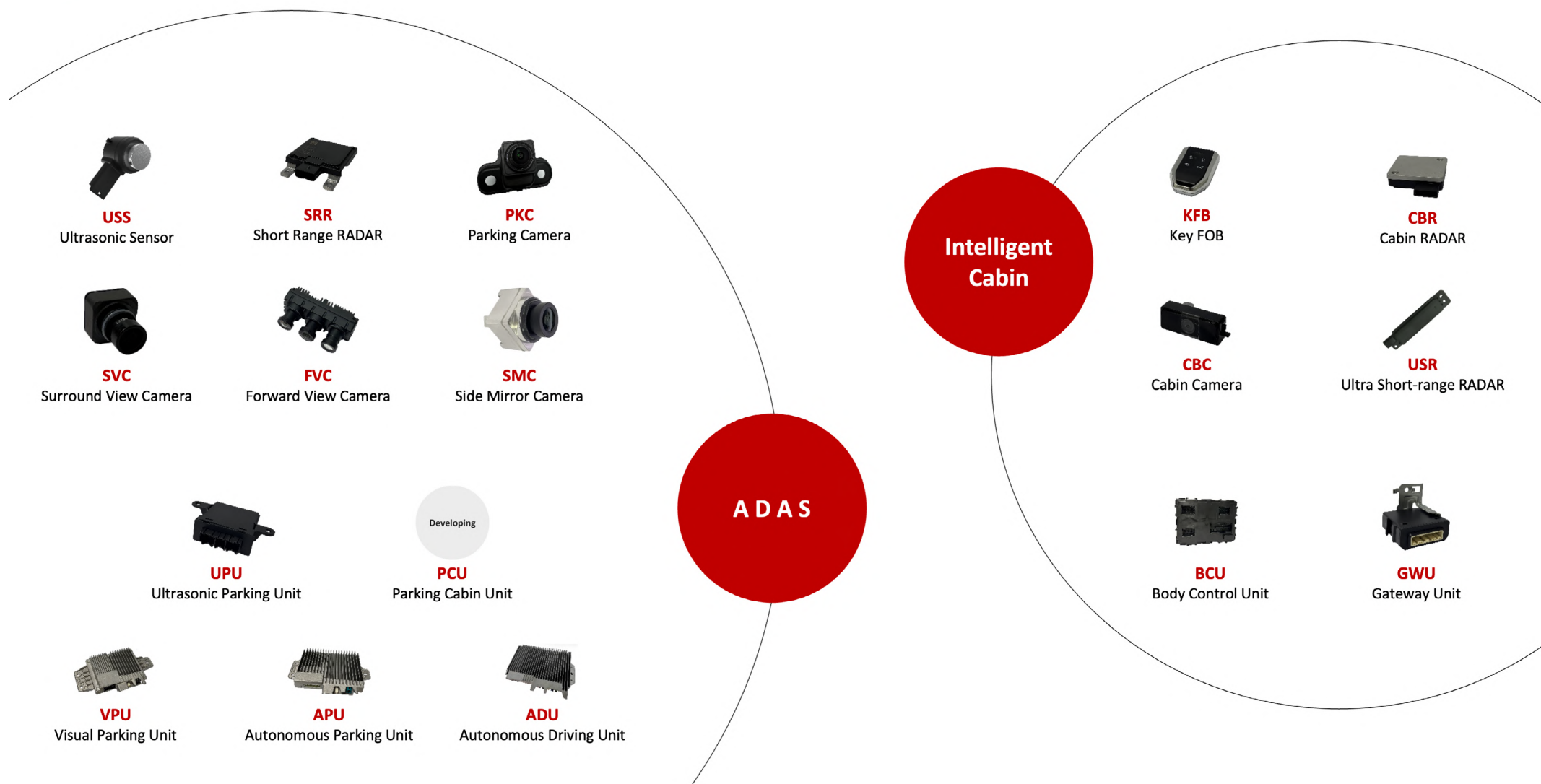


Items	Description
2022 Tenth-Generation High-Performance Ultrasound Sensor	The sensor introduces advanced digital encoding technology to enhance the system's resistance to interference. It also supports simultaneous transmission and reception with different probes, reducing the time required for obstacle detection. The probe includes an integrated temperature sensor for self-compensation. The data and diagnostic results detected by the probe are transmitted to the system's main unit via DSI3 communication, with a data transmission rate of 444 Kbit/s.
2022 Fourth-Generation Body Controller (IBCM 2.0)	This body controller, in addition to traditional BCM (Body Control Module) functions, integrates features such as TPMS (Tire Pressure Monitoring System), IMMO (Immobilizer), PEPS (Passive Entry and Passive Start), GW (Gateway), and air-conditioning control. Through ongoing design optimization, it achieves high integration of multiple control modules within a single controller, resulting in functional integration and cost reduction for the entire vehicle.
2022 Third-Generation Ultrasound Solution for Automatic Parking Assistance System Upgrade	The upgrade to the original APU3 automatic parking radar main unit includes support for the latest tenth-generation high-performance ultrasound sensors. Additionally, the system's communication protocol has been upgraded from CAN to CANFD. The software performs iterative computations to support the output of ultrasonic obstacle and space parking spot detection information. This data is used for applications within higher-level domain control systems.
2022 First-Generation Ultra-Short-Range Millimeter-Wave Radar	This radar can be used as a door panel collision radar and a millimeter-wave point cloud radar. It enhances the vehicle's comprehensive distance measurement capabilities around its surroundings. Additionally, it provides more detailed map information for Automated Valet Parking (AVP) services.
2022 TVI HD Camera	The TVI HD camera can output analog video signals in TVI format with a resolution of 1920 x 960. Compared to digital video signals, analog signals use less expensive transmission cables, which helps reduce costs. This makes the camera well-suited to meet the needs of the Southeast Asian market.
2023 Long-Range Ultrasound Radar	Currently, we have begun mass production of ultrasound radar with a detection range of 15 cm to 5.5 meters. This radar is designed to complement other sensors in safety assistance applications, providing enhanced detection capabilities in poor visibility conditions such as rain or darkness, where imaging sensors might fall short.
2023 Fifth-Generation Ultrasound and Vision Fusion Solution for Automatic Parking Assistance System Upgrade (APU Gen 2.W)	Building on the APU Gen2 (APU5 2.0), the upgrade enhances hardware computing power and the fusion perception algorithms for ultrasound and vision. It improves the Obstacle Detection (OD) capabilities such as static obstacles, including two-wheel vehicles, no-parking signs, water barriers, and warning posts. As for dynamic obstacles, it can identify moving vehicles. The upgrade improves the system's ability to identify and park in various special parking spaces, including: Blue-Lined Spaces, Dimly Lit or Blurry Spaces, Brick-Patterned Spaces, Small T-Shaped Spaces, and Curbside Parking. These enhancements increase the accuracy of space recognition and the success rate of parking maneuvers. The upgrade refines the algorithm logic for finding parking spaces and includes features such as early release of parking spaces, parking in reverse (R Gear), enhancing the system's adaptability to complex parking scenarios and improves the user experience with automatic parking.
2024 First-generation In-cabin Radar	Compared to in-cabin cameras, radar offers significant advantages in child safety detection systems. While cameras excel in image recognition, radar stands out for its penetration capability, reliability, anti-interference performance, and suitability for complex environments. These attributes make radar a more suitable solution for ensuring child safety detection. With technological advancements, the integration of radar and cameras is poised to become a trend, facilitating more comprehensive child safety detection.

2024 Front-view Dual-lens 8MP Camera	In front-view ADAS applications, such as the identification of traffic signs, traffic lights, and lane markings, cameras are irreplaceable by millimeter-wave radar. The front-view dual-lens 8MP camera not only offers high resolution for object recognition, but also features both a 30-degree narrow HFOV and a 120-degree wide HFOV, supporting ADAS applications that require both long-distance and wide-angle views.
2024 First-generation Ultrasound Perception Suite Software Upgrade (USS SDK GEN1.5)	The SDK suite includes sensor drivers, perception algorithms, obstacle information output, parking space detection, PDC alerts, and other information. It can be integrated into domain controllers and all-in-one driving/parking hosts, providing underlying perception data to support upper-level fusion algorithm software. The SDK suite software system is integrated by host suppliers or OEMs to form complete functional performance. The solution is delivered as an SDK package plus independent sensor hardware, offering greater flexibility and cost-effectiveness compared to traditional host-based solutions.
2024 Bluetooth Digital Key System (KFB GEN2.W)	This system is composed of multiple modules. It enables Bluetooth connection, Bluetooth positioning, and seamless unlocking/locking between the vehicle and the owner's mobile phone. It supports NFC card access to the vehicle and in-car startup authentication. Mobile app control is also supported; via the app, users can remotely unlock/lock the vehicle, open/close the trunk, locate the vehicle, operate windows, and assist with parking.
2024 Fifth-Generation Ultrasound and Vision Fusion Solution for Feature Enhancement and Performance Optimization of Automatic Parking Assistance System (APU Gen 2.W)	Building on APU Gen 2.W, the system further improves OD obstacle perception capabilities and enhances the coordinate positioning of high-frequency obstacles during driving. This development facilitates world reconstruction functionality and elevates vehicle-to-customer display interactions to a more advanced technological level. Based on practical engineering experience, a visual column detection algorithm was developed to optimize and address parking scenarios commonly found in mainland China that are challenging for non-lidar solutions, reducing the risk of scraping near column-adjacent spaces and suspended fire box intrusions, thereby improving the safety of automatic parking.
2024 1M Miniature Camera (PKC Gen2)	The camera size has been reduced from 23*23mm to 18*18mm, taking into account design considerations for vehicle aesthetics and space optimization. This advancement delivers powerful functionality in a minimal footprint. The camera features an innovative nozzle design that integrates both spray and air self-cleaning functions. This ensures clear and reliable imaging even in complex environments, thereby protecting advanced driver assistance systems. This innovative design has successfully completed six patent applications.
2024 3M Plastic Camera (PKC Gen4)	This camera features a resolution of 1920*1536 and a compact size reduced to 20*20mm. Its small footprint enables easy adaptation to various vehicle styling requirements. Whether installed at the front, side, or bottom of the vehicle, it does not compromise the overall aesthetic and integrates seamlessly into the vehicle's design.
2024 1M DMS Miniature Camera (CBC Gen1.D)	This camera is specifically designed for the Driver Monitoring Systems (DMS), with a resolution of 1280*960. It delivers clear and detailed images, facilitating real-time monitoring of driver status with high-quality data. Its small exposed area allows flexible placement on the A-pillar, steering wheel, roof, or center console. This design seamlessly integrates with the vehicle's interior aesthetics without compromising its visual appeal. Equipped with a built-in image signal processor (ISP), this camera can be directly integrated with vehicle systems, eliminating the need for additional adaptation steps and significantly improving system integration efficiency. This innovative design has successfully completed one patent application.
2024 2M CMS (DVC Gen1.G) System	The system consists of two cameras and two displays, featuring innovative spray/air self-cleaning and camera heating functions, offering significant advantages over competing products. In extremely dark and unlit nighttime scenarios, it is often challenging for the human eye to perceive images behind the vehicle. However, the CMS system's camera is capable of capturing relatively clear images by utilizing electronic gain and automatic exposure functions. This feature guarantees that drivers obtain dependable visual information in low-light conditions, thereby further enhancing driving safety. The innovative design of this camera has successfully completed two patent applications.

Note: For supplementary information on innovative technologies, please refer to the 2024 Annual Report P62 - Technologies or Products Successfully Developed in the Past Five Years.

Current Product Line



3.5.2 Product Quality and Customer Relationships

Material Topics		Product Quality and Safety & Customer Relationships
Significance to the Company		1. Ensuring product quality and safety is crucial for the Company, directly impacting its reputation and long-term success. 2. Compliance with internal and external product safety, standards, and quality requirements. 3. Provide a comprehensive customer communication mechanism that ensures the protection of customer rights. 4. In line with the principle of putting customers first, we are committed to providing excellent service to our customers.
Policy/Commitment		1. Quality Policy: "Quality" is the life of a company. "Customers" are the blood source of a company. 2. Enhance customer trust by actively engaging with customers and keeping communication channels open.
Goals	Short-term	1. Quality Control Improvement: Strengthen quality control mechanisms throughout the manufacturing process to ensure that all products meet standard specifications. 2. Supply Chain Management: Enhance collaboration with suppliers to ensure that raw materials and components meet quality standards, mitigating potential risks. 3. Product Testing and Inspection: Conduct regular product testing and inspection to promptly identify potential quality issues. 4. No major quality or safety incidents leading to vehicle manufacturer product recalls. 5. We prioritize customer needs, provide excellent customer service, and ensure that 100% of corrective action reports are completed on time. 6. Customer scorecards or ratings meet the standards required for shipment.
	Mid- to Long-Term	1. Improve product quality and services to establish long-term trust-based relationships with customers. 2. Maintain customer scorecards on an average of 90 points or a RANK A level.
Resources Investment and Specific Outcome for the Year		1. In 2024, there were no major quality or safety incidents leading to vehicle manufacturers issuing product recalls. 2. In 2024, effective operation of the ISO 9001 Quality Management System and IATF 16949 Automotive Quality Management System has been continually maintained. 3. In 2024, all customer scorecards met customer requirements.

Material Topics	Product Quality and Safety & Customer Relationships
Responsible Department/ Complaint Mechanism	Marketing Dept., Quality Assurance Dept.
Assessment Mechanism	1. ISO 9001 Quality Management System. 2. The IATF 16949 Automotive Quality Management System is operating effectively. 3. Customer scorecard or rating assessment.

Note: Customers define first-tier suppliers for automotive manufacturers.

In the automotive industry, where there is a high level of trust and demands for stringent quality, TungThih Electronic provides the highest quality service. This commitment helps us earn customer trust, strengthen our core competitiveness in a rapidly changing industry, and become the best partner for our customers.

TungThih Electronic has achieved IATF 16949 certification for global automotive industry quality management system. Our product design targets zero failure risk, with strict quality control at every manufacturing stage. We implement rigorous measures to manage quality comprehensively, aiming to minimize the progression of defects to subsequent processes. Additionally, at the request of customers, TungThih Electronic provides RoHS (Restriction of Hazardous Substances) test reports to comply with regulations on restricted substances in raw materials.

Adhering to the principle of customer-centricity, TungThih Electronic has actively obtained multiple certifications, including the FORD Q1 certification and approval for the IATF 16949 automotive quality management system. In 2023, the Company achieved ISO 26262 ASIL-D functional safety process certification. ISO 26262 is an internationally recognized standard for automotive functional safety, with ASIL-D (Automotive Safety Integrity Level-D) representing the highest level of safety integrity. Its purpose is to ensure the safety of automotive electronic systems and prevent faults and errors that could lead to accidents or personal injury.

In 2024, the Company obtained ISO/SAE 21434 certification. ISO/SAE 21434 is a security standard jointly developed by the International Organization for Standardization (ISO) and the Society of Automotive Engineers (SAE), and serves as a key supporting standard for the United Nations cybersecurity regulation UN R155. ISO/SAE 21434 defines cybersecurity risk management requirements for automotive electronic and electrical systems, covering all stages of the lifecycle, including concept, development, production, operation, and decommissioning. Compliance with ISO/SAE 21434 helps automotive manufacturers and parts suppliers meet global automotive cybersecurity management regulations. This demonstrates TungThih Electronic's proactive alignment with international information security standards and its strong emphasis on internal cybersecurity risk and process management. In the future, TungThih will continue to strengthen product protection mechanisms to deliver higher quality and more reliable in-vehicle experiences for car owners and users.

The Company manages all stages of the product development lifecycle to ensure product quality and customer satisfaction. We uphold a customer service ethos, taking responsibility for business operations, product R&D and manufacturing, quality, delivery, cost, and after-sales service. We safeguard customer privacy and regularly survey customer satisfaction and scorecards. We are committed to promptly and accurately addressing customer issues and feedback with appropriate responses and comprehensive solutions. Additionally, TungThih Electronic utilizes its customer service process to promptly understand and manage the handling of customer issues and quality problems. We maintain immediate communication with customers to minimize internal and external communication delays and enhance service efficiency.

3.6 Information Security Protection

Material Topics		Information Security
Significance to the Company		Ensure the confidentiality, integrity, and availability of the Company's information assets, comply with relevant laws and regulations, and protect against intentional or accidental threats from both internal and external sources, safeguarding the interests of all stakeholders.
Policy/Commitment		Information Security Management Policy: "Implement Information Security, Enhance Service Quality;" "Strengthen Information Security Training, Ensure Continuous Operations;" "Implement Effective Emergency Response, Ensure Rapid Disaster Recovery."
Goals	Short-term	1. No major information security incidents occurred. 2. Implemented ISO 27001 information security management system.
	Mid- to Long-Term	1. The Information Security Management System (ISMS) is effectively implemented, operated, monitored, and continuously maintained to ensure the confidentiality, integrity, and availability of the company's critical information and communication systems. 2. All sites have passed the ISO 27001 system certification and maintain the validity of their certificates.
Resources Investment and Specific Outcome for the Year		1. No major information security incidents occurred in 2024. 2. In 2024, the Taiwan headquarters passed the ISO 27001 Information Security Management System certification to ensure the Company's information security and enhance its reputation and competitiveness. 3. In 2024, Xiamen Plant passed the TISAX Trusted Information Security Assessment Exchange.
Responsible Department/ Complaint Mechanism		IT Dept.
Assessment Mechanism		1. ISO 27001 Information Security Management System Certification. 2. No major information security incidents occurred.

TungThih Electronic has established an Information Security Management Committee consisting of 1 Chief Information Security Officer (CISO), 1 Information Security Management Representative, a relevant information security operations team, and 13 additional information security committee members, totaling 15 people. This committee aims to build a comprehensive information security and data protection mechanism to prevent risks such as confidential information leaks or data corruption. In 2024, the Company implemented the ISO 27001 Information Security Management System and achieved third-party certification. By developing relevant information security control mechanisms, applying technology, and adhering to data security standards, the Company has established a data backup mechanism for critical systems, conducts periodic restoration tests to ensure information systems can recover properly, and mitigates risks of system disruptions due to unforeseen natural disasters or human errors. The Company ensures compliance with its system recovery objectives, holds at least one information security management review meeting annually to review and assess the execution of information security matters. The Company has also defined Key Performance Indicators (KPIs) to quantify and evaluate the effectiveness of information security implementation (refer to the 2024 Annual Report, p.75).

Specific management plans and resources invested in information security management are detailed in the following table:



Item	Specific Management Measures
Antivirus Software	Use antivirus software with automatic virus definition updates to reduce the risk of virus infections.
Firewall Protection	Configure firewall connection rules.
	Special connection requests must be submitted for additional approval.
User Internet Access Control Mechanisms	Prohibit the use of free email services (e.g., Gmail, Yahoo, etc.)
Data Backup Mechanism	Regular backup of database data and applications.
	Establish a backup mechanism for shared hard drives, with important data copied to tape drives weekly to prevent data loss due to hard drive failure or infection.
Disaster Recovery	Conduct quarterly information system disaster recovery plan drills, transferring data from backup files to a test database to verify the integrity of the system's data.
Email Security Controls	Implement email scanning protection to preemptively guard against unsafe attachments, phishing emails, and spam before users receive their emails.
	After receiving emails on personal computers, antivirus software will also scan for unsafe attachments.
Access Management	User account permissions management and review
	Periodic inventory of user account permissions

Item	Specific Management Measures
Access Control	Passwords must be changed every three months and have a minimum length of 8 characters.
	Network drive access is controlled according to the permissions of each department.
	Access to USB drives is granted only after the user submits a request and receives approval from a supervisor.
System Maintenance and Operations Management	Sign maintenance contracts with vendors for critical system resources to ensure the systems operate normally.
Employee Training and Education	Conduct two employee information security training sessions per year.
	Occasionally promote information security incidents on the Company's EIP (Enterprise Information Portal) website.
Information Security Audit	Annually undergo regular internal audits of internal control documents, external audits (by accountants, ISO 9001, IATF 16949), and information security audits by TungThih Electronic.
Vulnerability Scanning	Conduct a vulnerability scan once a year, addressing high-risk issues. In 2024, there were 6 high-risk issues, 1 of which have been resolved, and the remaining ones are still being addressed.
Social Engineering Exercises	Conduct two social engineering exercises per year by sending phishing emails to entice employees to click. All relevant personnel have completed information security protection training.

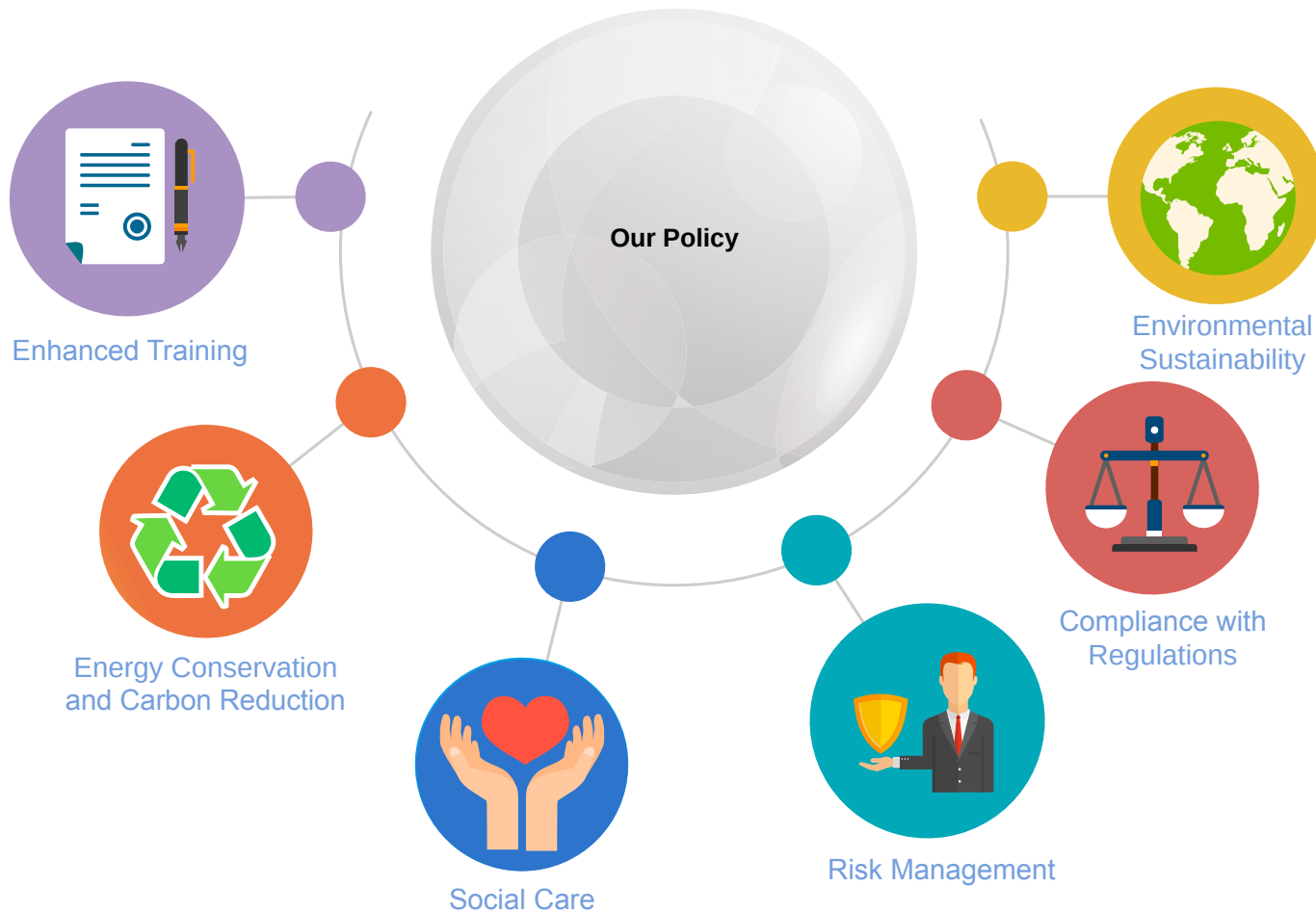


04

Sustainable
Environment

Sustainable Environment

TungThih Electronic, while pursuing balanced development and sustainable operations, has established environmental, safety, and health policies and sustainability policies signed by the Chairman. The Company publicly commits to environmental sustainability and takes concrete actions to demonstrate social responsibility. Internally, it requires employees to enhance their expertise, continuously develop new products to improve driving safety, and considers environmental safety and health as fundamental to its sustainable business practices. The Company maintains effective operation of its ISO 14001 and ISO 45001 environmental, safety, and health management systems, undergoes annual audits by third-party certification bodies and environmental, safety, and health committees, and addresses issues identified during these audits as key areas for improvement. Through continuous improvement, the Company aims to ensure regulatory compliance and the ongoing enhancement of its management systems.



Our Practices



Implement ISO 14064-1 to carry out corporate carbon reduction measures

1. Identify opportunities for energy savings and implement process improvements in production to maximize energy efficiency and reduce carbon emissions, fulfilling our responsibilities as a corporate citizen.
2. Adjust office air conditioning temperature to 26°C to reduce carbon emissions.
3. Post energy conservation and carbon reduction awareness materials within the Company to provide employees with knowledge on carbon reduction.

Waste Reduction -- Waste Sorting

1. Promote waste sorting by establishing designated recycling areas and ensuring proper classification to achieve waste reduction.
2. Promote the use of zero disposable cutlery to reduce the amount of household waste.

Industrial Waste

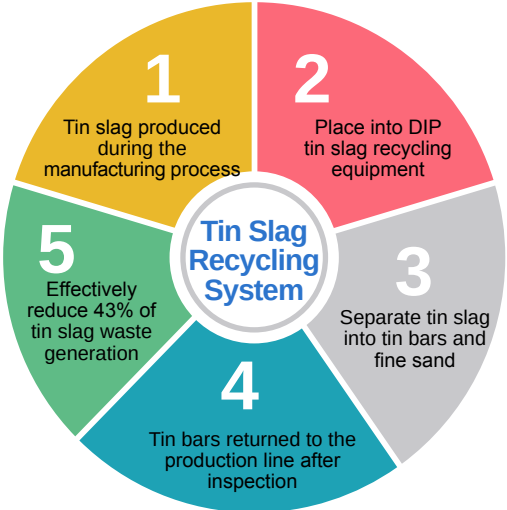
1. Regulate industrial waste within the Company according to management regulations, classify and store the waste based on its chemical properties, and then entrust qualified vendors for disposal.

Green Procurement

1. We comply with the EU RoHS (Restriction of Hazardous Substances) and the International Material Data System (IMDS) regulations, promoting green procurement management. We require that the materials supplied by vendors do not contain specified hazardous substances, thereby implementing the concept of green and sustainable operations.
2. Sign an environmental, safety, and health policy declaration to confirm that suppliers comply with TungThih Electronic' environmental, safety, and health requirements.

Reprocess recycled materials

1. Utilize tin slag recycling machines to remove impurities from tin slag during the manufacturing process and reprocess it for reuse, reducing raw material input and waste tin output. This achieves the goals of cost savings, environmental protection, and waste reduction through recycling. In 2024, a total of 262.025 kilograms were recycled, with a recovery rate of 43%.



Year	Tin Slag Produced during the Manufacturing Process (Kg)	Tin Slag Recycling and Reuse (Kg)	Recycling Rate
2024	614.917	262.025	43%

2. Recycled edge trimmings from the injection molding process are crushed and returned to the source for reuse. In 2024, a total of 51.5 metric tons were recycled, with a recycling rate of 69.03%.

Year	Plastic produced from the manufacturing process (metric tons)	Plastic Reuse (metric tons)	Plastic Reuse Rate
2024	74.6	51.5	69.03%

4.1 Energy Resource Management

TungThih Electronic continues to promote energy management and resource efficiency optimization, actively responding to climate change and the requirements of sustainable operations. In 2024, the Company's total energy consumption amounted to 74,304.32 GJ, reflecting a decrease of approximately 2.42% compared to 2023. Observing changes across each plant, Taoyuan Plant, through ongoing energy-saving improvement measures, reduced its electricity consumption from 8,209.73 GJ in the previous year to 7,770.82 GJ, demonstrating initial results in energy management. At Xiamen Plant, overall energy consumption in 2024 experienced a slight increase compared to 2023. This rise can be attributed primarily to changes in customer structure and adjustments in production order types. The expansion of operational capacity has resulted in higher equipment utilization rates, consequently driving up electricity demand. For Kunshan Plant, electricity consumption has decreased from 22,341.65 GJ in 2023 to 19,479.51 GJ in 2024. This decline indicates a downward trend in electricity demand due to production structure adjustments and energy management measures. Although electricity usage in some plants increased due to business growth, overall energy consumption of the Company showed a downward trend through improved energy efficiency, energy-saving actions, and the promotion of renewable energy. However, as a result of declining revenue, energy intensity increased compared to 2023. Moving forward, the Company will continue to adopt more proactive measures to promote low-carbon transformation and sustainable operations.

Categories	2022				2023				2024			
	Taoyuan Plant	Xiamen Plant	Kunshan Plant	Total	Taoyuan Plant	Xiamen Plant	Kunshan Plant	Total	Taoyuan Plant	Xiamen Plant	Kunshan Plant	Total
Electricity (GJ)	7,421.76	38,583.40	21,491.96	67,497.12	8,209.73	43,513.17	22,341.65	74,064.55	7,770.82	45,312.92	19,479.51	72,563.25
Diesel (GJ)	16.14	45.03	-	61.17	13.86	37.66	-	51.52	18.70	30.75	-	49.45
Gasoline (GJ)	348.85	666.70	614.75	1,630.30	433.09	792.54	806.99	2,032.62	436.40	734.75	520.47	1,691.62
Total	7,786.75	39,295.13	22,106.71	69,188.59	8,656.68	44,343.37	23,148.64	76,148.69	8,225.92	46,078.42	19,999.98	74,304.32

Note 1: Taoyuan Plant includes the headquarters.

Note 2: Kunshan Plant does not use diesel.

Energy Consumption Intensity

	2022	2023	2024
Total Energy Consumption (GJ)	69,188.59	76,148.69	74,304.32
Consolidated Revenue (in millions)	9,503.24	9,919.14	8,533.63
Intensity (GJ per million)	7.28	7.68	8.71

4.1.1 Greenhouse Gas Management

With the increasingly significant impact of global climate change, the reduction of greenhouse gas emissions has emerged as a fundamental environmental responsibility for enterprises. As part of the automotive electronics industry, TungThih Electronic actively responds to international carbon reduction trends and continues to reduce carbon emissions. Since 2023, the Company has implemented the ISO 14064-1 greenhouse gas inventory standard. We conduct annual inventory operations and engage third-party verification to ensure both transparency and accuracy in our emission data. In 2024, the Company further established a group-wide target of reducing carbon emissions by 1% annually. Through management measures and concrete actions, the Company monitors its emissions status, continually promotes energy-saving initiatives, and steadily progresses toward the long-term goal of achieving net zero carbon emissions.

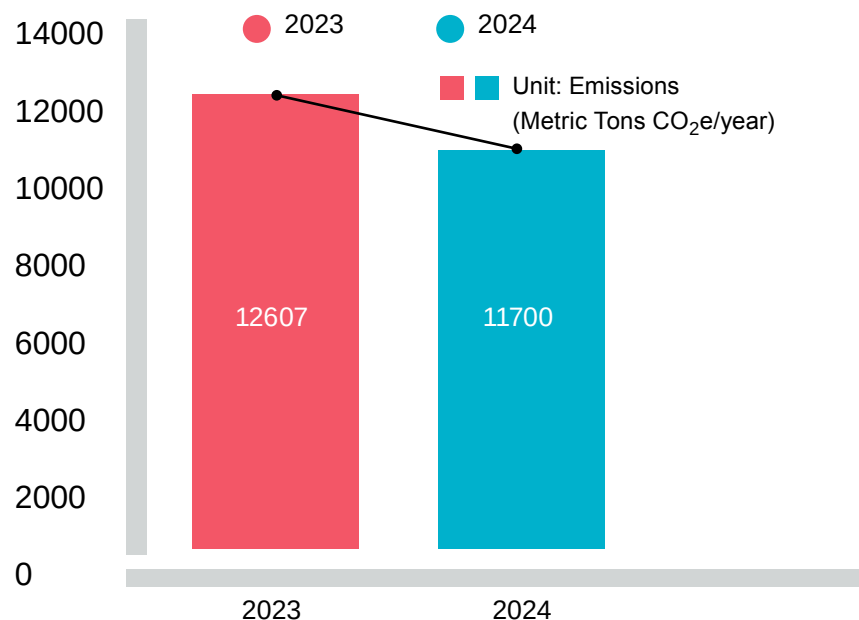
Material Topics	Greenhouse Gas Emissions
Significance to the Company	Although greenhouse gas emissions are intangible, excessive emissions can have severe impacts on the Earth's climate, such as global warming, extreme weather, and environmental changes, which threaten the continuation of human life. TungThih Electronic is committed to enhancing its operations to reduce the negative environmental impacts of greenhouse gas emissions, aiming to improve our competitive position in the international market.
Policy/Commitment	Follow the regulations of the "Sustainable Development Best Practice Principles" to implement effective management of greenhouse gas emissions.
Short-term Goals	1. Implement energy conservation and carbon reduction management and preventive measures in accordance with sustainability policies. 2. Set an annual carbon reduction target of 1%, implement energy conservation and carbon reduction programs, and conduct regular audits on the execution effectiveness.
Mid-to-Long-term Goals	Commit to achieving the "Net Zero Emissions" climate goal by 2050.
Resources Investment and Specific Outcome for the Year	1. Comprehensive carbon reduction strategy and diverse management approaches. Since 2023, the Company has started to inventory greenhouse gas emissions from operational manufacturing sites and adopted the ISO 14064-1 standard. We have achieved transparency in emissions information through external verification. 2. In 2024, the Taoyuan, Xiamen, and Kunshan plants implemented energy management programs aimed at achieving a carbon reduction target of 1%. 3. Kunshan Plant has implemented related solar energy conservation programs, resulting in a total electricity savings of 3,141,659 kWh over three years.
Responsible Department/ Complaint Mechanism	ESG Office.
Assessment Mechanism	Annually engage a third-party independent verification body to conduct ISO 14064-1 audits.

Greenhouse Gas Emissions Overview

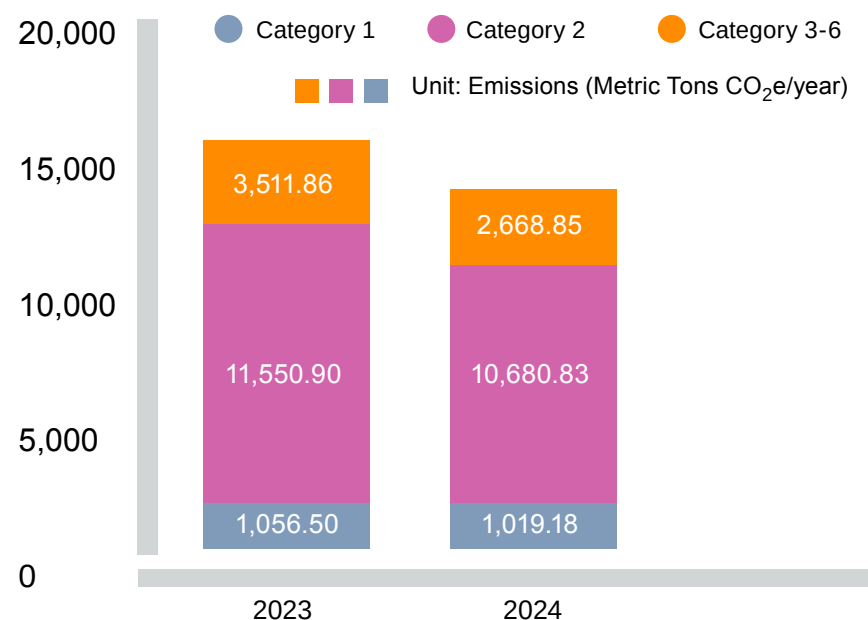
In 2024, TungThih Electronic continued to conduct inventory operations in accordance with the "Greenhouse Gas Inventory Management Regulations", auditing greenhouse gas emissions for the year 2024. The inventory scope covers Category 1 (direct greenhouse gas emissions), Category 2 (indirect emissions from purchased electricity), and Categories 3-6 (other indirect emissions). In 2024, there were no ozone-depleting refrigerants used.

According to the inventory report, the main emission source was Category 2 purchased electricity, accounting for the highest proportion of total emissions. The annual total emissions from Category 2 purchased electricity were 10,680.83 metric tons of carbon dioxide equivalent (tCO₂e), representing 74.33% of total emissions. The Company has actively implemented carbon reduction management programs, optimized the energy efficiency of its equipment, and adjusted its operational model to mitigate specific emission activities.

Greenhouse Gas Emissions for the Past Two Years



Greenhouse Gas Category Distribution Chart for the Past Two Years



Emission Categories	Examples
Direct Greenhouse Gas Emissions (Category 1)	Emission sources owned or controlled by TungThih Electronic (primarily from diesel and gasoline consumption)
Indirect Greenhouse Gas Emissions (Category 2)	Primarily from purchased energy consumption (electricity)
Indirect Greenhouse Gas Emissions (Categories 3 to 6)	Transportation greenhouse gas emissions and greenhouse gas emissions from products used by TungThih Electronic

2024 Greenhouse Gas Emissions by Category
for Each Company/Plant (Unit: CO₂ Equivalent)



	Category 1	Category 2	Categories 3–6	Total
Taoyuan Plant	130.0476	1,023.1574	600.4187	1,753.62
Xiamen Plant	611.9818	6,754.1423	1,550.4799	8,916.60
Kunshan Plant	277.1486	2,903.5297	517.9495	3,698.63
Total	1,019.18	10,680.83	2,668.85	14,368.86

Note 1: The emission factor for electricity used at Taoyuan Plant is based on the carbon emission factor of 0.474 kg CO₂e/kWh, as published by the Bureau of Energy, Ministry of Economic Affairs in 2025, for the year 2024.

Note 2: The emission factor for electricity used at the Xiamen and Kunshan plants is based on the carbon emission factor of 0.5366 kg CO₂e/kWh, as published by the General Office of the Ministry of Ecology and Environment in 2023, for the year 2022.

Note 3: The Global Warming Potential (GWP) values are referenced from the Sixth Assessment Report of the IPCC, published in 2021.

2024 Greenhouse Gas (GHG) Emission Intensity



Total Emissions(Metric Tons CO ₂ e)	Total Revenue (Million NTD)	Intensity (Metric Tons CO ₂ e/Million NTD)
11,700.0074	8,533.634	0.73

Note: Total Greenhouse Gas Emissions= Category 1+Category 2.

Description of Carbon Reduction Actions

TungThih Electronic designates the year 2023 as the baseline for its greenhouse gas emissions and continues to implement annual reductions of more than 1% compared to the baseline year, based on the operational characteristics of each plant. The Company establishes yearly targets for greenhouse gas reduction and promotes related carbon reduction actions. Overall, in 2024, the Company observed a downward trend in its combined carbon emissions for Category 1 and Category 2, achieving a reduction of approximately 7.20%. This outcome reflects the ongoing commitment and effectiveness of our greenhouse gas management efforts.

Historical Greenhouse Gas Emissions

Year	Total Emissions (Category 1 + Category 2)	Reduction Ratio
2023	12,607.4100	-
2024	11,700.0074	7.20%

4.1.2 Energy Conservation, Carbon Reduction, and Pollution Prevention

4.1.2.1 Water Resource Description

To safeguard water resources and ensure the sustainability of its business, TungThih Electronic's Taoyuan plant conducts an inventory of its water resources. The plant receives its water supply directly from a water company, without reliance on groundwater or alternative sources. The external processes at the plant predominantly involve dry operations, with water usage restricted to the needs of employees and visitors. Consequently, the water source does not exert a significant environmental impact. To improve water resource management and reduction, the Company has developed water-saving slogans and implemented awareness campaigns aimed at encouraging employees to cherish water resources.



Water Usage and Intensity for Each Plant (Unit: million liters)



	2022	2023	2024
Taoyuan Plant	6.286	6.994	6.686
Xiamen Plant	36.612	38.668	41.860
Kunshan Plant	18.899	19.584	17.714
Total	61.797	65.246	66.260
Consolidated Revenue (in millions)	9,503.24	9,919.14	8,533.63
Water Usage Intensity (million liters/per million currency units)	0.0065	0.0066	0.0078

4.1.2.2 Noise and Air Pollution Control

Noise management at TungThih Electronic is regulated under the "Occupational Safety and Health Act" and the "Noise Control Act". It is divided into operational noise and boundary noise. The focus here is on boundary noise, which is managed according to environmental regulations. Each plant conducts biannual self-assessments of noise levels. If significant noise sources are reported by the public or environmental agencies, or if there are major process changes affecting boundary noise or updates to noise control standards, the Safety and Health Office will commission an environmental monitoring organization recognized by the Environmental Protection Administration to reassess boundary noise and recommend improvements. In 2024, TungThih Electronic did not encounter any violations of noise control regulations. Additionally, all pollutant emissions are treated before being released into the atmosphere, ensuring that monitoring results meet national and local emission standards.



2024 Air Emissions Testing Report for Xiamen Plant



No.	Emission Indicators	Emission Limits	Units	FQ-615901	FQ-615903	Compliance with Standards
1	Non-Methane Total Hydrocarbons (NMTHC)	60	mg/m ³	3.345	1.4075	Compliance
2	Particulate Matter (PM)	30	mg/m ³	1.525	2.175	Compliance
3	Tin and Its Compounds	8.5	mg/m ³	0.000003	0.000003	Compliance
No.	Emission Indicators	Emission Limits	Units	FQ-615902	FQ-615905	Compliance with Standards
1	Non-Methane Total Hydrocarbons (NMTHC)	60	mg/m ³	7.675	1.3	Compliance
2	Toluene	5	mg/m ³	0.0801	0.0361	Compliance
3	Tin and Its Compounds	30	mg/m ³	0.000003	0.000003	Compliance
4	Particulate Matter (PM)	8.5	mg/m ³	1.575	1.25	Compliance

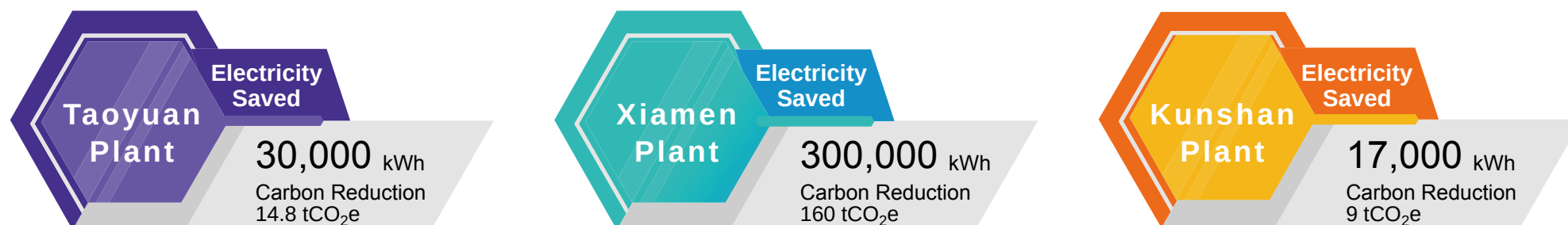
2024 Air Emissions Testing Report for Kunshan Plant



No.	Emission Indicators	Emission Limits	Units	DA001			DA002		Compliance with Standards
1	Volatile Organic Compounds (VOCs)	30	mg/m ³	0.692			0.644		Compliance
2	Tin and Its Compounds	5	mg/m ³	N.D			N.D		Compliance
3	Particulate Matter (PM)	20	mg/m ³	1.200			1.300		Compliance
No.	Emission Indicators	Emission Limits	Units	DA003	DA004	DA005	DA006	DA007	Compliance with Standards
1	Toluene	3	mg/m ³	0.154	0.16	0.167	0.16	0.145	Compliance
2	Xylene	10	mg/m ³	0.208	0.194	0.219	0.272	0.215	Compliance
3	Volatile Organic Compounds (VOCs)	30	mg/m ³	0.704	1.03	0.7	0.831	0.827	Compliance
4	Particulate Matter (PM)	20	mg/m ³	1.4	1.5	1.4	1.4	1.4	Compliance

4.1.2.3 Energy Conservation Results

TungThih Electronic continues to implement energy management and carbon reduction initiatives, promoting energy-saving measures tailored to the operational characteristics of each plant, including process adjustments, equipment efficiency optimization, lighting system improvements, and energy awareness training. Through institutionalized management and active participation from all employees, energy use efficiency has been effectively enhanced and unnecessary energy consumption reduced, fully reflecting the Company's commitment and ongoing investment in energy conservation and carbon reduction.



Company/Plant	Taoyuan Plant	Xiamen Plant	Kunshan Plant
Execution Results	Electricity savings of approximately 30,000 kWh; carbon reduction of about 14.8 tCO ₂ e	Electricity savings of approximately 300,000 kWh; carbon reduction of about 160 tCO ₂ e	Electricity savings of approximately 17,000 kWh; carbon reduction of about 9 tCO ₂ e
Specific Action Plan	Reduction of process exhaust, optimization of signboard and perimeter lighting schedules, optimization of air compressor system, replacement of LED lighting, and promotion of in-plant energy conservation.	Shutdown control of air compressor, management of air conditioning, chilled water pumps, and dual-motor cooling towers, and promotion of in-plant energy conservation.	Installation of relays for air conditioning use and promotion of in-plant energy conservation.

Note: For detailed energy-saving measures, please refer to the Annual Report, P30.

Office Promotion Description

In addition to actively promoting various energy-saving measures, the Company also strengthens internal promotion on water conservation and environmental awareness. By continuously promoting resource-saving concepts, the Company fosters widespread recognition and implementation of energy conservation and carbon reduction. To further enhance employee engagement and action, energy-saving themed activities were introduced this year to encourage employees to practice source reduction in daily behavior and deepen the understanding of energy conservation.

Item	Content
Water Conservation Promotion	Post water-saving slogans in restrooms and break rooms to promote the conservation of domestic water use. This will help maximize the effectiveness of water resources, with the goal of reducing water consumption by 1-2% annually compared to the previous year.
Environmental Protection Measures and Promotion	- Promote the use of recycled paper and monitor photocopy paper usage: The Company has adopted electronic signatures and encourages suppliers to use email or online resources to reduce paper consumption. - Employees are encouraged to bring their own utensils for meals, reducing the use of disposable cutlery and thereby decreasing the amount of general household waste generated. - Enforce waste segregation: Implement strict waste classification by clearly labeling waste and recycling areas with appropriate signs. - Energy conservation messages are displayed on computer screensavers of the Company to reinforce employees' awareness of energy saving. - Relevant energy-saving activities are organized to increase employees' willingness to conserve energy and encourage voluntary energy-saving actions.

To raise employee awareness of energy conservation, the Company promotes the "Lights Off for One Hour" campaign, during which all employees participate in turning off lights for one hour on a designated day, deepening their understanding of electricity conservation through direct involvement. In addition, the Company conducts a "Power-Saving Tips" promotional campaign, delivering concise and accessible information to help employees develop correct electricity-saving habits and encourage daily energy-saving actions that extend beyond the workplace into personal life, collectively contributing to the advancement of environmental sustainability.

TungThih Electronic Responds to World Lights Off Day



TungThih Electronic actively promotes energy conservation and emission reduction, striving to improve energy efficiency through management, with the goal of conserving resources and contributing to the sustainable development of the global ecological environment. Since 2019, Kunshan Plant has installed a solar power generation system on the rooftop, with a cumulative power generation of approximately 1,022,000 kWh in 2024. Self-generated green electricity accounts for about 15.89% of the plant's total electricity consumption.

Looking ahead, the Company will continue to work with stakeholders to promote diverse carbon reduction initiatives, expand green influence, and participate in climate change adaptation and mitigation through concrete actions, moving together toward a sustainable future.

Solar Power Generation Statistics for Kunshan Plant



	2022	2023	2024
Purchased Electricity (kWh)	7,003,183	6,205,713	5,410,976
Self-Generated Electricity from Solar Power (kWh)	1,033,192	1,086,062	1,022,405
Percentage of Self-generated Electricity	12.86%	14.89%	15.89%

Kunshan Plant's Solar Panels



4.2 Waste Management

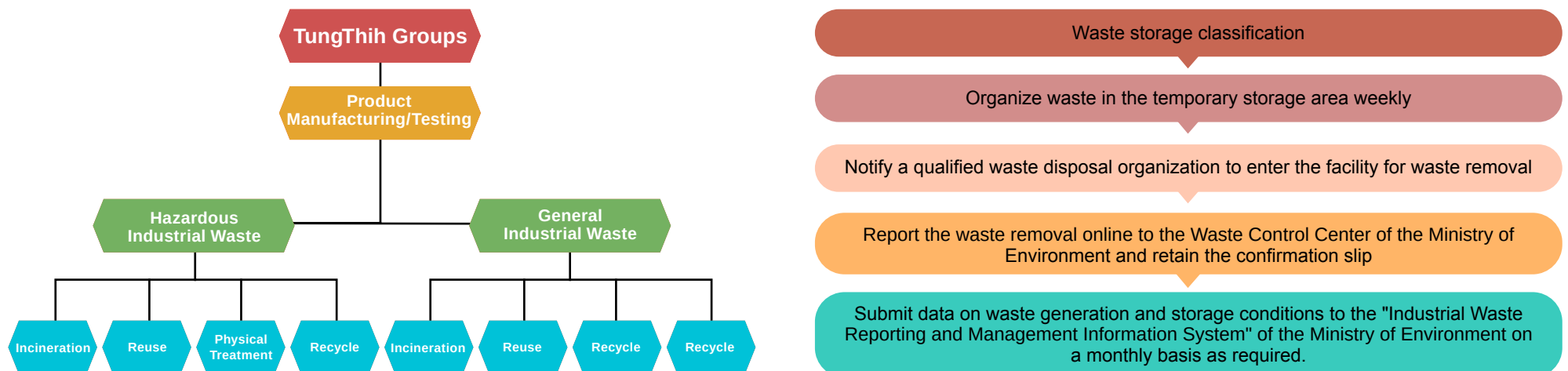
In TungThih Electronic's operations and production processes, different departments generate various types of waste. From raw materials and production processes to product supply, all processes are dry processes with no industrial wastewater discharge. To prevent environmental pollution and manage daily operations, non-reusable materials are thoroughly recycled, and authorized waste disposal contractors are appointed to assist with the handling and disposal of waste.

In accordance with government waste management regulations and the Company's established procedures for "General Waste Treatment" and "Waste Material Treatment", industrial waste is managed through outsourcing for recycling, incineration, or physical treatment. This ensures that business waste undergoes a comprehensive and safe processing process, thereby minimizing its environmental impact.

Waste Management Overview

1. Provide classification and labeling of waste storage areas and employees with safe storage spaces.
2. Submit and confirm a declaration form before clearing, where the cleaner writes the "actual clearing situation" on the form. The form is then stamped after confirmation with the company.
3. Evaluate and contract with clearing vendors, ensuring they are certified and qualified external waste disposal contractors recognized by government authorities.
4. Manage the travel routes of outsourced waste disposal vehicles. (GPS is used for real-time monitoring of disposal vehicles to track the movement of business waste and ensure proper disposal.)
5. Emergency response measures: Implement emergency response measures for natural disasters, including ensuring that waste storage remains clean and sanitary, and providing alternative solutions for waste storage.

Waste Management Process



Waste Disposal Methods



Item	Treatment Methods
Municipal Solid Waste (MSW)	Engage a qualified professional waste disposal company to handle the waste legally.
General Industrial Waste	Engage a qualified professional waste disposal company to handle the waste legally.
Hazardous Industrial Waste	Store in the hazardous waste storage area and engage a qualified professional waste disposal company to handle the waste legally.
Recyclable Waste	Entrust a qualified company to carry out recycling and treatment.



Headquarters/Taoyuan Plant Waste Statistics



Category: Taoyuan	Waste Items (Metric Tons)	2022	2023	2024	Treatment Methods	Off-Site/On-Site Treatment
Hazardous Industrial Waste	C-0301 Waste Liquid with a Flash Point Below 60°C, Organic Waste Liquid	1.20	1.11	1.54	Incineration	Off-Site
	C-0301 Waste Liquid with a Flash Point Below 60°C, Empty Metal Drum	2.51	1.26	3.71		
	C-0301 Waste Liquid with a Flash Point Below 61°C, Empty Plastic Drum	0.23	0.15	0.46	Reuse	Off-Site
	E-0217 Waste Electronic Components, Scrap, and Defective Products	0.00	0.17	0.00		
	E-0221 Metal-Containing Printed Circuit Board Waste and Its Debris	1.05	1.76	1.85	Reuse	Off-Site
	Subtotal	4.99	4.45	7.56	-	-
General Industrial Waste	D-1701 Waste Paint and Paint Sludge	0.64	0.62	0.74	Incineration	Off-Site
	D-1801 General Waste	15.90	17.71	12.00	Incineration	Off-Site
	D-1801 General Waste	0.00	1.84	9.82	Physical Treatment	Off-Site
	R-1305 Waste Tin	0.27	0.29	0.38	Recycle	Off-Site
	R-0601 Waste Paper	18.88	12.53	10.86	Recycle	Off-Site
	R-0201 Waste Plastic	1.50	3.84	5.97	Recycle	Off-Site
	R-0202 Waste PET Bottles	0.28	0.21	0.19	Recycle	Off-Site
	R-2405 Waste Fluorescent Tubes	0.01	0.02	0.02	Recycle	Off-Site
	Subtotal	37.48	37.05	39.98	-	-
Total		42.47	41.50	47.54	-	-

Xiamen Plant Waste Statistics



Category: Xiamen	Waste Items (Metric Tons)	2022	2023	2024	Treatment Methods	Off-Site/On-Site Treatment
Hazardous Industrial Waste	Waste Organic Solvent 900-402-06	1.23	1.45	1.11	Incineration	Off-Site
	Waste Mineral Oil and Oil-Containing Waste 900-218-08	2.72	2.44	1.43	Incineration	Off-Site
	Waste Mineral Oil and Mineral Oil-Containing Waste 900-249-08	0.75	0.38	0.74	Incineration	Off-Site
	Emulsion 900-006-09	1.81	0.38	0.74	Incineration	Off-Site
	Dye and Paint Waste 900-299-12	0.41	0.18	0.10	Incineration	Off-Site
	Organic Resin Waste 900-014-13	0.02	0.17	0.00	Incineration	Off-Site
	Organic Resin Waste 900-015-13	0.10	0.05	0.11	Incineration	Off-Site
	Organic Resin Waste 900-016-13	5.23	4.21	5.39	Incineration	Off-Site
	Organic Resin Waste 900-451-13	0.67	0.39	0.50	Incineration	Off-Site
	Other Waste (e.g., Chemical Empty Drums) 900-041-49	16.16	11.93	14.35	Incineration	Off-Site
	Other Waste (Waste Circuit Boards) 900-045-49	2.58	8.39	5.11	Recycle	Off-Site
	Subtotal	31.68	29.98	29.59	-	-
General Industrial Waste	Cardboard	57.20	80.07	110.75	Recycle	Off-Site
	Plastic	11.85	16.59	26.85	Recycle	Off-Site
	Material Stub	6.94	9.72	11.28	Recycle	Off-Site
	Disc	8.32	11.65	17.15	Recycle	Off-Site
	IC tray	1.03	1.44	4.86	Recycle	Off-Site
	Industrial Waste	51.64	72.29	43.68	Incineration	Off-Site
	Subtotal	136.97	191.76	214.58	-	-
Total		168.65	221.73	244.16	-	-

Kunshan Plant Waste Statistics



Category: Kunshan	Waste Items	2022	2023	2024	Treatment Methods	Off-Site/On-Site Treatment
Hazardous Industrial Waste	Waste Packaging Containers	7.25	5.01	2.50	Incineration	Off-Site
	Waste Cleaning Solution	6.49	7.57	5.73	Incineration	Off-Site
	Waste Paint Residue	6.21	4.82	2.65	Incineration	Off-Site
	Waste Activated Carbon	6.52	7.07	5.05	Incineration	Off-Site
	Waste Glue	1.61	1.20	0.88	Incineration	Off-Site
	Waste Cloths	1.14	1.23	0.87	Incineration	Off-Site
	Waste Filter Screens	0.08	0.05	0.02	Incineration	Off-Site
	Waste Oil	0.04	0.00	0.00	Incineration	Off-Site
	Waste Oil Drums	0.02	0.00	0.00	Incineration	Off-Site
	Waste Cutting Fluid	0.28	0.24	0.21	Incineration	Off-Site
	Waste Liquid from a Wet Scrubber Oxidation System	6.55	5.51	5.78	Incineration	Off-Site
	Defective Products, Defective Parts	0.42	0.00	0.41	Recycle	Off-Site
	Waste PCB	0.86	0.00	1.37	Recycle	Off-Site
	Mercury-containing Fluorescent Lamps	0.07	0.00	0.00	Recycle	Off-Site
	Subtotal	29.30	26.90	17.66	-	-
General Industrial Waste	Waste Paper	18.80	17.50	11.23	Recycle	Off-Site
	Waste Metal	1.80	1.50	1.20	Recycle	Off-Site
	Waste Plastic	3.50	3.20	2.17	Recycle	Off-Site
	Kitchen Waste	25.20	26.50	26.22	-	Off-Site
	Household Waste	36.00	37.00	35.50	Incineration	Off-Site
	Waste Wood	1.60	1.20	0.80	Recycle	Off-Site
	Subtotal	86.90	86.90	77.12	-	-
Total		116.20	113.80	94.78	-	-

Waste Statistics Report for Each Plant



	2022				2023				2024			
	Taoyuan Plant	Xiamen Plant	Kunshan Plant	Total	Taoyuan Plant	Xiamen Plant	Kunshan Plant	Total	Taoyuan Plant	Xiamen Plant	Kunshan Plant	Total
General Industrial Waste (Metric Tons)	37.48	136.97	86.90	261.35	37.05	191.76	86.90	315.71	39.98	214.58	77.12	331.67
Hazardous Industrial Waste (Metric Tons)	4.99	31.68	29.30	65.97	4.45	29.98	26.90	61.32	7.56	29.59	17.66	54.81
Amount of Recycling (Metric Tons)	20.94	87.91	27.05	135.90	16.88	127.86	23.40	168.14	17.42	176.01	17.17	210.60
Amount of Reuse (Metric Tons)	1.28	-	-	1.28	2.08	-	-	2.08	2.31	-	-	2.31
Total Amount of Waste(Metric Tons)	42.47	168.65	116.20	327.32	41.50	221.73	113.80	377.03	47.54	244.16	94.78	386.48
Percentage (%) of Hazardous Waste	11.74%	18.79%	25.21%	20.15%	10.72%	13.52%	23.64%	16.26%	15.91%	12.12%	18.63%	14.18%
Recovery (%)	49.30%	52.13%	23.28%	41.52%	40.68%	57.66%	20.56%	44.60%	36.65%	72.09%	18.12%	54.49%
Reuse Rate (%)	3.01%	-	-	-	5.01%	-	-	0.39%	4.86%	-	-	0.60%

4.3 Raw Material Management and Sustainable Supply Chain

TungThih Electronic collaborates with customers to build a sustainable supply chain, sourcing all raw materials from qualified suppliers. The Company also develops a diverse supplier base to mitigate risks associated with supply concentration or disruptions caused by geopolitical issues and natural disasters, thereby enhancing supply chain resilience. From the procurement of raw materials, we work together to establish a sustainable green supply chain, creating value for customers while respecting human rights, protecting the environment, and providing products that meet environmental and safety standards. As part of the automotive supply chain, we are committed to environmental protection, restricting the use of harmful substances such as lead, cadmium, and mercury in the production process to ensure compliance with automotive industry standards and the EU RoHS regulations.

Material Topics		Sustainable Supply Chain Management
Significance to the Company		- Committed to promoting a circular economy, the Company maintains long-term, positive interactions with supply partners. TungThih Electronic's products and services rely on a stable supply of raw materials and components from numerous suppliers. Additionally, leveraging the Company's influence in the industry, we work with our partners to prevent environmental pollution and violations of labor rights. - Actively committed to advancing a sustainable supply chain, we enhance the resilience of the supply chain by implementing proactive supply chain management practices and developing long-term partnerships with suppliers.
Policy/Commitment		- Committed to promoting a circular economy to achieve sustainability goals. - Raw materials meet regulatory standards and customer quality requirements. - Ensuring the quality and stability of raw materials to reduce the risk of supply shortages. - Improving the raw material management system to reduce instances of material shortages. - Prohibit the use of conflict minerals. - Products comply with RoHS regulations. - Prioritize the use of local suppliers.
Goals	Short-term	100% compliance rate for environmental, health, and safety policy communication among qualified direct material suppliers. 100% compliance rate for environmental, health, and safety management surveys among qualified direct material suppliers. 100% assessment rate for environmental, health, and safety evaluations of new direct material suppliers. - Prevent any stockout incidents for customers. Note: This applies to all raw materials, components, and packaging materials used in direct products.
	Mid- to Long-Term	100% communication rate of social responsibility policies among qualified direct material suppliers. - Local direct material procurement accounts for more than 50% of the total procurement value. - Local direct material suppliers account for more than 80% of the total number of suppliers. 100% sustainability survey rate among qualified direct material suppliers. - Integration of the supplier evaluation system (including quality, occupational safety, environmental, and sustainability indicators).

Material Topics	Sustainable Supply Chain Management
Resources Investment and Specific Outcome for the Year	1. Monthly inventory statistics are compiled, and raw material information is regularly updated. In 2024, no stockout incidents occurred during shipments. 2. All direct material suppliers have signed integrity agreements, environmental, health, and safety surveys, and documents related to the prohibition of conflict minerals, among other relevant documents. 3. The average value of local direct material procurement is more than 40%. 4. Local direct material suppliers account for more than 85% of the total number of suppliers. 5. New direct material suppliers are required to sign a social responsibility commitment letter (Taoyuan Plant).
Responsible Department/ Grievance Mechanism	Purchasing Dept., Quality Assurance Dept., Production Management Dept.
Assessment Mechanism	1. Supplier evaluation and assessment. 2. Company supplier management guidelines. 3. Sustainability survey rate for qualified direct material suppliers (new suppliers). 4. Supplier social responsibility commitment letter. 5. Customer supply status.

TungThih Electronic has established a "Supplier Management Method" policy and formed a "Supplier Audit and Guidance Team", composed of members from Quality Assurance Dept., Purchasing Dept., and R&D Dept. This team provides guidance to suppliers on deficiencies, tracks progress, and implements automated processes to enhance quality and technology. Whether evaluating potential suppliers or conducting regular assessments of existing ones, the Company promotes policies and conducts meetings to ensure suppliers adhere to regulations on environmental protection, occupational health and safety, and labor rights. This collaborative effort aims to advance sustainability and achieve operational sustainability in the supply chain.



4.3.1 Procurement Policy

TungThih Electronic, in accordance with the IATF 16949 and ISO 9001 quality management systems, is required to establish management systems related to procurement and suppliers. This ensures effective management of supplier delivery quality. Suppliers must sign the "RoHS Compliance Declaration" and provide HSF non-harmful substance test reports, affirming that their products meet environmental regulations such as ELV, REACH, and RoHS. Suppliers are also required to avoid using conflict minerals and to promote energy-saving and carbon-reduction practices, advancing toward a circular economy.

We established the "Supplier Code of Conduct and Social Responsibility Policy" in 2024. This document extends social responsibility principles and requirements to the supply chain, ensuring that all operations comply with environmental regulations, labor laws, and international corporate social responsibility standards.

To ensure that suppliers meet TungThih Electronic's quality, cost, and environmental, health, and safety requirements, and to assist in improving supplier management for mutual benefit, TungThih Electronic selects suppliers based on relevant material approval procedures and supplier selection mechanisms. This includes evaluating materials, using a professional team for assessment and guidance, and applying these principles in the supplier selection process.

Specific Implementation Details



Supplier Selection

1. For the evaluation of prospective qualified suppliers, the "Supplier Audit and Guidance Team" assesses aspects such as quality, cost, delivery time, service, and technical capabilities, as well as environmental, health, safety, and integrity factors.
2. Regarding materials and packaging used by suppliers, the Company requires suppliers to sign the "RoHS Compliance Declaration" and provide HSF non-harmful substance test reports, affirming that their products comply with regulations such as ELV, REACH, and RoHS. Additionally, suppliers are required to avoid using conflict minerals and are encouraged to implement energy-saving and carbon-reduction practices, moving towards a circular economy.
3. All existing qualified suppliers of the Company comply with relevant environmental regulations. Potential environmental risks associated with the supply chain have been incorporated into the Company's management and monitoring systems. To date, no suppliers have caused any significant actual or potential negative environmental impacts.
4. In addition to requiring suppliers to focus on environmental protection and reducing environmental impact, the Company also conducts environmental, health, and safety management system evaluations and environmental impact assessments on suppliers. This includes monitoring suppliers' use of energy and resources and management of water resources to address the impact of extreme climate change on the supply chain, monitor their competence and conduct annual evaluations to select outstanding suppliers.
5. Suppliers of the Company are required to conduct annual self-assessments of their environmental, health, and safety management systems and their environmental impact. They must obtain ISO 14001 (Environmental Management System) or ISO 45001 (Occupational Health and Safety Management System) certification. Suppliers with significant pollution sources are subject to environmental impact assessments, and those who fail to pass and do not make improvements within the specified time frame will have their supplier qualification revoked. To date, there have been no cases of supplier qualifications being revoked.

Supplier Audit

- 1. The "Supplier Audit and Guidance Team" regularly assesses existing suppliers' delivery performance and quality each month. They also consider risks related to cost, service, technical capabilities, environmental protection, health, safety, and integrity. Every year, direct material suppliers undergo scheduled written audits or on-site inspections.
- 2. For high-risk suppliers, regular internal review meetings are held with the production, sales, and quality departments, as well as other relevant units, to identify and manage issues related to supplier capacity, quality concerns, or disruptions in the raw material supply chain. The status of the supply chain is promptly reported to the President.
- 3. Strengthen the supply chain's delivery capabilities by continuously guiding suppliers to diversify their supply sources and enhance their localization abilities. This approach aims to improve cost efficiency and maintain a leading edge in technology. By integrating the Group's resources, strategic collaborations are established to achieve the most competitive supply chain value.
- 4. In 2024, based on risk assessments, a total of 58 suppliers were audited, representing 13.81% of all suppliers. After the audits and evaluations, suppliers were required to address any deficiencies within a specified time frame. All suppliers met the requirements and completed the necessary improvements within the deadline.

Number of Suppliers Audited in 2024				
Item	Number of Direct Material Suppliers	Number of Suppliers Audited through Written Reviews	Number of Suppliers Audited through On-site Inspections	Audit Proportion
Taoyuan Plant	123	12	6	14.63%
Xiamen Plant	178	10	6	8.99%
Kunshan Plant	119	18	6	20.17%
Total	420	40	18	13.81%

Supplier Communication Meeting

For key suppliers, we hold periodic "Business Review" meetings. In these meetings, we not only exchange updates on product information and industry trends with the suppliers but also communicate TungThih Electronic's business philosophy and supplier management policies. The meetings focus on promoting and discussing aspects such as quality management systems, occupational health and safety management systems, and environmental safety policies. We address quality improvement, cost reduction, supply risk management, and sustainability performance with the suppliers.

Supplier Platform Advocacy

In 2024, the Company promoted its corporate sustainability (ESG) strategy on the supplier platform to ensure suppliers understand our "Sustainability Policy".

To implement sustainable development while balancing environmental, social, and governance considerations, this policy has been integrated into our corporate management guidelines. To ensure a safe working environment in the sustainable supply chain, respect and dignity for employees, and environmentally friendly and ethical business operations, the Company has established the "Supplier Code of Conduct and Social Responsibility Policy". Suppliers are required to comply with this policy as well as the laws and regulations of the countries and regions in which they conduct their operations. The Company also encourages suppliers to require their upstream suppliers, contractors, and service providers to recognize and adopt this policy, and ensure implementation and continuous development.

Local Procurement

To establish close relationships with local partners, build a stable and low-carbon local supply chain, create local employment opportunities, support local industry chains, and reduce transportation risks while minimizing carbon emissions from transportation, TungThih Electronic actively advocates for a localization procurement strategy. Overall, in 2024, TungThih Electronic had a total of 363 local suppliers, accounting for 86.4%. The Company will continue to promote local procurement in the future, creating a supply chain that delivers both environmental and economic benefits.

	2022				2023				2024			
	Taoyuan Plant	Xiamen Plant	Kunshan Plant	Total	Taoyuan Plant	Xiamen Plant	Kunshan Plant	Total	Taoyuan Plant	Xiamen Plant	Kunshan Plant	Total
Number of Local Suppliers	144	150	105	399	120	166	102	388	104	160	99	363
Total Number of Suppliers	172	166	116	454	141	186	113	440	123	178	119	420
Proportion of Local Suppliers (%)	83.7%	90.4%	90.5%	87.9%	85.1%	89.2%	90.3%	88.2%	84.6	89.9%	83.2%	86.4%
Proportion of Local Procurement Amount (%)	49.8%	67.2%	51.5%	53.3%	45.8%	52.2%	63.4%	49.5%	34.2%	51.2%	53.3%	43.6%

Note 1: The definition of "local" for Taoyuan Plant refers to suppliers with a Taiwanese business registration number.

Note 2: Xiamen Plant and Kunshan Plant define "local" suppliers as those located within mainland China.

4.3.2 Selection of New Suppliers

The selection of suppliers is not solely based on price considerations but rather on a comprehensive evaluation of the supplier's strengths and risk factors. Maintaining good relationships with suppliers is equally important. The goal is to ensure that the supplier's quality, cost, delivery time, service, environmental, social, and management practices meet the requirements of TungThih Electronic. Management is tailored to the type of materials provided by the supplier, encouraging them to prioritize and fulfill their corporate social responsibility.

In 2024, Taoyuan Plant added 2 new suppliers; Xiamen Plant added 10 new suppliers, and Kunshan Plant added 11 new suppliers. All new suppliers passed the evaluation process and are listed as qualified suppliers of TungThih Electronic (the number of suppliers does not include those providing general office supplies).

In addition to focusing on the quality, delivery time, and cost of supplier products, TungThih Electronic also emphasizes social responsibility. Xiamen Plant has implemented a policy requiring suppliers to sign social responsibility agreements. Taoyuan Plant plans to introduce a corporate social responsibility evaluation criterion in its new supplier selection process starting in Q4 2024 and aims to sign a "Supplier Code of Conduct and Social Responsibility Policy", which will also be implemented at Kunshan Plant. The goal is for suppliers to jointly uphold corporate social responsibility while ensuring effective risk management and operational continuity.



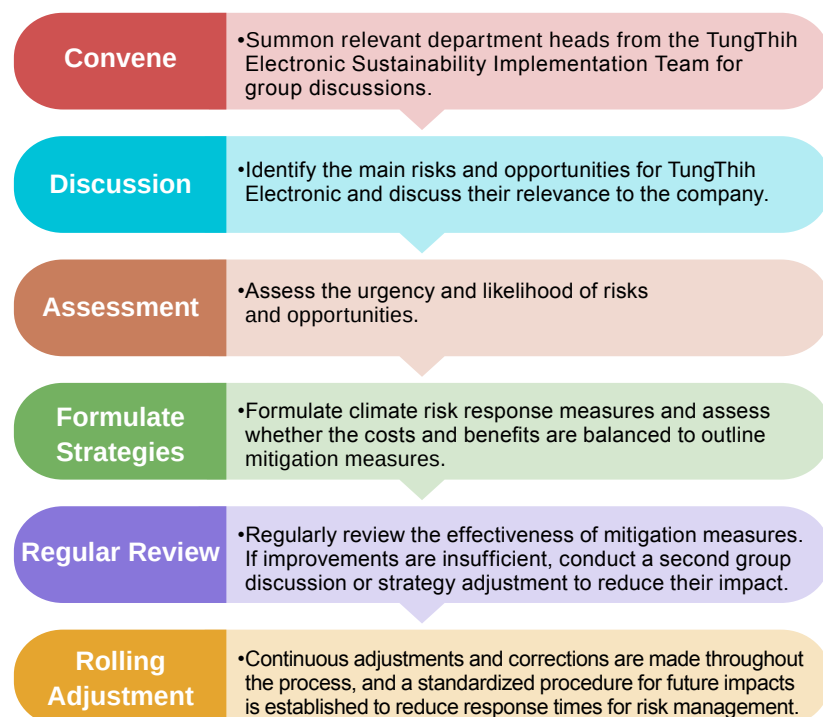
New Supplier Evaluation Statistics

	2022				2023				2024			
	Taoyuan Plant	Xiamen Plant	Kunshan Plant	Total	Taoyuan Plant	Xiamen Plant	Kunshan Plant	Total	Taoyuan Plant	Xiamen Plant	Kunshan Plant	Total
Number of New Suppliers	1	15	7	23	0	17	13	30	2	10	11	21
Number of Suppliers Meeting Environmental and Social Standards	1	15	7	23	0	17	13	30	2	10	11	21
Percentage	100.0%	100.0%	100.0%	100.0%	*	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Note: Xiamen Plant (2023) and Taoyuan plant (2024) have signed the "Supplier Code of Conduct and Social Responsibility Policy", which includes human rights issues; Kunshan Plant's social standards screening currently focuses only on occupational safety, with plans to include human rights and other relevant topics in the future.

4.4 Climate-Related Financial Disclosures

Given the global trends in climate change, TungThih Electronic understands that failing to actively manage energy-related issues may lead to increased costs and negative environmental impacts. Therefore, the Company follows the recommendations from the Task Force on Climate-Related Financial Disclosures (TCFD) by disclosing climate change information, along with associated risks and opportunities, in its sustainability reports. The Sustainability Implementation Team conducts climate risk analysis and management and develops strategies to address climate-related risks. These risks not only contribute to extreme weather but also directly or indirectly affect business operations and consumer behavior. To promote environmental friendliness, the Company is engaged in energy-saving and carbon-reduction management, aiming to enhance its competitiveness in sustainability issues.



4.4.1 Climate Change Management Framework

Governance	- To fulfill its corporate social responsibility, TungThih Electronic has established a dedicated ESG Office to coordinate the Group's ESG strategy and objectives, and to guide relevant departments in implementation. Additionally, the Sustainability Implementation Teams have been established at the Group headquarters and all operational sites to strengthen cross-departmental collaboration, ensure the effective realization of sustainability goals, and enhance execution efficiency and transparency through ongoing tracking and management. - Annually report the implementation results and work plans to the Board of Directors, incorporate their feedback to make necessary adjustments, and include issues related to climate change risks and management objectives.
Strategy	- Implement a mechanism for identifying climate-related risks and opportunities, defining the short, medium, and long-term timeframes as follows: "1-3 years" for short-term, "4-5 years" for medium-term, and "6-10 years" for long-term, and conduct climate risk and opportunity assessments based on these definitions. - Climate risks are categorized into two main types: transition risks and physical risks. Transition risks are further divided into policy and regulatory, technological, and market risks, as well as immediate and long-term risks. Opportunities are categorized into resource efficiency and energy sources. Assess the impact of each risk and opportunity on the group's operations and propose corresponding response strategies.
Risk Management	TungThih Electronic integrates the concept of climate risks into all operational and business activities. The Sustainability Implementation Teams identify and discuss short, medium, and long-term potential risks and opportunities. They select high-risk areas and opportunities, assess their financial impacts through quantitative or qualitative methods, and establish indicators and targets to effectively manage these risks and opportunities.
Indicators and Objectives	- Comply with government environmental and energy regulations and requirements, while paying attention to the impacts of climate change on business operations. Regularly review environmental and energy-saving goals, and continuously improve environmental management performance. - To minimize the impact on the surrounding environment during operations, we invest significant resources in environmental indicators such as energy saving and carbon reduction, pollution prevention, and hazardous substance management, aiming to achieve our vision of sustainable development. - Continue to follow ISO 14064-1 to complete greenhouse gas inventory and manage carbon emissions effectively for carbon reduction.

4.4.2 Climate Change Scenario Analysis

Climate-related risks and their potential consequences are diverse, dynamic, and long-term, characterized by high uncertainty and pose challenges for quantitative ranking. Therefore, to understand the scale of risks faced, TungThih Electronic integrates climate change risks through meetings between the Chairperson and the heads of the Sustainability Implementation Teams. Effective management strategies are developed to achieve risk avoidance, mitigation, or transfer. Rolling management is used to continuously track the effectiveness of strategies and achievement of objectives.

TungThih Electronic follows the TCFD recommendations, utilizing two types of risk scenarios (transition and physical) and incorporates the analysis and results into assessments of strategic resilience. Physical risks are assessed with reference to the Taiwan Climate Change Projection and Information Platform (TCCIP) and the National Science and Technology Center for Disaster Reduction, also considering combinations of Shared Socioeconomic Pathways (SSP) and RCPs to estimate regional hazard vulnerability, temperature rise, rainfall, flood risk, and other conditions.

(IPCC)AR5	RCP2.6	RCP4.5	RCP6.0	RCP8.5
Description of Representative Concentration Pathway Scenario	Low-emission scenario, which limits the increase in global warming within 2°C (compared to pre-industrial levels), also referred to as the 2°C scenario.	Intermediate emission scenario, which does not meet the 2°C limit or the 1.5°C target, and is considered likely to result in approximately 2.4°C of warming.	In this scenario, greenhouse gas emissions peak around 2060 and begin to decline by the end of the century, which is considered likely to result in 2.8°C of warming.	Consistent with current policies, this is a high-emission scenario with warming potentially reaching 4.3°C, and is also considered the "business as usual" scenario.
(IPCC)AR6	SSP1-2.6	SSP2-4.5	SSP3-7.0	SSP5-8.5
Description of Shared Socioeconomic Pathway Scenario	Low-forcing pathway, whose simulation results indicate a multi-model average temperature increase below 2°C by 2100.	Intermediate pathway, where land use and aerosol pathways are less extreme than other SSP scenarios, representing a combination of moderate social vulnerability and moderate radiative forcing.	Medium-high forcing pathway, where SSP3 combines relatively high social vulnerability with radiative forcing.	High forcing pathway: The reason for selecting this socioeconomic scenario is that SSP5 is the only SSP scenario with emissions high enough to generate 8.5W/m ² radiative forcing by 2100.

1. Hazard Vulnerability and Flood Risk

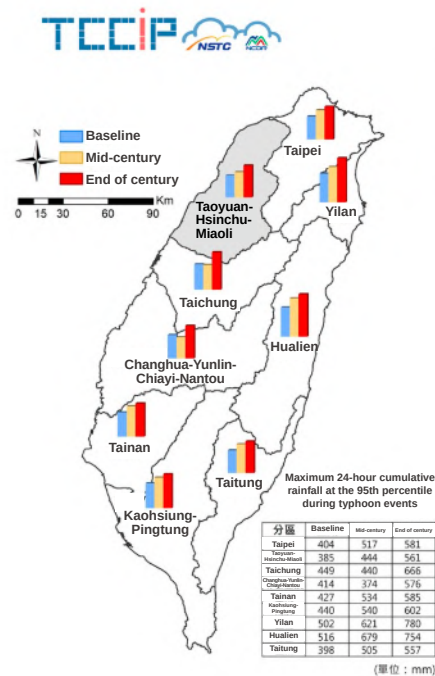
Analysis using SSP and RCP scenarios indicates that the hazard vulnerability risk at the plant is elevated, primarily due to its proximity to low-lying areas and adjacent ponds. According to the "Taiwan Climate Change Projection and Information Platform (TCCIP)", under the most severe RCP8.5 climate scenario, the average extreme typhoon rainfall baseline for the Taoyuan-Hsinchu-Miaoli region is 385 mm, increasing to 444 mm by mid-century and 561 mm by the end of the century. Cross-referencing with the "3D Disaster Potential Map" of the National Science and Technology Center for Disaster Reduction, the plant does not face flood risk with 400 mm of rainfall in 12 hours or 500 mm in 24 hours; however, external transportation may be affected. If rainfall reaches 650 mm in 24 hours, flooding of 0.5–1.0 meters may occur. Extreme weather events could result in production line stoppages, damage to finished goods and materials, transportation difficulties, disruptions in the supply chain, and employee absenteeism.

情境 Scenario: RCP8.5 | 指標 Index: Flood Occurrence Probability | 區域 Area: Taoyuan-Hsinchu-Miaoli

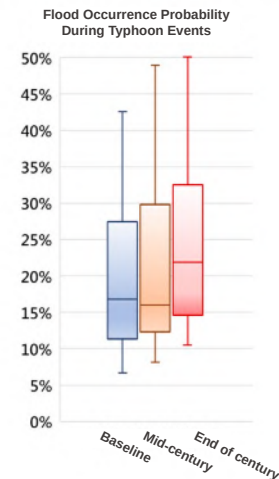
【淹水】Flood Occurrence Probability

RCP8.5, Taoyuan-Hsinchu-Miaoli

The maximum cumulative rainfall over a 24-hour period at the 95th percentile (regional average) for Taoyuan-Hsinchu-Miaoli is 385 mm for the baseline period, 444 mm for mid-century, and 561 mm for the end of the century. Extreme average rainfall during typhoon events shows an increasing trend. The results of impact analysis demonstrate a clear upward trend in the probability of floods exceeding 0.5 m from the baseline to the end of the century.

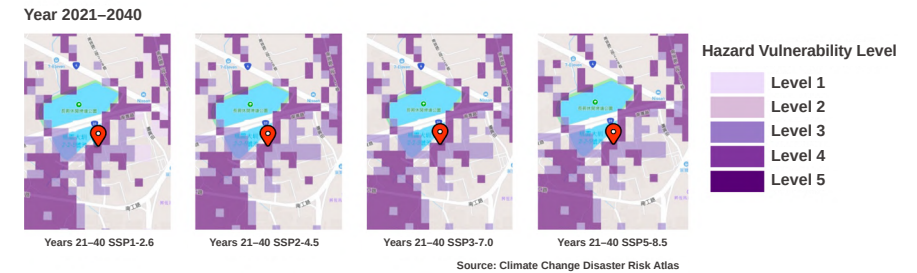


Model Baseline: 1979-2008
Future Projection:
• 2039-2065 (Mid-century)
• 2075-2099 (End of Century)
Number of Models: 1 (Dynamical Downscaling)
Data Version: v3.3

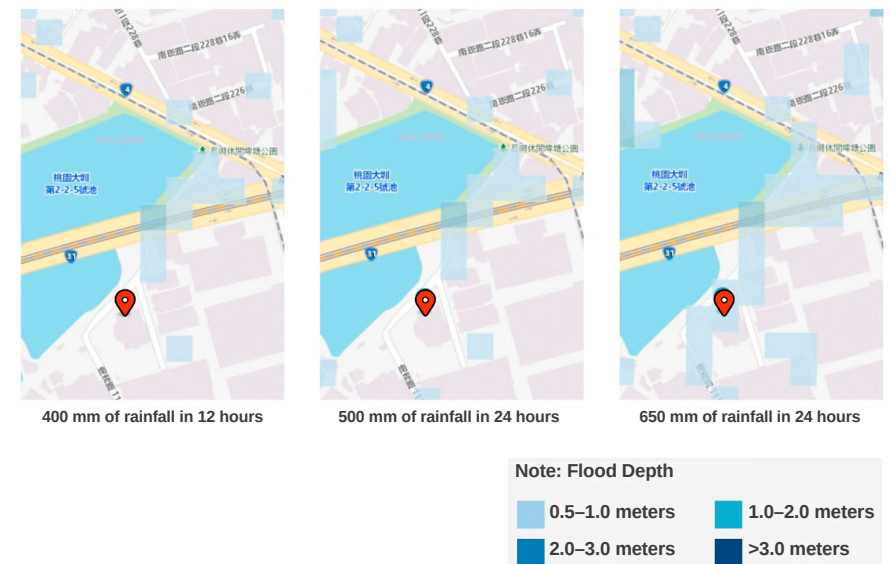


Under high greenhouse gas emission scenarios, the probability of flood occurrence in Taoyuan resulting from extreme rainfall events is projected to change in future climate scenarios. (TCCIP)

According to TCCIP simulation data, under the RCP8.5 climate scenario, extreme rainfall in Taoyuan will increase significantly with climate change, and the probability of future flood events will rise markedly when compared to the baseline period. By the end of the 21st century, the region will experience increasingly frequent and severe flood risks, indicating that TungThih Electronic's operational sites in Taoyuan-Hsinchu-Miaoli must strengthen flood disaster response capabilities to reduce operational interruption risks caused by extreme climate events.



Spatial distribution map of hazard vulnerability at Taoyuan Plant from 2021 to 2040 under different climate change scenarios. (Climate Change Disaster Risk Atlas)

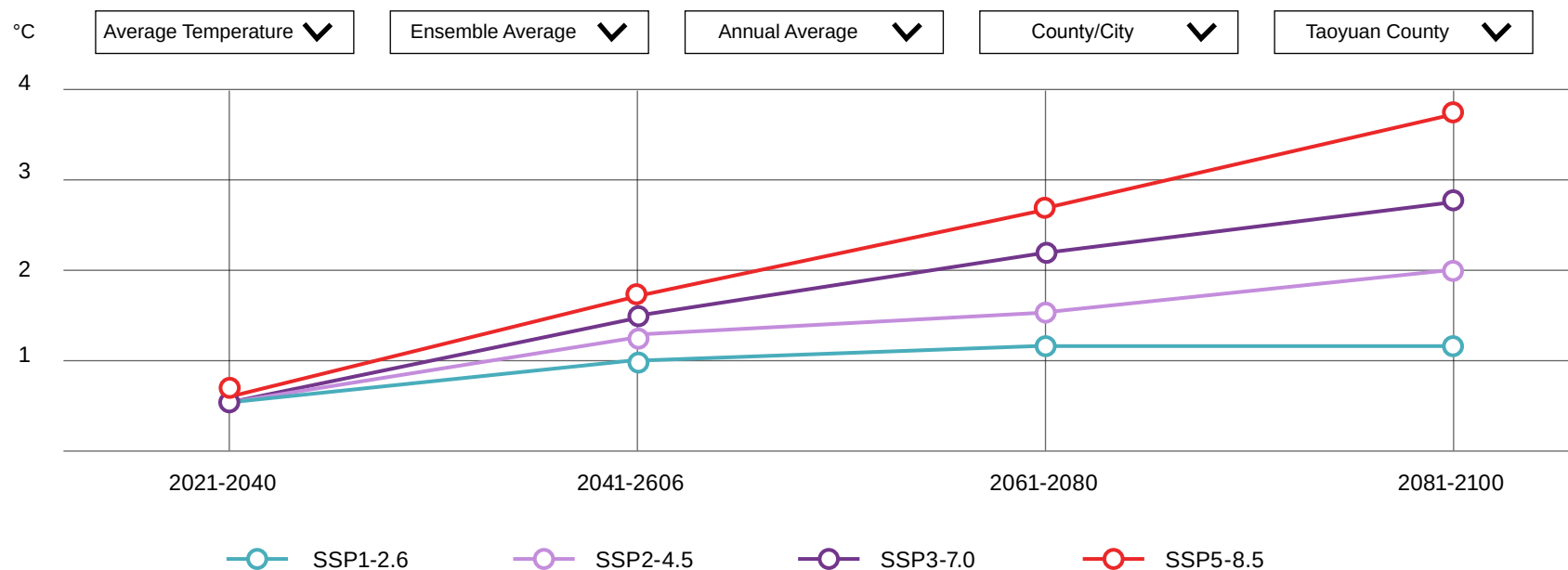


Simulated flood depth distribution at Taoyuan Plant under different rainfall intensities. (National Science and Technology Center for Disaster Reduction)

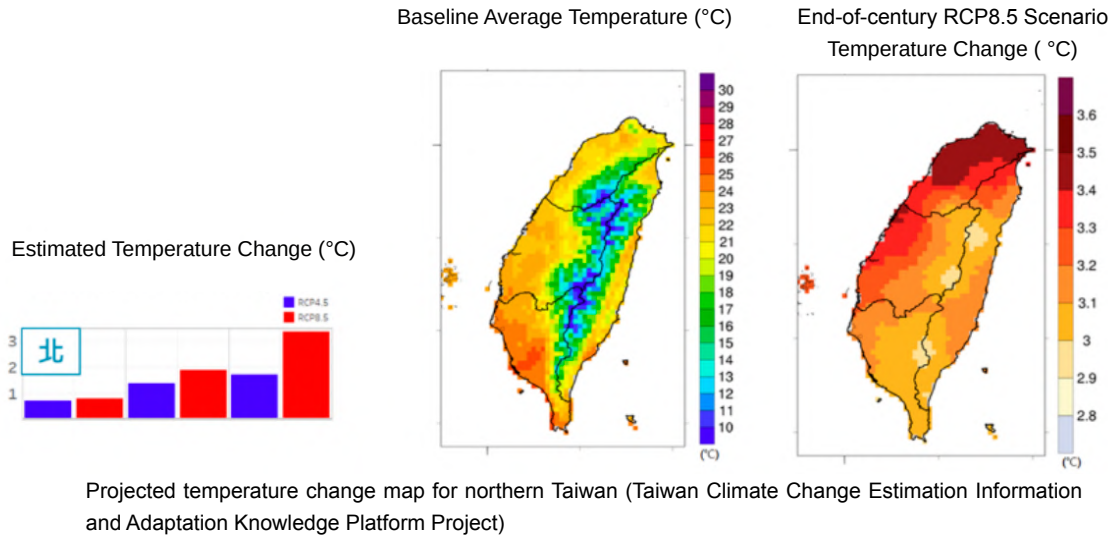
2. Annual Average Temperature Change Estimate

By the end of the 21st century, both the number of extreme high temperature days and temperature in Taiwan are likely to increase. The number of extreme high temperature days may rise by more than 90 days nationwide. For annual average temperature, TungThih Electronic's headquarters is located in Taoyuan City, which, with the exception of the SSP1-2.6 scenario, is likely to face a 2°C warming risk before 2100. The primary impact of rising temperatures will be on corporate electricity consumption, with air conditioning accounting for the largest proportion of total electricity usage. Therefore, the analysis focuses on the impact of heightened air conditioning electricity use on overall company electricity costs as a result of rising temperatures. A rise in temperature of 2°C is projected to result in an approximate increase of 12.36% in electricity consumption for air conditioning (Note). Without taking into account other factors that may contribute to rising energy prices, the Company has set indoor temperature between 26°C and 28°C to reduce air conditioning load and has replaced old, energy-intensive air conditioning equipment to improve efficiency and mitigate the impact of increased electricity consumption resulting from elevated temperatures.

Note: According to the energy-saving recommendations provided by Taiwan Power Company, increasing the air conditioner temperature by 1°C can save 6% electricity.



Projected future changes in Taoyuan region - Scenario comparison from 2021 to 2100 (Taiwan Climate Change Estimation Information and Adaptation Knowledge Platform Project)



3.Future Power Transition Risk - Green Energy and Carbon Reduction Measures

TungThih Electronic has designated 2023 as the baseline year for carbon emissions and aims to achieve an annual reduction of 1% in carbon emissions compared to this baseline. This target serves as a management objective, guiding the Company in progressively implementing its carbon reduction actions. According to the net-zero emission pathway target of the 2030 Nationally Determined Contribution (NDC) announced by the government, "by 2030, net greenhouse gas emissions will be reduced by 28±2% compared to 2005", and per the Energy Administration of the Ministry of Economic Affairs, the renewable energy will constitute between 27% and 30% of the power generation mix by 2030.

Considering the elevated costs associated with renewable energy and the anticipated increase in purchased electricity expenses due to the energy transition trend, future impacts on corporate operating costs may be significant. TungThih Electronic will continue to enhance energy efficiency, promote a variety of energy-saving improvement programs, and incorporate renewable energy planning to mitigate the impact of the power transition.

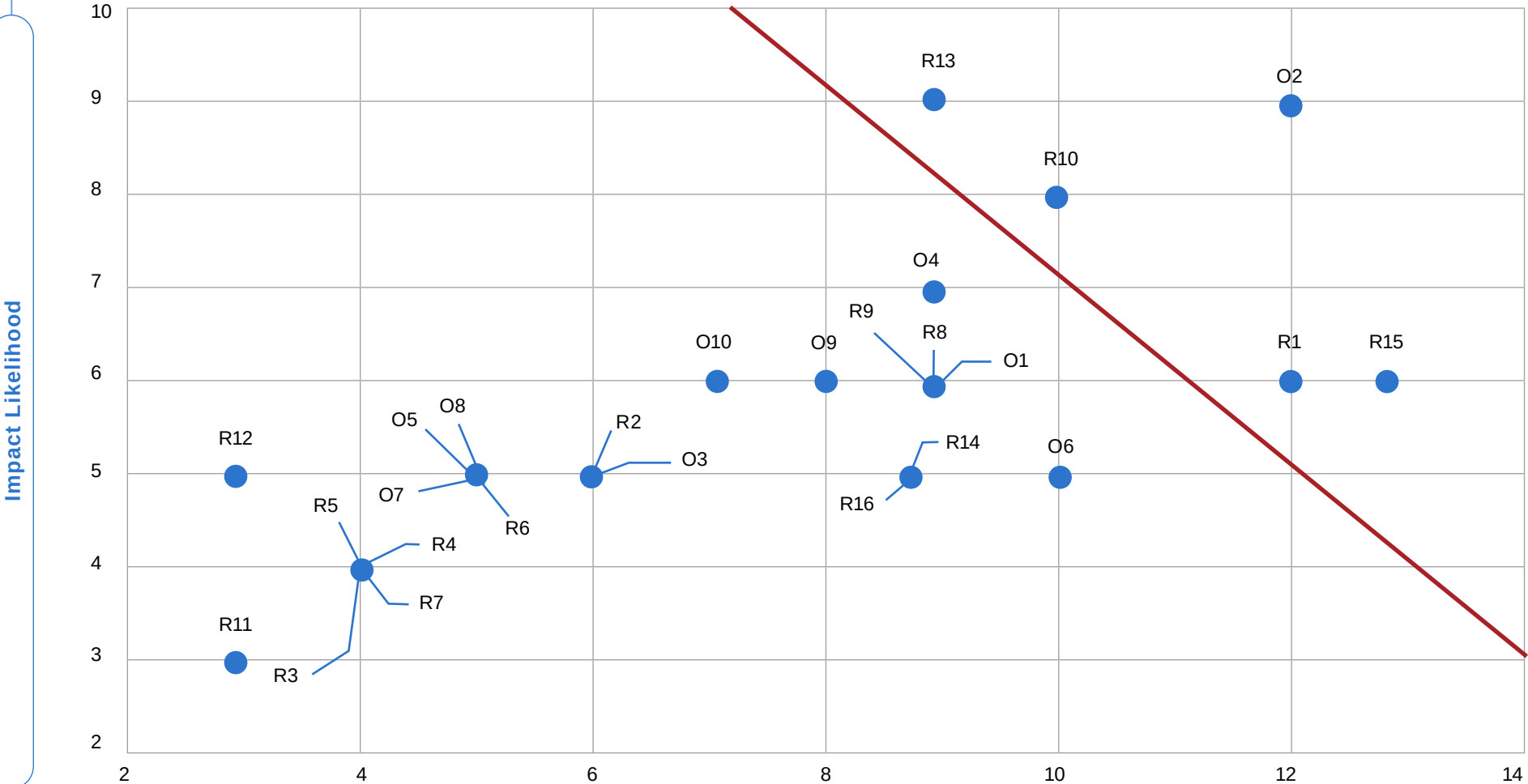
4.4.3 Climate Risk Management and Indicators and Targets

The Chairperson and the heads of the Sustainability Implementation Teams integrate climate change risks through meetings. Effective management strategies are developed to achieve risk avoidance, mitigation, or transfer. Rolling management is used to continuously track the effectiveness of strategies and achievement of objectives. Regarding transition risks, the Company anticipates an increase in future operating costs in response to risks arising from policy and regulatory adjustments. Therefore, low-carbon materials have been prioritized and regulatory tracking strengthened to enhance overall competitiveness. For market-side risks such as increasing raw material costs, the Company mitigates the impact of raw material price fluctuations on operations through wide supplier management strategies across the Group.

For physical risks, such as operational disruptions and labor allocation issues arising from extreme weather events such as typhoons and floods, the Company conducts regular drills and equipment maintenance to ensure stable operations during disasters. To address the long-term impact of increasing average temperatures attributed to climate change, the Company proactively adapts through energy efficiency optimization, infrastructure maintenance, and electricity efficiency management.

In addition, climate change offers potential opportunities, including the promotion of innovative improvements in resource efficiency. The Company remains committed to the implementation of highly efficient automated production processes, thereby enhancing its development and manufacturing capabilities. This approach aims to further reduce costs, increase capacity, and generate operational benefits and sustainable competitive advantages.

Climate Risk and Opportunity Matrix



Risk and Opportunity	Item	Code	Issues
Transition Risks	Policies and regulations	R1	Increase in greenhouse gas emission pricing
		R2	Existing product requirements
		R3	Existing service requirements
		R4	Facing litigation risk
	Technology	R5	Replace existing products and services with low-carbon alternatives
		R6	Failure in investing in new technology
		R7	Cost of transitioning to low-carbon technologies
	Market	R8	Changes in customer behavior
		R9	Market Risk
		R10	Increase in raw material costs
		R11	Changes in Consumer Preferences - Stigmatization of the Industry
		R12	Increase in stakeholder scrutiny and negative feedback
Physical Risks	Immediacy	R13	Increased severity of extreme weather events such as typhoons and floods.
	Long-term	R14	Changes in precipitation (water) patterns and extreme variations in climate patterns
		R15	Rising average temperature
		R16	Rising sea levels
Opportunity	Resource Efficiency	O1	Utilization of more efficient transportation methods
		O2	Utilization of more efficient production and distribution processes
		O3	Recycle and reuse
		O4	Switch to more efficient buildings
		O5	Reduce water usage and consumption
Opportunity	Energy Sources	O6	Use low-carbon energy
		O7	Utilize incentive-based policies
		O8	Utilize new technology
		O9	Participate in carbon trading markets
		O10	Transition to decentralized energy

Type	Issues	Climate-related risks	Potential financial risks	Risk mitigation strategies
Transition Risks	Policy and Regulation	Increase in greenhouse gas emission pricing	1. Increase operational costs 2. Increase costs due to fines and judgments and/or reduce demand for products and services.	1. Plan development projects and manufacturing processes by using high efficiency, optimal quality, and cost-effective methods, integrating resources across the group companies to enhance overall competitiveness. 2. Prioritize the use of low-carbon materials for raw materials to address the direct impacts of future carbon taxes and carbon fees. 3. The dedicated unit reviews and consolidates relevant regulations and requirements monthly to respond promptly and reduce operational impacts.
	Market	Increase in raw material costs	1. Rising raw material costs lead to increased production costs 2. Increased operational costs result in reduced profits	1. Coordinate the development and management of suppliers for key raw materials across the group, and continuously monitor fluctuations in raw material prices. 2. Review and manage safety stock levels, monitor market changes, and enhance negotiating power for raw materials and products to flexibly respond to production and sales demands.
Physical Risks	Immediacy	Increased severity of extreme weather events such as typhoons and floods.	1. Decreased or interrupted production capacity 2. Impact on labor management and planning	1. Develop contingency plans through regular emergency response planning to ensure immediate activation of response measures during a disaster. 2. Conduct annual operational impact analysis and simulation training to ensure operations are not disrupted by disasters; regularly maintain server room equipment and generators to ensure resilience against climate impacts.
	Long-term	Rising average temperature	1. Increased operational costs 2. Increased infrastructure costs	1. Under the scenario of climate change projection information and adaptation knowledge platforms, analyze how rising temperatures at key operational sites of TungThih Electronic will lead to increased electricity usage. In line with the global trend towards net-zero emissions, TungThih Electronic will continue to enhance energy efficiency in electricity use. 2. Regularly maintain and repair plant equipment to improve diagnostic and repair efficiency, analyze the causes of failures, and develop improvement measures to reduce failure rates.
Opportunity	Resource Efficiency	Adopt more efficient production and distribution processes	1. Reduce operational costs 2. Increase production capacity to boost revenue	Focus on optimizing production equipment and strengthening development projects by introducing advanced automated production equipment and management systems. This approach aims to improve production efficiency, reduce operational costs, increase production capacity, and boost revenue.



05

Social Care

🌀 Social Care

TungThih Electronic values employees' labor rights and strives to create a happy and safe workplace. The Company provides friendly and equal job opportunities, implements gender equality policies, and fosters an atmosphere of mutual respect. By offering competitive salaries, the Company enhances employee loyalty, reduces turnover, and ensures stable business operations. TungThih Electronic provides comprehensive training programs and regularly holds various training courses to enhance employees' professional skills and increase workplace competitiveness. The Company also maintains transparent promotion pathways, allowing employees to foresee potential career development opportunities. Positive labor-management interaction allows employees to freely express their opinions during labor-management meetings, with the company responding in good faith to reach a consensus. Finally, in line with the principle of "giving back what is taken from society", TungThih Electronic not only consistently achieves strong revenue performance but also actively aligns with the Group's policies by continuously participating in public welfare activities and supporting disadvantaged groups, fulfilling its social responsibility.

🌀 5.1 Employee Profile

TungThih Electronic treats employees equally and implements various equality measures to minimize any potential workplace inequalities in labor conditions, ensuring the protection of employees' labor rights. The Company hires various professionals based on legal, operational, and related needs, with annual planning and goals for employee recruitment and retention, compensation and benefits, as well as training and development.

🌀 5.1.1 Human Rights Protection

TungThih Electronic treats employees equally and has established various equality measures to eliminate potential workplace inequalities, ensuring the protection of employees' labor rights. The Company believes that creating a work environment that aligns with human rights standards and values employee dignity is crucial to its operational performance. TungThih Electronic adheres to international human rights conventions such as the Universal Declaration of Human Rights, the United Nations Global Compact, the UN Guiding Principles on Business and Human Rights, and the International Labor Organization standards. The Company follows labor and gender equality regulations in all operational locations, safeguarding the rights of all workers, including full-time employees, contract workers, and foreign migrant workers. In the event of substantial operational changes necessitating the termination of employment relationships with certain employees, advance notice will be provided in accordance with the laws and regulations governing each operational site.

TungThih Electronic has issued a Human Rights Code, which will be implemented upon approval by the Chairman. This code commits to upholding and promoting internationally recognized fundamental human rights principles. It includes provisions for prohibiting child labor, eliminating all forms of forced labor, preventing discrimination in employment, and refraining from any actions that may infringe upon human rights. The code places particular emphasis on gender equality and the fair treatment of employees.

The Company also extends its human rights policy to encompass the supply chain, mandating that all suppliers adhere to the Company's human rights standards and collaborate in fulfilling corporate social responsibility. Meanwhile, the compensation system is clearly regulated to eliminate any disparities based on gender, age, race, religious beliefs, or political affiliations. This ensures equitable and just remuneration while promoting a respectful and inclusive work environment.

TungThih Electronic upholds the principles of multiculturalism and values the traditions and customs of indigenous peoples. During traditional ceremonies, indigenous employees are granted leave, reflecting the Company's commitment to cultural respect and inclusiveness. The Company adheres to labor and human rights regulations in various countries and provides education on human rights protection and labor rights to both new and existing employees. Additionally, if any personnel at the Company are found to violate others' human rights, the Company provides a reporting mechanism for employees. The Company conducts due diligence investigations into reported cases, maintains the confidentiality of the whistleblower's personal information, and ensures that no adverse treatment is directed towards the whistleblower if the allegations are confirmed. In 2024, TungThih Electronic had no records of human rights violations.

5.1.2 Employee Statistics

TungThih Electronic specializes in developing and manufacturing automotive electronics. Their main products include ultrasonic sensor modules, automotive camera modules, millimeter-wave radar sensor modules, engine electronic anti-theft systems, body control modules, and keyless entry systems. The company operates from its headquarters in Taiwan, as well as plants in Xiamen and Kunshan. Employees are categorized into non-fixed-term contracts (full-time) and fixed-term contracts (contract workers). The company offers stable and long-term employment, allowing employees to focus on their work without economic worries.

As of 2024, TungThih Electronic had a total workforce of 318 at Taoyuan Plant, 1,397 at Xiamen Plant, and 254 at Kunshan Plant. Compared to 2023, staffing at Taoyuan Plant and Xiamen Plant saw slight adjustments, while Kunshan Plant experienced a more significant decrease in employee numbers due to changes in production capacity, reflecting the Company's flexible allocation of human resources according to operational needs.

In terms of gender ratio, all three plants maintain a stable structure. Female employees account for 53% at Taoyuan Plant, 50% at Xiamen Plant, and 67% at Kunshan Plant. This is mainly due to the predominance of women in assembly line positions, reflecting the nature of the industry and job assignments rather than a deliberate staffing policy. Overall, the Company respects workplace participation by all genders and continues to provide a fair and safe employment environment.



Human Rights Policy

 TungThih Electronic Co., Ltd.

1. Legal Compliance: Commit to adhering to labor laws and international standards in all operating regions.
2. Voluntary Employment: Prohibit forced or child labor. All work must be voluntary, and employees can leave freely with reasonable notice.
3. Humane Treatment: Ban any form of harassment, abuse, enslavement, corporal punishment, threats, exploitation, and verbal abuse.
4. Equal Employment: Hire based on merit without discrimination based on race, religion, color, nationality, age, gender, sexual orientation, disability, or any other protected status.
5. Work Hours: Manage working hours according to labor laws. Ensure at least one day off every seven days, except in special cases.
6. Wages and Benefits: Provide wages and benefits according to laws, including minimum wage, paid leave, and other legal benefits.
7. Freedom of Association: Respect employees' rights to form unions and establish communication channels per local laws.
8. Career Development: Ensure equal development opportunities and provide necessary job training.
9. Occupational Health and Safety: Comply with TOSHMS regulations.
10. Conflict-Free Minerals: Reject procurement of conflict minerals from the Democratic Republic of the Congo and its neighbors.



Region	Taoyuan Plant						Xiamen Plant						Kunshan Plant					
	2022		2023		2024		2022		2023		2024		2022		2023		2024	
Total Workforce	304		323		318		1,344		1,520		1,397		387		389		254	
Irregularly	304		323		318		434		483		533		131		141		95	
Schedule	0		0		0		910		1,037		864		256		248		159	
Number of Male Employees	146	146	155	45%	155	45%	664	47%	724	44%	692	50%	160	41%	161	41%	85	33%
Number of Female Employees	158	158	168	55%	168	55%	680	53%	796	56%	705	50%	227	59%	228	59%	169	67%

- 1.Hired employees refer to those under an indefinite-term employment contract, while temporary employees are those under a fixed-term employment contract (short-term, seasonal, or for specific project durations).
- 2.Based on the total number of employees as of the end of the year (December 31).
- 3.In mainland China, local regulations are followed, with local employees primarily under fixed-term contracts. However, the company considers indefinite-term contracts when hiring.

In 2024, Taoyuan Plant saw little change in overall new hires and departures, indicating a stable workforce structure. The Company continues to strengthen its R&D team to ensure sufficient professional talent and to quickly and effectively meet customer needs, further enhancing market competitiveness. At Xiamen Plant, from 2023 to 2024, the Company has implemented an hourly worker recruitment strategy to increase labor flexibility, resulting in a decrease in both new hires and departures among regular employees. The stability of regular workers has shown improvement, indicating that adjustments to the recruitment strategy have been effective. At Kunshan Plant, workforce requirements were modified to align with the changes in manufacturing capacity for 2024. The number of new hires has declined, while the number of departures has risen. This trend is primarily attributed to fluctuations in demand on the production line. The allocation of human resources will be continuously adjusted according to operational needs.



Statistics on New Hires and Departures/Year



Year/Number of Employees		Taoyuan Plant						Xiamen Plant						Kunshan Plant					
		2022		2023		2024		2022		2023		2024		2022		2023		2024	
		Total Number	Proportion (Note)	Total Number	Proportion (Note)	Total Number	Proportion (Note)	Total Number	Proportion (Note)	Total Number	Proportion (Note)	Total Number	Proportion (Note)	Total Number	Proportion (Note)	Total Number	Proportion (Note)	Total Number	Proportion (Note)
New Hires		47	15%	61	19%	58	18%	664	49%	614	40%	246	18%	102	26%	61	16%	14	6%
Age	Under 30	12	3.95%	22	6.81%	17	5.35%	316	23.51%	338	22.24%	118	8.45%	40	10.34%	85	5.14%	5	1.97%
	30 and above, under 50	30	9.87%	37	11.46%	33	10.38%	344	25.60%	274	18.03%	122	8.73%	62	16.02%	20	10.54%	9	3.54%
	Above 50	5	1.64%	30	0.62%	35	2.48%	4	0.30%	2	0.13%	63	0.43%	0	0.00%	41	0.00%	0	0.00%
Gender	Male	32	10.53%	31	9.29%	23	11.01%	242	18.01%	205	13.49%	183	4.51%	50	12.92%	0	6.68%	6	2.36%
	Female	15	4.93%	22	9.60%	20	7.23%	422	31.40%	409	26.91%	8	13.10%	52	13.44%	26	9.00%	8	3.15%
Educational Background	Graduate School	17	5.59%	38	6.81%	37	6.29%	13	0.97%	31	2.04%	40	0.57%	0	0.00%	35	0.22%	0	0.00%
	Universities Attended	29	9.54%	2	11.76%	67	11.64%	186	13.84%	135	8.88%	198	2.86%	57	14.73%	1	5.14%	6	2.36%
	Others	1	0.33%	1	0.31%	54	0.31%	465	34.60%	448	29.47%	388	14.17%	45	11.63%	20	8.99%	8	3.15%
Resignations		84	28%	63	20%	67	21%	543	40%	438	29%	166	28%	131	34%	40	22%	152	60%
Age	Under 30	7	2.30%	6	1.86%	30	1.89%	196	14.58%	206	13.55%	211	11.88%	54	13.95%	50	8.23%	33	12.99%
	30 and above, under 50	65	21.38%	47	14.55%	37	16.98%	339	25.22%	224	14.74%	11	15.10%	75	19.38%	3	12.85%	114	44.88%
	Above 50	12	3.95%	10	3.10%	18	2.20%	221	0.60%	8	0.53%	98	0.79%	2	0.52%	33	0.77%	5	1.97%
Gender	Male	35	11.51%	38	11.76%	41	9.43%	322	16.44%	143	9.41%	290	7.02%	74	19.12%	52	7.42%	83	32.68%
	Female	49	16.12%	25	7.74%	8	11.64%	21	23.96%	295	19.41%	5	20.76%	57	14.73%	0	13.37%	69	27.17%
Educational Background	Graduate School	12	3.95%	48	1.86%	8	5.66%	175	1.56%	7	0.46%	64	0.36%	0	0.00%	37	0.00%	2	0.79%
	Universities Attended	44	14.47%	9	14.86%	1	12.89%	347	13.02%	104	6.84%	319	4.58%	72	18.60%	32	9.51%	88	34.65%
	Others	28	9.21%	6	2.79%	6	2.52%	8	25.82%	327	21.51%	6	22.83%	59	15.25%	48	10.79%	62	24.41%

1. New hire rate = (Total number of new hires in the specific category for the year / Total number of employees at year-end) * 100%. For example, new hire rate of female employees = (Total number of new female employees in the current year / Total number of employees at year-end) * 100%.

2. Turnover rate = (Total number of resignations in the specific category for the year / Total number of employees at year-end) * 100%. For example, turnover rate for employees under 30 = (Total number of employees under 30 who left for the year / Total number of employees at year-end) * 100%.

From 2022 to 2024, the number of non-employee personnel at TungThih Electronic's three plants varied according to local operational needs. At Taoyuan Plant, the number of non-employee personnel remained stable at 6, mainly comprising cleaning staff, catering, and security personnel. At Xiamen Plant, increased demand for flexible labor on production lines led to a rise in non-employee personnel from 49 to 243, primarily dispatched technicians and production operators. At Kunshan Plant, adjustments to production capacity have led to a reduction in the number of non-employee personnel from 129 to 58, resulting in a significant decrease in dispatched production operators. The Company flexibly allocates external human resources based on the actual needs of each region to enhance operational efficiency.

Region	Taoyuan Plant						Xiamen Plant						Kunshan Plant					
	2022		2023		2024		2022		2023		2024		2022		2023		2024	
Total Number of Non-employee Personnel	6		6		6		41		49		243		160		129		58	
Dispatched Technician Production operator	0		0		0		41		49		243		148		117		49	
Security Catering Cleaning	6		6		6		0		0		0		12		12		9	
Number of Male Employees	3	50%	3	50%	3	50%	7	17%	19	39%	107	44%	56	35%	46	36%	23	40%
Number of Female Employees	3	50%	3	50%	3	50%	34	83%	30	61%	136	56%	104	65%	83	64%	35	60%

TungThih Electronic continues to promote a diverse, equal, and inclusive workplace culture. In 2024, employees under the age of 50 accounted for approximately 80% of the overall workforce, indicating that TungThih Electronic is currently primarily supported by middle-aged and experienced employees, with senior managers leading younger teams. The workforce structure remains stable, with no concerns regarding manpower shortages. Furthermore, the Company adheres to legal requirements by employing individuals with disabilities. In terms of gender, direct personnel are mainly female, while indirect personnel are predominantly male, resulting in a balanced gender ratio. The majority of employees hold college degrees, with Taoyuan Plant having a relatively higher proportion of employees with graduate degrees, demonstrating the Company's emphasis on highly qualified professionals. Moving forward, the Company will continue to optimize its workforce structure, strengthen diversity and inclusion, and enhance talent development to establish a solid foundation for sustainable operations.



Diversity Statistics / Annual



Number of Employees/Year				Taoyuan Plant						Xiamen Plant						Kunshan Plant					
				2022		2023		2024		2022		2023		2024		2022		2023		2024	
				Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Employee	Direct	Gender	Male	5	1.64%	4	1.24%	4	1.26%	107	7.96%	111	7.30%	65	4.65%	17	4.39%	19	4.88%	7	2.75%
			Female	77	25.33%	82	25.39%	72	22.64%	394	29.32%	473	31.12%	326	23.34%	75	19.38%	80	20.57%	58	22.75%
		Age	Under 30	3	0.99%	15	4.64%	18	5.66%	163	12.13%	202	13.29%	138	9.88%	28	7.24%	26	6.68%	13	5.10%
			30 and above, under 50	66	21.71%	58	17.96%	46	14.47%	337	25.07%	381	25.07%	253	18.11%	63	16.28%	72	18.51%	52	20.39%
			Above 50	13	4.28%	13	4.02%	12	3.77%	1	0.07%	1	0.07%	0	0.00%	1	0.26%	1	0.26%	0	0.00%
		Educational Background	Graduate School	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
			Universities Attended	41	13.49%	48	14.86%	45	14.15%	9	0.67%	12	0.79%	3	0.21%	2	0.52%	3	0.77%	3	1.18%
			Others	41	13.49%	38	11.76%	31	9.75%	492	36.61%	572	37.63%	388	27.77%	90	23.26%	96	24.68%	62	24.31%
	Indirect	Gender	Male	142	46.71%	151	46.75%	158	49.69%	557	41.44%	613	40.33%	627	44.88%	143	36.95%	142	36.50%	79	30.98%
			Female	80	26.32%	86	26.63%	84	26.42%	286	21.28%	323	21.25%	379	27.13%	152	39.28%	148	38.05%	111	43.53%
		Age	Under 30	17	5.59%	26	8.05%	26	8.18%	120	8.93%	176	11.58%	159	11.38%	61	15.76%	43	11.05%	19	7.45%
			30 and above, under 50	146	48.03%	156	48.30%	156	49.06%	704	52.38%	733	48.22%	804	57.55%	218	56.33%	233	59.90%	162	63.53%
			Above 50	59	19.41%	55	17.03%	60	18.87%	19	1.41%	27	1.78%	43	3.08%	16	4.13%	14	3.60%	9	3.53%
		Educational Background	Graduate School	49	16.12%	70	21.67%	71	22.33%	60	4.46%	84	5.53%	88	6.30%	3	0.78%	4	1.03%	2	0.78%
			Universities Attended	149	49.01%	147	45.51%	149	46.86%	592	44.05%	628	41.32%	618	44.24%	193	49.87%	187	48.07%	107	41.96%
			Others	24	7.89%	20	6.19%	22	6.92%	191	14.21%	224	14.74%	300	21.47%	99	25.58%	99	25.45%	81	31.76%

The Company has always adhered to the principle of local management. In Taiwan, 100% of the local supervisors are appointed from within the region, while in mainland China, the proportion of local supervisors is maintained at over 70%. This approach helps build close cooperation with local employees and adapt to the local culture and market environment. The Company's recruitment policy prioritizes the professional abilities and qualifications of candidates for specific positions, rather than using regional origin as the sole hiring criterion. The Company aims to discover and attract talented individuals locally, ensuring that skilled professionals work nearby. This strategy balances local management principles with the integration of international resources, ensuring optimal management effectiveness in each region and promoting the Company's long-term and stable development in the global market.

Important Operational Sites	Total Number of Senior Executives	Number of Local Senior Executives	Proportion
Taoyuan Plant	29	29	100%
Xiamen Plant	41	33	80%
Kunshan Plant	11	8	73%

1.Senior executives are defined as those in managerial positions or above with management responsibilities.

2.The proportion formula is (Number of senior executives who are local residents at each location / Total number of senior executives at each site) * 100%.

5.2 Right Talent for Right Role

A sound human resource system is crucial for TungThih Electronic's sustainable operation. To attract top talent, the Company offers competitive market salaries and benefits, rewards employees for their performance and long-term contributions, and upholds a principle of equal treatment. The Company has established a transparent performance evaluation and reward-punishment system to foster a fair and competitive environment among employees. This not only encourages staff to invest more effort beyond their job performance but also helps shape a corporate culture that attracts and retains talent. Additionally, employees become more cohesive and actively participate in company affairs. Additionally, regarding promotion channels, once the Company's promotion information is transparent and publicly available, employees with strong performance are given opportunities for advancement. This fosters a culture of learning and benchmarking among colleagues, allowing the company to continuously cultivate more outstanding talent. The Company also schedules training programs to arrange for employee development, enabling staff to grow continuously in their respective professional fields and achieve personal value. Finally, TungThih Electronic provides multiple channels for communication and dialogue with employees, allowing them to express their opinions in a timely manner, with the Company responding constructively. This helps maintain a harmonious and trustful labor-management relationship.



5.2.1 Compensation and Benefits

Material Topics		Compensation and Benefits
Significance to the Company		By continuously recruiting top talent and increasing the retention rate of suitable candidates, along with offering diverse employee activities to enhance cohesion, the company aims to grow together with its employees and achieve a win-win situation.
Policy/Commitment		1. Competitive salary levels and related compensation systems ensure that employees can work with peace of mind and fully develop their strengths. 2. Continuously promote work-life balance, create a friendly work environment, and take care of employees' physical and mental health. Additionally, adjust salaries, offer promotions, and distribute year-end bonuses based on employee performance evaluations to attract and retain talent.
Goals	Short-term	1. Understand market salary levels and adjust the salary standards for new hires to maintain competitive compensation and benefits. 2. Ensure open communication channels for employees to improve their satisfaction.
	Mid- to Long-Term	1. Provide a competitive salary system and salary adjustments. 2. Promote training arrangements to enhance employees' soft and hard skills.
Resources Investment and Specific Outcome for the Year		In 2024, the average salary for non-management positions in similar listed companies was within the top 50% of the range.
Responsible Department/ Complaint Mechanism		Human Resources Dept.
Assessment Mechanism		Average salary for non-management positions in similar listed companies

TungThih Electronic is committed to creating an attractive workplace environment, offering benefits that exceed local legal requirements and providing market-competitive compensation to attract and retain top talent worldwide. The Company emphasizes a performance-driven talent management model, utilizing employee performance as a fundamental criterion for rewards and promotions. Exceptional performers are awarded tangible incentives and growth opportunities, thereby fully acknowledging their contributions.

For employees possessing technical expertise and leadership potential, the Company proactively implements development programs and career planning initiatives designed to facilitate their growth into future management roles to achieve a mutually beneficial outcome that fosters the growth of both employees and the Company.

Performance Evaluation Statistics



Plant Area		Taoyuan Plant			Xiamen Plant			Kunshan Plant		
2024 Employees Evaluated		Number of Employees Evaluated	Total Workforce	Percentage	Number of Employees Evaluate	Total Workforce	Percentage	Number of Employees Evaluate	Total Workforce	Percentage
Gender	Male	134	162	82.72%	674	692	97.40%	79	80	98.75%
	Female	150	156	96.15%	657	705	93.19%	165	165	100.00%
Employee Category	Direct	76	76	100.00%	345	391	88.24%	61	61	100.00%
	Indirect	208	242	85.95%	986	1,006	98.01%	183	184	99.46%

1. Taoyuan Plant (including headquarters): Employees who joined after November 2024 and are still within their probationary period are not included in the evaluation.
2. Xiamen Plant: Employees who joined after October 2024 and are still within their probationary period are not included in the evaluation.
3. Kunshan Plant: Employees who joined after October 2024 and are still within their probationary period are not included in the evaluation.

To link employee performance with compensation, the Company continues to implement a regular performance appraisal system as an important basis for career development and promotion. Overall, the salary determination principles of TungThih Electronic are based on individual seniority, academic background, and professional capability, and are guided by gender equality and equal opportunity. Personal physical or psychological differences do not affect salary decisions.

As employees' tenure increases, their industry knowledge and professional proficiency also improve, contributing to the Company's profitability. In 2024, although the Company's overall revenue decreased slightly compared to the previous year, it continued to uphold the principle of sharing achievements with employees by raising salaries, demonstrating recognition and support for long-term contributions. The Company's implementation of salary protection and incentive policies for grassroots employees also helps enhance organizational cohesion and retention.

Unit: Person / NT\$ Thousand

Full-time Employees in Non-Management Positions	Number of Employees	Average Annual Salary	Median Annual Salary
2023	270	843	696
2024	288	851	723
Difference	18	8	27

TungThih Electronic is committed to promoting gender equality and pay equity. Employee salaries are determined based on local market salary surveys, pay structures, and job responsibilities, without any differences arising from gender, age, marital status, political affiliation, or ethnic background. The Company's compensation system is designed according to job grade, position, and rank. The Human Resources Dept. proposes salary recommendations based on educational background and work experience, which are then reviewed and approved by the hiring manager and authorized supervisor. This process ensures that the system remains open, transparent, and equitable.

Taking Taoyuan Plant as an example, this site is primarily composed of R&D personnel, with the R&D serving as the Company's core department responsible for product innovation and technological advancement. Due to the specialized nature of these roles, individuals with high educational backgrounds and technical expertise are generally employed, resulting in relatively higher salary levels. Currently, the proportion of males in such positions is more pronounced within the market, resulting in a compensation structure where male salaries are marginally higher than those of their female counterparts. This disparity can be attributed to differences in gender composition among engineering talent and does not indicate any form of gender discrimination within the Company's salary system.

Ratio of Basic Salary to Total Compensation			Percentage					
			2022		2023		2024	
Important Operational Sites	Employee Category	Item	Male	Female	Male	Female	Male	Female
Taoyuan Plant	Direct	Basic Salary	1.02	1.00	1.00	1.00	1.01	1.00
		Compensation	1.04	1.00	0.94	1.00	0.93	1.00
	Indirect	Basic Salary	1.42	1.00	1.33	1.00	1.36	1.00
		Compensation	1.4	1.00	1.33	1.00	1.34	1.00
Xiamen Plant	Direct	Basic Salary	1.00	1.00	1.00	1.00	1.00	1.00
		Compensation	1.12	1.00	1.09	1.00	1.02	1.00
	Indirect	Basic Salary	1.5	1.00	1.57	1.00	1.74	1.00
		Compensation	1.47	1.00	1.51	1.00	1.56	1.00
Kunshan Plant	Direct	Basic Salary	1.02	1.00	1.02	1.00	1.02	1.00
		Compensation	1.01	1.00	1.02	1.00	1.03	1.00
	Indirect	Basic Salary	1.31	1.00	1.39	1.00	1.19	1.00
		Compensation	1.34	1.00	1.37	1.00	1.66	1.00

Furthermore, TungThih Electronic strives to enhance overall work efficiency and employee well-being by not only offering a range of benefits that exceed local legal requirements but also actively creating a safe, comfortable, and human-centric office environment. The Company recognizes that employees' physical and mental health are closely linked to job performance. Therefore, beyond workplace design and benefits, special emphasis is placed on fostering a positive workplace atmosphere.

To help employees effectively relieve work-related stress, the Company regularly organizes a variety of employee welfare activities to promote positive interactions and cross-departmental communication, thereby strengthening team cohesion. Through these activities, employees are encouraged to relax and build emotional connections outside of work, achieving a balance between body and mind, which further improves overall job satisfaction and organizational commitment.

TungThih Electronic will continue to adhere to a "people-oriented" philosophy, focusing on employee needs, optimizing the work environment and quality of life, and creating a pleasant and vibrant workplace. This approach ensures that every employee can realize their potential in an atmosphere of support and respect, working together with the company toward sustainable growth.

Employee Benefits (Statutory Benefits)	
Labor Insurance and Health Insurance	Employees are insured on the day they report for duty, in accordance with legal requirements.
Labor Retirement Contributions	On the day employees report for duty, a 6% contribution to the new labor retirement scheme is made.
Special Leave	Employees who meet the specified duration under the Labor Standards Act are entitled to a certain number of annual leave days.
Parental Leave/Maternity Leave	Provide relevant leave and attendance benefits in accordance with local regulations.
Maternity Check-up Leave / Accompanying Maternity Check-up Leave / Paternity Leave	Provide relevant leave and attendance benefits in accordance with local regulations.
Regular Health Check-ups	Conduct a company-wide employee health check-up every two years.
Company Benefits	
Profit-sharing	Employee compensation distribution (based on annual business performance and individual performance).
Bonus	Performance bonus (based on annual business performance and individual performance) and R&D patent bonus.
Special Leave Types	New employees are entitled to 3 days of paid leave.
Bonus/Gift Category	Wedding and condolence money, childbirth gift money and organize an annual year-end party.
Environmental Equipment Category	Application for friendly parking spaces, breastfeeding room, employee cafeteria, and air-conditioned workplace.
Company Policies Category	Flexible working hours, employee suggestion bonus, and meal allowance.
Others	Employee car purchase discount, designated stores, and language training center discount program.

TungThih Electronic supports employees in achieving the balance between family and career development by providing parental leave in accordance with legal requirements and encourages employees with childcare needs to take full advantage of this benefit. In 2024, a total of four employees applied for parental leave, with a 100% return-to-work rate. The Company offers a supportive workplace system and will continue to optimize related measures and flexible work arrangements to help employees balance family responsibilities and career growth, strengthen retention, and enhance talent care mechanisms. Through these actions, we strive to cultivate an inclusive and supportive work atmosphere.

Taoyuan Plant - Employee Parental Leave/Annual	Gender	Statistics		
		2022	2023	2024
Number of employees eligible for parental leave	Male	1	4	6
	Female	3	6	14
Number of employees applying for parental leave	Male	0	0	0
	Female	3	4	4
Number of employees that should return to work after parental leave (A)	Male	0	0	0
	Female	1	2	4
Number of return-to-work employees after the end of the parental leave period (B) (including early returns)	Male	0	0	0
	Female	1	2	4
Return-to-work rate (B/A)	Male	0	0	0
	Female	100%	100%	100%
Number of employees still employed 12 months after returning from parental leave in the previous year (C)	Male	0	0	0
	Female	2	0	0
Retention rate (C/previous year's B)	Male	0	0	0
	Female	67%	0%	0%

1. The number of employees eligible for parental leave is based on the count of male and female employees who have applied for maternity leave or paternity leave in the past three years.

2. Return-to-work rate = (Total number of employees who actually returned to work in the current year / Total number of employees required to return to work in the current year) * 100%.

3. Retention rate = (Total number of employees who remained employed twelve months after returning from parental leave in the previous year / Total number of employees who actually returned to work in the previous year) * 100%.

4. Currently, there are no parental leave-related benefits in mainland China; therefore, the statistics only include employees from Taiwan. Reasons for not returning to work are attributed to personal career planning.

TungThih Electronic has established an Employee Welfare Committee in accordance with the "Employee Welfare Fund Act". The committee convenes regularly to deliberate, strategize, and execute a range of welfare initiatives, with the aim of improving both the comprehensiveness and effectiveness of the welfare system. The Company provides a range of tangible benefits, including holiday bonuses, birthday bonuses, wedding gifts, and emergency assistance funds, demonstrating genuine care for employees' daily needs.

Additionally, to promote communication among employees and strengthen teamwork, the Company organizes leisure welfare programs such as employee travel, helping staff relieve stress and fostering a positive work atmosphere. Going forward, the Company will persist in utilizing the Employee Welfare Committee mechanism to review and improve related systems, strengthening employee identification with and engagement in the Company.

Through collaboration between the Employee Welfare Committee and the Company, a variety of welfare activities are organized, including group insurance subsidies, employee travel subsidies, holiday bonuses, birthday bonuses, wedding and childbirth gifts, emergency assistance funds, and funeral condolence payments. These initiatives demonstrate genuine care for employees' lives and promote positive interactions among departments. In recent years, the Company's welfare expenditures have grown steadily, reflecting an ongoing commitment to employee care and engagement. Institutionalized promotion of these benefits has further strengthened the connection between employees and the Company, enhancing overall organizational effectiveness.

Employee Welfare Expenditures (Welfare Committee)	
Year	Employee Welfare Expenditures (Unit: NTD)
2022	3,990,017
2023	3,397,291
2024	5,278,016

To ensure sustainable operations and create a positive work environment, TungThih Electronic aims to stabilize employees' lives and enhance their capabilities, striving to align personal growth with company development. To improve employee welfare measures and address various aspects of work, life, safety, and health, the Company not only allocates welfare funds as required by law and selects welfare committee members to develop annual plans for various welfare activities but also provides group insurance subsidies and organizes related employee travel activities. These efforts are designed to strengthen the cohesion and sense of belonging among all employees. Additionally, the Company has outlined measures related to work and leisure as follows:

Welfare Items of the Employee Welfare Committee			
Employee Travel Subsidy	Year-End Party Bonus	Birthday Bonus	Dragon Boat Festival Bonus
Mid-Autumn Festival Bonus	Mother's Day Bonus	Father's Day Bonus	Marriage Bonus
Funeral Condolence Payment	Emergency Assistance Fund	Labor Day Bonus	Childbirth Bonus

Employee Welfare Activities



Employee Travel



Employee Travel



Year-End Party Event



Employee Birthday Party

Finally, to ensure employees' financial planning for retirement, TungThih Electronic has aligned its pension system with the Labor Pension Act (hereinafter referred to as the "New System") since July 1, 2005. For employees who have chosen to be covered under the New System or for those employed after the implementation of the New System, their service years are subject to the defined contribution scheme. The Company contributes at least 6% of the monthly wage to the Labor Pension Individual Account to safeguard employees' future retirement benefits. For those under the defined benefit plan (Old System), contributions are made to a dedicated account in accordance with the law.

According to the Company's retirement policy, employees who have served the Company for 15 years and are at least 55 years old may apply for voluntary retirement. If the Company has business needs and obtains the employee's consent, they may continue to work even after reaching 60 years of age, on a yearly basis. Additionally, the Company has a reemployment mechanism for retirees, allowing them to continue contributing their expertise.

At TungThih Electronic, each plant adheres to local regulations to protect employee rights. For example, in the Taiwan plant, all employees are insured under labor and health insurance from their first day of work, and retirement funds are allocated in accordance with the law. Additionally, the Company provides comprehensive protection by purchasing group and medical insurance for all employees.

For employees in overseas locations, TungThih Electronic sets competitive and reasonable salary levels based on the local labor market conditions. In addition to

adhering to local regulations and industry practices and operational performance, the Company issues both long-term and short-term incentive bonuses to encourage employees to contribute over the long term and grow alongside the Company. Social insurance systems for overseas employees are also managed in accordance with local regulations.



5.2.2 Talent Development

Material Topics		Talent Development
Significance to the Company		Talent development is a cornerstone of our long-term success. By providing continuous learning and development opportunities, we ensure that our employees are equipped with the skills needed to meet the rapidly changing demands of the market.
Policy/Commitment		The Company has established dedicated organizations and units to fulfill its commitment to employee growth. This includes offering diverse learning channels and encouraging participation in professional development programs, ensuring that employees continue to advance throughout their careers.
Goals	Short-term	1. Increase training participation rates to ensure that every employee can quickly acquire the necessary skills to respond to rapidly changing business needs. 2. Taoyuan Plant has implemented an E-learning system.
	Mid- to Long-Term	1. TungThih Electronic invests substantial resources, including funding and manpower, to implement specific development projects aimed at enhancing overall employee capabilities. These efforts not only increase employee satisfaction but also create a sustainable and comfortable workplace where employees' physical, mental, and emotional well-being are supported, ultimately improving retention rates. 2. E-learning systems have been implemented across all plant locations.
Resources Investment and Specific Outcome for the Year		1. In 2024, Taoyuan Plant enhanced the flexibility and convenience of employee learning through a variety of online E-learning courses. 2. New ESG-related environmental courses have been added.
Responsible Department/ Complaint Mechanism		Human Resources Dept.
Assessment Mechanism		Training Status Across All Plant Locations

For TungThih Electronic, the key to sustainable corporate development lies in continuous learning and growth for employees. Education and training are essential to ensuring that human capital continues to increase in value. The Company has established training procedures that include pre-employment training for new hires, on-the-job training, and management training. Additionally, hands-on training is regularly implemented based on functional needs. Employees are also encouraged to participate in external training or further education to enhance their work skills and knowledge. Through monthly meetings, departmental meetings, and similar initiatives, the Company conveys its business philosophy, shares experiences, and builds team consensus, helping to cultivate future leaders. Therefore, TungThih Electronic has always placed great emphasis on employee training. The overall learning and development strategy is based on on-the-job training, supplemented by new employee training and specialized professional training, and is aligned with annual goals and the needs of different business units to establish a comprehensive education and training system.

1. New Employee Orientation and Mentoring

To ensure that new employees quickly integrate into the Company, we initiate an orientation and mentoring program before their start date. Supervisors develop a three-month training plan tailored to the new employee's role and assign experienced employees as mentors. These mentors assist with learning professional skills, work processes, and the work environment. This approach not only facilitates the adaptation of new hires but also improves overall learning effectiveness. Regular evaluations are conducted to ensure that the training outcomes meet expectations.

Both the headquarters and all plant locations offer orientation training courses for new employees to enhance their understanding of company operations and foster communication and acquaintance among colleagues. The training also emphasizes occupational safety and disaster preparedness to increase awareness of workplace hazards and ensure a safe working environment. Additionally, new employees are provided with quality assurance and information security courses to deepen their understanding of regulations, competitive environments, and industry fundamentals, encouraging technological innovation and patent applications.

2. On-the-Job Professional Training

For current employees, we provide relevant courses based on the professional competencies required by each department. These courses are taught by senior employees or supervisors with the necessary expertise. Following the training, professional assessments are conducted to evaluate the effectiveness of the training. This professional training system helps enhance employees' skills and ensures they have up-to-date knowledge to meet the evolving market demands.

Employee Welfare Activities



		External Training				On-the-Job Training	Self-Development						
		Management Skills Training	Professional Skills Training	Core Competency Training	Logical/Language Training								
Management	Senior Executives	Manager Training	Management Updates	ISO & ESG Training	Presentation Skills Training	Core Competency Training	Foreign Language Training	Internal Trainer Training	Presentation Skills Training	Job Instruction, Daily Work Problem Solving, Operational Processes, Daily Work Problem Solving, E-Systems Operation	Job Rotation/Acting Roles	Attendees: Supervisors/External meetings	• Online Learning • Knowledge Base • On-the-Job Continuing Education • Knowledge Sharing • Library
	Mid-Level Managers												
	Frontline Supervisors												
General Staff	Administrative Staff			Skills Certification Training	Presentation Skills Training	Core Competency Training	Foreign Language Training	Internal Trainer Training	Presentation Skills Training	Job Instruction, Daily Work Problem Solving, Operational Processes, Daily Work Problem Solving, E-Systems Operation	Job Rotation/Acting Roles	Attendees: Supervisors/External meetings	
	Technical Staff												
	Direct Labor												
New Hires	New Employees					New Employee General Training							

3. Continuing Education and Training

In 2024, the Company continued to plan diverse educational and training resources according to the operational needs and job attributes of each plant. In addition to ongoing internal courses, online learning platforms and micro-learning courses have been gradually introduced to enhance learning flexibility and accessibility. Training content covers professional skills, human rights, and ESG topics, strengthening employees' core competencies required for their roles and supporting each unit in organizational transformation and market adaptation, thereby improving overall operational resilience. Although average training hours per employee in each plant have slightly changed due to adjustments in training models, employees are continuously encouraged to engage in self-directed learning and practical application, supporting both individual and organizational growth. In 2024, the Taiwan plant and subsidiaries in mainland China offered a total of 957 training courses, amounting to 49,091 hours, with an average of 22.9 training hours per employee and total expenditures of NT\$793,000.

Training Hours Statistics for Each Plant Over the Past 3 Years

Statistics/By Year		2022			2023			2024		
Plant Area		Taoyuan Plant	Xiamen Plant	Kunshan Plant	Taoyuan Plant	Xiamen Plant	Kunshan Plant	Taoyuan Plant	Xiamen Plant	Kunshan Plant
Average Training Hours per Employee		24.5	24.98	35.57	25.5	21.65	40.4	16.50	21.50	28.81
Average Training Hours per Employee by Gender	Male	26	31.06	30.65	23.3	26.76	37.86	21.10	23.00	26.42
	Female	19.2	18.75	42.54	29.1	16.05	44.01	12.20	20.00	33.52
Average Training Hours per Employee by Category	Direct	24.5	36.26	18.05	21.2	31.39	22.35	21.60	19.73	18.92
	Indirect	22	18.28	41.03	27.6	15.58	46.56	14.90	22.60	32.20

5.2.3 Labor-Management Communication

Smooth labor-management communication helps promote cooperation between labor and management, allowing employees to understand the Company's production plans, business overview, and market conditions. It also enables management to stay informed about employees' working conditions and build a supportive workplace based on employees' needs. TungThih Electronic strictly adheres to legal requirements, ensuring that internal human resources and administrative management comply with local labor laws at each operational site. Although no union has been established, the Company regularly holds labor-management meetings as required by law to coordinate labor relations. Through regular communication and dialogue, these meetings facilitate labor-management cooperation, allowing employees to voice their opinions, advocate for improved working conditions, and effectively enhance their status.

Additionally, the Company has established various communication channels to enable two-way communication, allowing employees to fully express their opinions while the company can respond appropriately. Employee suggestions are systematically reviewed and converted into policies for implementation. In 2024, TungThih Electronic maintained harmonious labor-management relations and did not experience any labor disputes.

5.3 Occupational Safety and Health

Voluntary Disclosure Topics		Occupational Health and Safety
Significance to the Company		TungThih Electronic, as a leading brand in automotive electronics in Asia, deeply understands that employees are a crucial asset to the company. Therefore, in addition to complying with occupational health and safety regulations, the activities and services of the Company must continually improve to avoid unsafe environments and behaviors, prevent occupational hazards, and fulfill the responsibility of ensuring employee safety.
Policy/Commitment		1. Comply with government regulations, customer requirements, and the needs of relevant stakeholders, supporting safety, health, and environmental protection. 2. Enhance education and training to improve awareness and capabilities regarding environment, safety, and hygiene. 3. Implement risk management, promote health promotion, continuous improvement to pursue the "zero disaster" goal.
Goals	Short-term	1. The overall injury index is lower than the industry index published by the government. 2. Automatic inspection completion rate is 100%. 3. 100% implementation rate of statutory education and training. 4. 100% compliance rate for operational environment monitoring. 5. 100% compliance rate for drinking water testing.
	Mid- to Long-Term	1. The overall injury index is less than half of the government-published index. 2. All plants are ISO 45001 certified and maintain the validity of their certifications.
Resources Investment and Specific Outcome for the Year		1. In 2024, the FSI (Frequency Severity Index) for the three plants was as follows: Taoyuan Plant = 0, Xiamen Plant = 0, Kunshan Plant = 0. 2. Zero major occupational accidents and zero occupational diseases. 3. In 2024, ISO 45001 system certification was achieved for Taoyuan Plant and the Xiamen Plant.
Responsible Department/ Complaint Mechanism		Safety and Health Department
Assessment Mechanism		1. Quarterly Safety and Health Committee meetings 2. Annual ISO 45001 system management reviews to continuously improve safety and health performance.

The Company's safety and health management framework utilizes the Plan-Do-Check-Act (P-D-C-A) cycle to achieve goals related to accident prevention, employee safety and health promotion, and asset protection. We have established disaster emergency response procedures to ensure the safety of employees and vendor personnel during emergencies, as well as to protect the interests of our investors. These procedures help mitigate the impact of accidents and disasters on society and the environment.

5.3.1 Occupational Safety and Health Management System

TungThih Electronic is committed to complying with and continuously pursuing policies related to environmental, health, and safety matters. Through the operation of its Environmental Management System (EMS) and Occupational Safety and Health Management System (OSHMS), the Company aims to reduce waste and material pollution generated during its business operations and enhance employees' energy conservation awareness.

To ensure the effectiveness of TungThih Electronic's Environmental Management System, in addition to internal audits, the company commissions a third-party verification body annually to validate the system's operation. In 2024, there were no records of fines for violations of occupational safety and environmental regulations.

TungThih Electronic integrates the Environmental Management System and Safety & Health System according to international trends, applicable to both employees and non-employee workers. The Company's environmental, health, and safety policies are as follows:



The activities and scope of the Occupational Safety and Health Management System and the Environmental Management System can be referred to in the management system certificates.



5.3.2 Worker Participation, Consultation, and Communication

TungThih Electronic has established an Occupational Safety and Health Committee (hereinafter referred to as the "OSH Committee"), with the President serving as the highest-ranking official and one Chairperson and one Executive Secretary appointed. The OSH Committee members are composed of department heads, occupational safety and health personnel, engineering and technical staff, plant protection personnel, and labor representatives (who legally constitute more than one-third of the committee members). The labor representatives are selected from various units within the Company.

The OSH Committee convenes four times a year and is responsible for reviewing, coordinating, and advising on matters related to occupational safety and health. This includes approving the results of occupational accident investigations, discussing the outcomes of workplace environmental monitoring, proposing recommendations for health management and health promotion, and assessing the performance of on-site safety and health management to prevent occupational accidents and ensure a safe and healthy working environment for employees. The specific actions for worker participation, consultation, and communication are as follows:

1. The OSH Committee formulates relevant systems and improvement measures in accordance with applicable regulations.
2. All employees receive education and training to ensure full participation and collective prevention.

5.3.3 Hazard Identification, Risk Assessment, and Accident Investigation

TungThih Electronic conducts annual evaluations of hazardous areas to ensure the effective operation of hazard identification and risk assessment processes. The process management involves responsible personnel from various relevant departments identifying and recording safety and health hazards arising from the Company's activities, facilities, processes, and services (including suppliers, subcontractors, and contractors). These hazards are documented in the "Environmental Aspects and Hazard Identification Risk Assessment Registration Form", which provides explanations for each operational process, including energy, raw materials, machinery and equipment, causes of risk (unsafe behaviors, unsafe environments), and hazards to the health and safety of personnel in the workplace due to activities near or outside the workplace. Hazard identification considers both the operational safety risks of workers in daily execution and the safety risks arising from changes, evaluating them as high-risk items. Once approved by the Occupational Safety and Health Committee, these high-risk items become part of the occupational safety and health objectives and are assigned to responsible units for implementation. The implementation results are tracked for effectiveness at each quarterly Occupational Safety and Health Committee meeting.

Additionally, for accident investigations, the Company has established the "Accident Reporting and Investigation Management Measures" to implement accident investigation and management. Employees are required to fill out an "Occupational Accident Investigation Form" to understand the circumstances and causes of accidents, which leads to prevention and improvement efforts. Relevant accident investigation reports are presented at the quarterly Safety Committee meetings to review and assess the effectiveness of injury improvements.

In 2024, through hazard identification, a total of 1,077 risks were identified, including no unacceptable risks, 107 moderate risks, and 970 low risks. Considering technical feasibility, financial aspects, operational aspects, and business needs, the necessary risks and opportunities were addressed. A total of 7 target programs were established to effectively reduce the risks.

Emergency Response

TungThih Electronic has established an emergency response plan and formed an emergency response team. In the event of an emergency, the team is responsible for managing and addressing the situation. When an emergency occurs, the affected unit must record the facts of the incident, analyze its causes, and evaluate the impact on environmental, safety, and health aspects throughout the handling process. This information should be detailed in the "Emergency Incident Handling Record" to facilitate review and improvement.

Annual emergency response training and fire drills are conducted regularly. New employees are given hands-on experience with fire extinguishers, and practical simulations are carried out by the drill team. This training aims to develop employees' emergency response skills and self-safety management capabilities, enabling them to take appropriate actions before the situation escalates, thus reducing the impact and damage caused by crises.

Fire Drills

In 2024, Taoyuan Plant held three fire and emergency response drills. In addition to emergency evacuation exercises, local fire departments were specially invited to assist with training, instructing employees in the use of fire extinguishers, fire hydrant boxes, and other equipment, and delivering lessons on basic fire safety knowledge and self-rescue concepts, thereby strengthening practical response capabilities and safety awareness.

The Company will continue to implement the principle of "prevention first, safety foremost" through systematic safety management and on-site training, enhancing employees' awareness and practice of occupational safety issues and creating a safe and reliable work environment.

TungThih Electronic Disaster Prevention and Rescue Drill as Part of Fire Drill Program



The Company will continue to implement the principle of "prevention first, safety foremost" through systematic safety management and on-site training, enhancing employees' awareness and practice of occupational safety issues and creating a safe and reliable work environment. In 2024, the Company held a total of 89 workplace safety seminars, with 4,048 participants.

2024 Safety and Health Related Training		
Plant Area	Number of Courses	Number of Participants
Taoyuan Plant	9	445
Xiamen Plant	69	2,383
Kunshan Plant	11	1,220
Total	89	4,048

5.3.4 Occupational Accident Statistical Analysis

When an incident occurs involving employees or contractors, the affected unit is responsible for reporting the incident to the safety and health unit. This unit will promptly proceed to the scene to investigate and manage the situation. Depending on the circumstances, they may reach out to relevant departmental personnel or members of the emergency response team for assistance in accordance with established "Emergency Response Procedures". The goal is to reduce the frequency and severity of occupational injuries through hazard identification, improvement of the site environment, and implementation of safety training.

Occupational Accident and Disaster Statistics Summary Table

Year		2022			2023			2024		
Plant Area		Taoyuan Plant	Xiamen Plant	Kunshan Plant	Taoyuan Plant	Xiamen Plant	Kunshan Plant	Taoyuan Plant	Xiamen Plant	Kunshan Plant
Total Working Hours		693,571.00	3,789,484.50	1,682,440.50	693,829.00	4,208,275.90	1,563,023.50	723,859.00	4,518,336.10	1,165,231.00
Fatal Occupational Injury Incidents	Number	0	0	0	0	0	0	0	0	0
	Proportion	0	0	0	0	0	0	0	0	0
Severe Occupational Injuries	Number	0	0	0	0	0	0	0	0	0
	Proportion	0	0	0	0	0	0	0	0	0
Recordable Occupational Injuries	Number	0	0	0	0	1	0	0	0	0
	Proportion	0	0	0	0	0.2376	0	0	0	0
Occupational Diseases	Number	0	0	0	0	0	0	0	0	0
	Proportion	0	0	0	0	0	0	0	0	0
Recordable Occupational Diseases	Number	0	0	0	0	0	0	0	0	0
	Proportion	0	0	0	0	0	0	0	0	0

Note: The Company calculates the rate per one million working hours.

According to the statistics on occupational injuries and diseases, there were no cases of fatalities, severe occupational injuries, or occupational diseases (including recordable occupational diseases) in 2024.

Occupational Injury Type Statistics by Plant

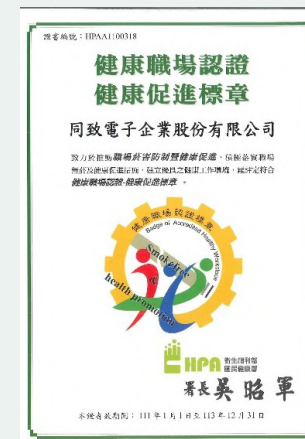
	2022				2023				2024			
Types of Occupational Injuries	Taoyuan Plant	Xiamen Plant	Kunshan Plant	Total	Taoyuan Plant	Xiamen Plant	Kunshan Plant	Total	Taoyuan Plant	Xiamen Plant	Kunshan Plant	Total
Sprain	0	0	0	0	0	1	0	1	0	0	0	0
Crush (Pinch) Injury	0	0	0	0	0	0	0	0	0	0	0	0
Bruise	0	0	0	0	0	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	1	0	1	0	0	0	0

5.3.5 Promotion of Healthy Workplace

Creating a safe, healthy, and comfortable working environment is a key focus for TungThih Electronic. "Employees are a company's greatest asset". In addition to work-related aspects, TungThih Electronic also hopes employees can enjoy physical and mental well-being. Therefore, the Company maintains employees' physical health through regular health checks, enabling them to work happily and live fulfilling lives. In addition to providing care and support systems for employees, each plant also holds health promotion activities from time to time. Through a variety of seminars and courses, employees can experience diverse aspects of life outside of work.

1. Occupational Health and Environmental Safety

- Establish a labor safety and health announcement section on the company's internal website to provide various health and safety promotion information.
- Receive the Ministry of Health and Welfare's Health Promotion Administration -- Healthy Workplace Certification.
- Pass the "AED Safe Location" certification.



Healthy Workplace Certification -
Health Promotion Mark



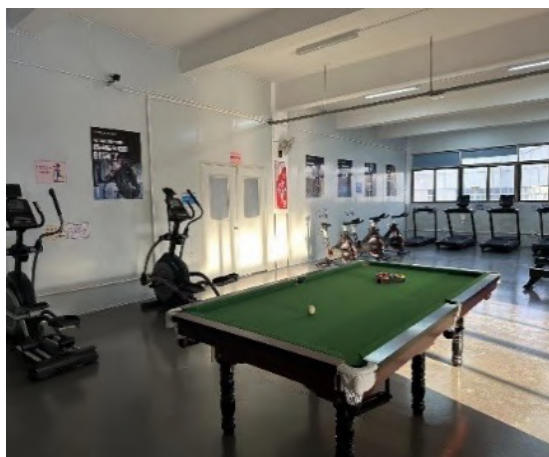
AED Safe Workplace
Certification

2. Providing a Comfortable Workplace

TungThih Electronic upholds a people-oriented philosophy, committed to creating a “safe, healthy, and happy” work environment. The Company has set up breastfeeding rooms, employee gyms, and health centers at each plant, providing friendly and convenient facilities to meet employees' needs at different life stages. At the same time, the Company actively promotes a corporate culture of health promotion and work-life balance, fostering a caring and warm workplace atmosphere to enhance employees' sense of belonging and happiness.



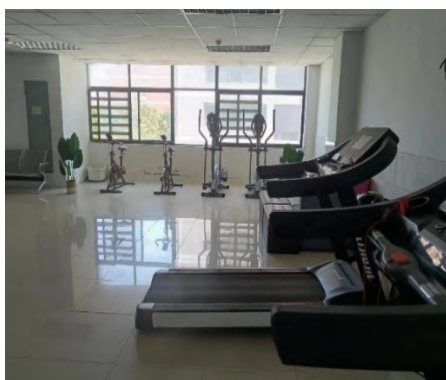
Xiamen Plant - Lactation Room



Xiamen Plant - Gym



Xiamen Plant - Health Center



Kunshan Plant - Gym



Kunshan Plant - Lactation Room



Taoyuan Plant - Lactation Room



Taoyuan Plant - Health Center

2024 Health Promotion Plan

1. Tiered Employee Health Management
2. Tiered Employee Special Health Check Management
3. Four Major Labor Health Protection Program

1

Health Management

1. Fat-Burning Sports Event
2. CPR and AED Emergency First Aid Training
3. Influenza Vaccination

2

Health Activities

1. Education and Training
2. Stress Relief Course
3. Mental Health Course

3

Health Seminars

1. Health Management

TungThih Electronic is committed to the health and safety of all employees, focusing on creating a culture of health and safety and establishing a fundamentally safe working environment. The Company promotes both physical and mental well-being for employees and contractors, aiming for a balance between work and life, and working with stakeholders to reduce workplace safety and health risks. Comprehensive health checkups that exceed regulatory requirements are planned annually to regularly monitor employee health status. To maintain employee health, the Company has established the "Health Check and Health Management Measures" and promotes various programs such as the "Maternal Health Protection Plan in the Workplace", "Prevention Plan for Illegal Acts During Duty", "Prevention Plan for Diseases Induced by Abnormal Workloads", and "Human Factors Hazard Prevention Plan". Additionally, the Company employs designated doctors and nurses for on-site services, conducts regular health education campaigns, monitors employee health conditions, detects diseases early, and provides early treatment. Work assignments are adjusted based on physical and work conditions to ensure employees are fit for their roles.

• Regularly Conduct Employee Health Checks

Employee health checks are conducted every two years for all employees. In addition to general health checks, specialized health checks are conducted annually for personnel involved in operations that carry significant occupational safety risks. Health check results are processed according to the health management classification system. In 2024, no significant abnormalities were reported. For any major abnormalities, immediate follow-up and treatment are recommended. Follow-up treatment and individual health guidance information are provided through phone calls and face-to-face consultations. On-site consultations with company doctors are arranged, and recommendations from doctors are implemented. Employees are informed of these recommendations and appropriately assigned to their work locations. Regular follow-up checks are conducted as needed.

2. Health Activities

• On-line Sports Event

TungThih Electronic organized the "TungThih iHealth Fat-Burning Sports Event" using an online app and management platform. This activity helps reduce overall stress levels, stabilize and enhance positive emotions, improve sleep, and promote physical and mental health. Employees participated voluntarily over a six-month period, with a total of 24 classes (one per week, one hour each), attracting 567 participants and achieving an average satisfaction rate of 91.5%.



TungThih iHealth Fat-Burning Sports Event (First and Second Half of the Year)

• CPR+AED Training

TungThih Electronic has achieved the "Safe Workplace" certification and has equipped the Company with AED devices. Employees are encouraged to participate in first aid training to ensure a safe working environment. To empower employees to perform self-rescue and mutual aid during emergencies, in 2024, CPR+AED training sessions were held, with a total of 49 employees completing the training and a satisfaction rate of 92%.



AED Seminars



AED Hands-On Training Course

• Vaccination

Medical units were arranged to visit the Company for vaccine administration. Employees who wished to participate could receive government-funded COVID-19 vaccines and self-paid influenza vaccines. In 2024, a total of 78 employees at the Taoyuan site received government-funded COVID-19 vaccines, and 39 employees received self-paid influenza vaccines.



Government-Funded COVID-19 Vaccination



Self-Paid Influenza Vaccination



3. Health Seminars

TungThih Electronic's core concept of health management is "to ensure that employees are in optimal physical and mental condition and achieve a balance between work and life". Through regular health seminars, employees can contribute wholeheartedly to the Company while also enhancing their awareness of health and safety. In 2024, a total of 32 health promotion activities were held (see 2024 Annual Report P32), with 1,142 participants and a course satisfaction rate of 94%, reminding employees to pay attention to their personal physical and mental health.



Stress Relief Seminar – Essential Oil Massage



Stress Relief Seminar – Plant Aromas and Sensory Living + DIY





Health Seminar – Medical Skin Care



Health Seminar – How to Exercise for Healthy Weight Loss



Employee Psychological Counseling Courses



5.3.6 Workplace Health Services

To enhance employee health management awareness, improve overall work performance, and reduce occupational risks, TungThih Electronic implements various health management and promotion activities to raise each employee's awareness of health care.

In terms of health management, we have assigned dedicated nursing staff and specialized on-site medical practitioners to provide health consultations and emergency medical services to employees. In addition to the four major workplace health programs (Overwork, Human Factors Hazards, Maternal Protection, and Prevention of Workplace Illegal Acts), we also include management of middle-aged and older employees as well as respiratory protection. Through various methods such as distributing questionnaires, managing sick leave records, and conducting on-site inspections, we identify high-risk individuals who require attention and provide them with health management and consultations. In total, in 2024, our nursing staff provided health services to 520 individuals, while the plant doctor offered health consultations to 84 individuals, ensuring more comprehensive care for our employees.

Four Major Workplace Health Programs



Overwork

Preventing Cardiovascular and Cerebrovascular Diseases Induced by Abnormal Workloads



Human Factors Hazards

Preventing Musculoskeletal Injuries Caused by Work Environment and Processes



Maternal Protection

Ensuring the Physical and Mental Health of Pregnant, Postpartum, and Nursing Female Employees

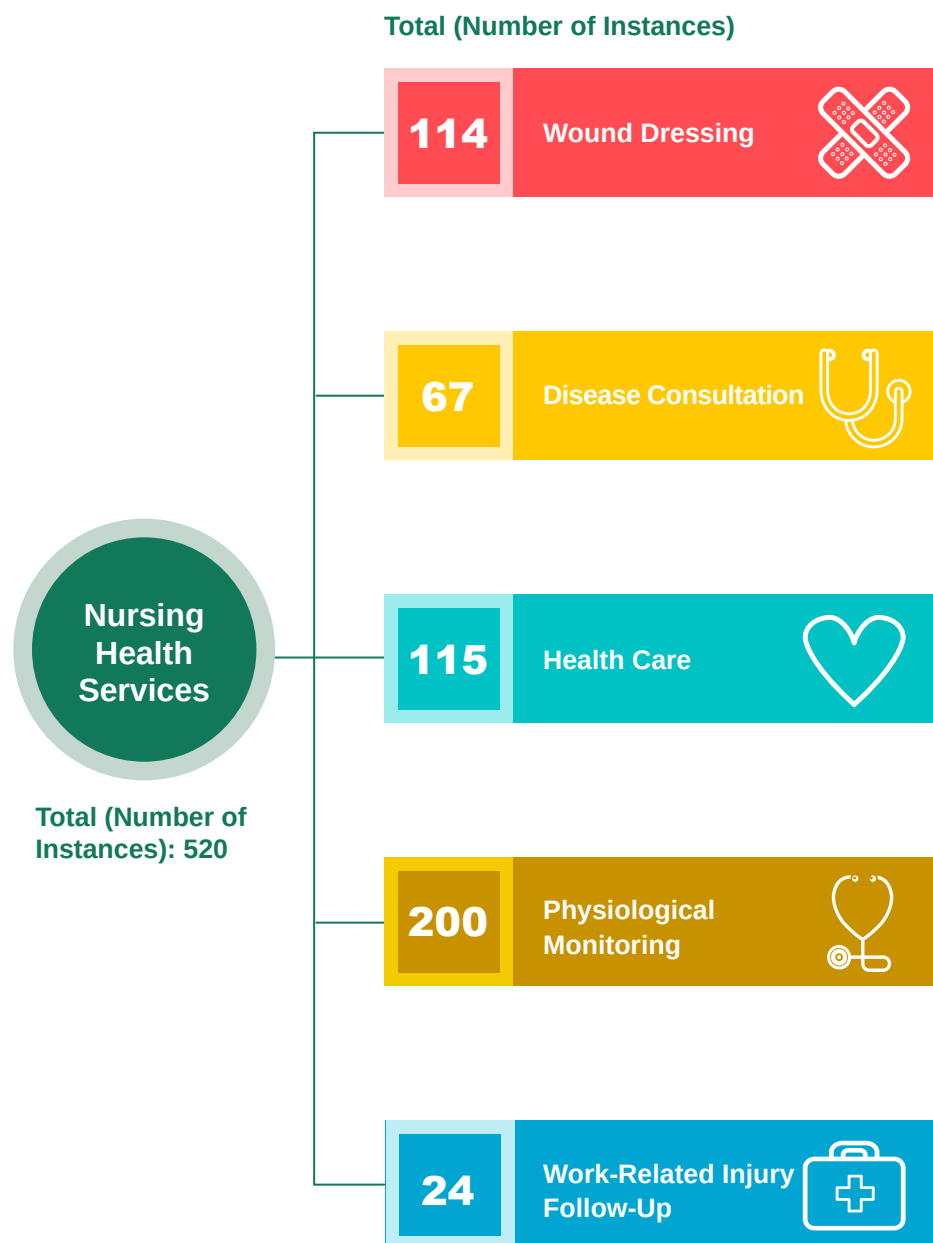


Prevention of Workplace Illegal Acts

Preventing Physical or Psychological Abuse Due to Others' Behavior

Item	Types of Consultations	Total (Number of Instances)
Nursin Health Services	Wound Dressing	114
	Disease Consultation	67
	Health Care	115
	Physiological Monitoring	200
	Work-Related Injury Follow-Up	24
Total		520

Item	Types of Consultations	Total (Number of Instances)
Occupational Health Consultation Services	Abnormal Health Check (Including Special Tests)	38
	Overload and Fitness for Work Assessment	8
	Return-to-Work Assessment (Post-Injury/Illness)	8
	Maternity Protection Assessment	8
	Mid-to-Older Age Protection Assessment	2
	Respiratory Protection Program Assessment	7
	Ergonomic Musculoskeletal Disorder Prevention	13
Total		84



5.3.7 Employee Team-Building Activities

TungThih Electronic organizes employee activities to enhance work-life balance and promote physical and mental well-being. These activities leverage teamwork and mutual trust, integral to our corporate culture, to strengthen employee cohesion.



Employee Travel Activities



Employee Travel Activities



Employee Travel Activities



Employee Travel Activities



Plant Anniversary Celebration



Plant Anniversary Celebration



Fun Sports Day



Badminton Competition

5.4 Public Welfare Participation

As a member of society, TungThih Electronic recognizes the inseparable interdependence between enterprises and investors, employees, local communities, and other stakeholders. The Company actively leverages its corporate influence to promote public welfare participation and resource integration, serving as a catalyst to fulfill its corporate social responsibility. Through collaboration with local organizations, we ensure that resources are effectively delivered to those truly in need, thereby enhancing the efficiency of resource utilization. The Company will continue to respond to social needs through concrete actions, working hand in hand with all sectors to build a more inclusive and positively cyclical sustainable society.

TungThih Description of Public Welfare Actions



1

Unit/Organization Visit

Conduct visits to units/organizations to understand the operations and environment of social welfare organizations.

2

Understand the Actual Needs

Understand the challenges and difficulties faced by the organization, and provide resources tailored to their needs.

3

Help those in need

TungThih aims to maximize the use of donations to provide timely assistance to those in need and help organizations overcome operational challenges.



"It is better for a hundred people to take one step together than for one person to walk a hundred steps alone." Public welfare requires collective action. While creating profits, TungThih Electronic also embraces corporate social responsibility, striving to build a better, sustainable society for current and future generations. Our goal is to create a win-win value that benefits both the company and society.

TungThih Supports Public Welfare through Action



Child and Student Care

TungThih Electronic regularly donates funds to underprivileged students in the Taoyuan area, providing children from low-income families with adequate learning resources.

Care for Disadvantaged Groups

TungThih Electronic cares for economically disadvantaged and disabled groups by assisting social welfare organizations with regular donations, ensuring the continued operation of charitable organizations.

Social Welfare

Fulfill corporate social responsibility and turn our concern for society into concrete actions.

5.4.1 Child and Student Care

To help economically disadvantaged students in elementary, junior high, and high school levels in the Taoyuan area maintain access to education regardless of family circumstances, since 2020, the Company has made donations through the "Education Savings Account" of the Ministry of Education to provide scholarships for educational needs, supporting students in stable schooling and healthy growth. In addition to scholarship support, TungThih Electronic has expanded its care for the physical and mental well-being of children and adolescents by continuously donating to the Center for Special Children and Family Support at Chung Yuan Christian University, helping special children and their families access stable educational and social resources; the company also makes long-term donations to LOHAS Children's Home, ensuring children receive necessary living care and learning opportunities. The Company takes concrete actions to support children's rights to health, safety, and holistic development, aiming to create a more hopeful environment for the next generation.



Chung Yuan Christian University - Center for Special Children and Family Support



LOHAS Children's Home

5.4.2 Care for Disadvantaged Groups

Upholding the philosophy of "giving back what is taken from society", the Company continues to invest in public welfare through concrete actions. In 2024, TungThih Electronic supported the Andrew Charity Association's "Taoyuan Food Bank" project by providing donation resources and mobilizing employees to participate in volunteer activities for packing dry food boxes. Additionally, the Company cares about the daily care needs of disadvantaged elderly and disabled individuals, continuously donating to local long-term care and educational institutions - Taoyuan Changchang Nursing Home - to provide stable resources supporting their daily operations.



Andrew Charity Association



Changchang Nursing Home

5.4.3 Social Welfare

The Company responds to charitable activities for disadvantaged groups on an ongoing basis and actively participates in neighborhood engagement initiatives. In 2024, donations were made to Taoyuan LOHAS Children's Home, Taoyuan Changchang Nursing Home, Chung Yuan Christian University Center for Special Children and Family Support, Andrew Charity Association, Taoyuan City Government Social Affairs Bureau, Ziqiang Junior High School (Education Savings Account), Taoyuan Friends of Republic of China Police Association, Eden Social Welfare Foundation, Dream House Education Foundation, Xiamen Huli District Red Cross, and Cross-Strait Activities in Huli District, Xiamen, totaling NT\$3,550,219. This includes the donation of a high-roof accessible rehabilitation bus to the Taoyuan Social Affairs Bureau, enhancing Taoyuan City's accessible and friendly transportation environment. In 2024, the Company established the TungThih Pond Volunteer Patrol Team to maintain the environment of Changxing Leisure Pond Park, create comfortable walking trails, and promote community public welfare development.



Donation of a High-roof Accessible Rehabilitation Bus to Taoyuan Social Affairs Bureau

[News Link](#)





TungThih Electronic Pond Volunteer Patrol Team



Clothing Circular Public Welfare Initiative

The Company is committed to resource recycling and caring for disadvantaged groups. In 2024, we organized a used clothing recycling campaign, promoting the "Clothing Circular Public Welfare Initiative" by encouraging employees to donate second-hand clothing, thereby extending the value of materials through practical action and spreading warmth and kindness.

During the campaign, employees responded enthusiastically. Taoyuan Plant collected 12 boxes of used clothing weighing approximately 94.5 kg, and Xiamen Plant collected 6 boxes weighing about 63 kg, for a total of 18 boxes and 157.5 kg of used clothing. The items collected included reusable warm jackets, shirts, trousers, and other complete articles. This initiative not only effectively reduces resource waste but also demonstrates the Company's commitment to circular economy principles, continuously sharing resources to convey care and support for disadvantaged groups.



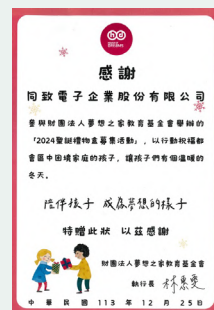
"Clothing Recycling and Circular Initiative" Donation Campaign

In observance of World Environment Day on June 5, TungThih Electronic actively participated in Yulon Motor's "Native Plant Restoration Initiative". This engagement underscores our commitment to environmental conservation and aligns with this year's theme of "Restoring Land, Combating Desertification and Drought". Senior executives participated in planting activities and related environmental education to deepen understanding and recognition of land restoration issues. Through hands-on involvement, we strengthened collaboration with supply chain partners, jointly fulfilling environmental sustainability responsibilities and concretely supporting the United Nations Sustainable Development Goal (SDG) of "Conserving Terrestrial Ecosystems".



World Environment Day – Native Plant Restoration Initiative

During Christmas 2024, TungThih Electronic supported the "Christmas Shoebox Gift Collection Campaign" initiated by the Dream House Education Foundation, mobilizing employees to participate in collecting charitable supplies and delivering warmth and care to children in need in Greater Taipei, Yilan, Taoyuan, and mountainous areas of Yilan. The campaign was centered around the theme "One Box, One Wish", encouraging employees to adopt a child's wish by preparing Christmas gifts tailored to their age and needs. Participants were invited to personally wrap these gifts in shoeboxes.



Dream House Education Foundation – Certificate of Appreciation

A total of 45 shoeboxes were collected, containing stationery, toys, books, warm clothing, and handwritten blessing cards, allowing children to feel the warmth and care from society during the festive season. Each gift is not only a tangible resource but also an encouragement and support, reflecting the Company's concern for the education and growth of the next generation.



Christmas Shoebox Gift Collection Campaign

TungThih Electronic continues to demonstrate its care and responsibility for society through diverse public welfare initiatives. Whether responding to international environmental days through plant restoration, supporting Christmas gift collections for rural children, donating to local social welfare and police organizations, or volunteering for special children, the Company takes concrete actions to meet diverse social needs, actively promoting resource sharing and local engagement. These efforts not only showcase the Company's values and social impact but also encourage employees to participate in public welfare, strengthening positive interactions among the Company, community, environment, and disadvantaged groups. In the future, the Company will persist in enhancing collaboration with public and private organizations as well as social welfare groups. We aim to broaden the scope of participation and systematically advance our goal of sustainable and inclusive social development.



A photograph of a person's hands typing on a laptop keyboard. The person is wearing a white shirt with thin vertical stripes and a watch on their left wrist. The laptop is silver and sits on a wooden desk. A large, semi-transparent orange circle is overlaid on the right side of the image, containing the word 'Appendix' in white. The background is a blurred office setting with a grey wall and a dark vertical element on the left.

Appendix

Appendix 1 GRI Table of Contents

Usage Statement	TungThih Electronic has referenced the GRI Standards to report content for the period from January 1 to December 31, 2024.
Used GRI 1	GRI 1: Foundation 2021
Applicable GRI Sector Standards	The Company falls under the "Over-the-Counter Electronics Industry" category, for which there are currently no specific GRI Sector Standards.
Note	Topics marked with ★ are considered material topics.

Topic	Disclosure Items	Item Description	Section	Page	Reason for Omission / Necessary Explanation
GRI 2: General Disclosures 2021					
Organization and Reporting Practices	2-1	Organization Details	2.1 Company Overview	19	-
	2-2	Entities Included in the Organization's Sustainability Reporting	Editorial Guidelines	3	-
	2-3	Reporting Period, Frequency, and Contact Person	Editorial Guidelines	3	-
	2-4	Information Reorganization	Editorial Guidelines	3	-
	2-5	External Assurance/Verification	Editorial Guidelines	3	-
Activities and Workers	2-6	Activities, Value Chain, and Other Business Relationships	2.1 Company Overview	19	-
	2-7	Employee	5.1 Employee Profile	89	-
	2-8	Non-Employee Workers	5.1 Employee Profile	89	-
Governance	2-9	Governance Structure and Composition	3.1 Governance Practices	30	-
	2-10	Nomination and Selection of the Highest Governance Body	3.1 Governance Practices	30	-
	2-11	Chairperson of the Highest Governance Body	1.1 Sustainability Implementation Team 3.1 Governance Practices	30	-

Topic	Disclosure Items	Item Description	Section	Page	Reason for Omission / Necessary Explanation
GRI 2: General Disclosures 2021					
Governance	2-12	Role of the Highest Governance Body in Overseeing Impact Management	3.1 Governance Practices	30	-
	2-13	Impact Management Responsible Person	3.1 Governance Practices 3.2 Risk Management	40	-
	2-14	Role of the Highest Governance Body in Sustainability Reporting	1.1 Sustainability Implementation Team	5	
	2-15	Conflict of Interest	3.1 Governance Practices	30	
	2-16	Communication of Key Material Events	3.1 Governance Practices	30	
	2-17	Collective Knowledge of the Highest Governance Body	3.1 Governance Practices	30	
	2-18	Performance Evaluation of the Highest Governance Body	3.1 Governance Practices	30	
	2-19	Compensation Policy	3.1 Governance Practices	30	
	2-20	Compensation Determination Process	3.1 Governance Practices	30	
	2-21	Ratio of Total Annual Compensation	--	--	Confidentiality restrictions. This is classified as confidential information of the Company.
Strategy, Policies, and Practices	2-22	Statement of Sustainability Strategy	Message from the Chairman	1	-
	2-23	Policy Commitment	1.1 Sustainability Implementation Team	5	-
	2-24	Include in Policy Commitment	1.1 Sustainability Implementation Team	5	-
	2-25	Remediation Procedure for Negative Impacts	3.1.4 Ethics and Integrity	38	-
	2-26	Mechanism for Seeking Advice and Raising Concerns	3.1.4 Ethics and Integrity	38	-
	2-27	Regulatory Compliance	3.3 Regulatory Compliance	42	-
	2-28	Membership in Public Associations	2.4 Participation in External Organizations	28	-
Stakeholder Consultation	2-29	Stakeholder Consultation Policy	1.3 Stakeholder Communication Channels and Concerns	8	-
	2-30	Collective Agreement	5.2.3 Labor-Management Communication	105	Currently, no labor union has been established; consequently, no collective agreement has been executed.

Topic	Disclosure Items	Item Description	Section	Page	Reason for Omission / Necessary Explanation
GRI 3: Material Topics 2021					
Material Topics	3-1	Process for Determining Material Topics	1.4 Identification of Material Topics	12	-
	3-2	List of Material Topics	1.4 Identification of Material Topics	12	-
Economic Aspect					
★ Economic Performance (Operational Performance)					
GRI 3: Material Topics 2021	3-3	Material Topics Management	3.4 Operational Performance	43	-
GRI 201: Economic Performance 2016	201-1	Direct Economic Value Generated and Distributed by the Organization	3.4 Operational Performance	43	-
	201-2	Financial Impacts and Other Risks and Opportunities due to Climate Change	4.4 Climate-Related Financial Disclosures	80	-
		Define Benefit Plan Obligations and Other Retirement Plans	5.2.1 Compensation and Benefits	96	-
	201-4	Financial Subsidies from Government Sources	Refer to financial statements of the Company for details.		-
Market Position					
GRI 202: Market Presence 2016	202-1	Ratio of Standard Entry-level Wage by Gender to Local Minimum Wage	5.2.1 Compensation and Benefits	96	-
	202-2	Proportion of Local Residents Employed in Senior Management Positions	5.1.2 Employee Statistics	90	-
Anti-Corruption (Integrity Governance)					
GRI 205: Anti- Corruption 2016	205-1	Operational Locations Assessed for Corruption Risk	3.1.4 Ethics and Integrity	38	-
	205-2	Communication and Training on Anti-Corruption Policies and Procedures	3.1.4 Ethics and Integrity	38	-
	205-3	Confirmed Corruption Incidents and Actions Taken	3.1.4 Ethics and Integrity	38	-

Topic	Disclosure Items	Item Description	Section	Page	Reason for Omission / Necessary Explanation
Environmental Aspect					
Energy					
GRI 302: Energy 2016	302-1	Energy Consumption within the Organization	4.1 Energy Resource Management	58	-
	302-3	Energy Intensity	4.1 Energy Resource Management	58	-
	302-4	Reduction of Energy Consumption	4.1 Energy Resource Management	58	-
Water and Effluent					
GRI 303: Water and Effluents 2018 Management Approach	303-1	Mutual Impacts of Shared Water Resources	4.1.2 Energy Conservation, Carbon Reduction, and Pollution Prevention	62	-
	303-2	Management of Impacts Related to Effluent	4.1.2 Energy Conservation, Carbon Reduction, and Pollution Prevention	62	-
	303-3	Water Intake	4.1.2 Energy Conservation, Carbon Reduction, and Pollution Prevention	62	-
★ Emissions (Carbon Emissions)					
GRI 3: Material Topics 2021	3-3	Material Topics Management	4.1.1 Greenhouse Gas Management	59	-
GRI 305: Emissions 2016	305-1	Direct (Scope 1) Greenhouse Gas Emissions	4.1.1 Greenhouse Gas Management	59	-
	305-2	Indirect (Scope 2) Greenhouse Gas Emissions	4.1.1 Greenhouse Gas Management	59	-
	305-3	Other Indirect (Scope 3) Greenhouse Gas Emissions	4.1.1 Greenhouse Gas Management	59	-
	305-4	Greenhouse Gas Emission Intensity	4.1.1 Greenhouse Gas Management	59	-
	305-5	Greenhouse Gas Emission Reduction	4.1.1 Greenhouse Gas Management	59	-
	305-6	Emission of Ozone Depleting Substances (ODS)	--		No Emissions
	305-7	Emissions of Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Gaseous Pollutants	4.1.2.2 Noise and Air Pollution Control	63	-

Topic	Disclosure Items	Item Description	Section	Page	Reason for Omission / Necessary Explanation
Waste					
GRI 306: Waste 2020 Management Approach	306-1	Waste Generation and Significant Impacts Related to Waste	4.2 Waste Management	68	-
	306-2	Management of Significant Impacts Related to Waste	4.2 Waste Management	68	-
	306-3	Waste Generation	4.2 Waste Management	68	-
	306-4	Waste Disposal and Transfer	4.2 Waste Management	68	-
	306-5	Direct Disposal of Waste	4.2 Waste Management	68	-
★ Supplier Environmental Assessment (Sustainable Supply Chain)					
GRI 3: Material Topics 2021	3-3	Material Topics Management	4.3 Raw Material Management and Sustainable Supply Chain	74	-
GRI 308: Supplier Environmental Assessment 2016	308-1	New Suppliers Screened Using Environmental Criteria	4.3 Raw Material Management and Sustainable Supply Chain	74	-
	308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	4.3.1 Procurement Policy 4.3.2 Selection of New Suppliers	76	-
GRI 414: Supplier Social Assessment 2016	414-1	New Suppliers Screened Using Social Criteria	4.3 Raw Material Management and Sustainable Supply Chain	74	-
	414-2	Negative Social Impacts in the Supply Chain and Actions Taken	4.3.1 Procurement Policy 4.3.2 Selection of New Suppliers	76	-
Social Aspect					
★ Labor-Management Relations (Compensation and Benefits)					
GRI 3: Material Topics 2021	3-3	Material Topics Management	5.2.1 Compensation and Benefits	96	-

Topic	Disclosure Items	Item Description	Section	Page	Reason for Omission / Necessary Explanation
GRI 401: Employment 2016	401-1	New Hires and Departures	5.1.2 Employee Statistics	90	-
	401-2	Benefits Provided to Full-time Employees (Excluding Temporary or Part-time Employees)	5.2.1 Compensation and Benefits	96	-
	401-3	Parental Leave	5.2.1 Compensation and Benefits	96	-
GRI 402: Labor/ Management Relations 2016	402-1	Minimum Notice Period Regarding Operational Changes	5.1.1 Human Rights Protection	89	-
GRI 405: Employee Diversity and Equal Opportunity 2016	405-2	Ratio of Women's Basic Salary to Men's Basic Salary	5.2.1 Compensation and Benefits	96	-
Occupational Safety and Health					
GRI 403: Occupational Health and Safety 2018 Management Approach	403-1	Occupational Safety and Health Management System	5.3.2 Occupational Health and Safety Management System	108	-
	403-2	Hazard Identification, Risk Assessment, and Incident Investigation	5.3.3 Hazard Identification, Risk Assessment, and Incident Investigation	108	-
	403-3	Occupational Health Services	5.3.5 Promotion of Healthy Workplace	111	-
	403-4	Worker Participation, Consultation, and Communication in Occupational Safety and Health	5.3.1 Worker Participation, Consultation, and Communication	107	-
	403-5	Worker Training in Occupational Safety and Health	5.3.5 Promotion of Healthy Workplace	111	-
	403-6	Worker Health Promotion	5.3.6 Employee Health Protection Program	117	-
	403-7	Preventing and Mitigating Occupational Safety and Health Impacts Directly Related to Business Activities	5.3.3 Hazard Identification, Risk Assessment, and Incident Investigation	108	-
	403-8	Workers Covered by the Occupational Safety and Health Management System	5.3.4 Occupational Accident Statistical Analysis	110	-
	403-9	Occupational Injuries	5.3.4 Occupational Accident Statistical Analysis	110	-
	403-10	Occupational Diseases	5.3.4 Occupational Accident Statistical Analysis	110	-

Topic	Disclosure Items	Item Description	Section	Page	Reason for Omission / Necessary Explanation
★ Training and Education (Talent Development)					
GRI 3: Material Topics 2021	3-3	Material Topics Management	5.2.2 Talent Development	103	-
GRI 404: Training and Education 2016	404-1	Average Training Hours per Employee per Year	5.2.2 Talent Development	103	-
	404-2	Employee Skill Enhancement and Transition Assistance Program	5.2.2 Talent Development	103	-
	404-3	Percentage of Employees Receiving Regular Performance and Career Development Assessments	5.2.1 Compensation and Benefits	96	-
GRI 406: Non-Discrimination 2016	406-1	Discrimination Incidents and Remedial Actions Taken by the Organization	5.1.1 Human Rights Protection	89	-
GRI 408: Child Labor 2016	408-1	Operations and Suppliers at Significant Risk for Incidents of Child Labor	5.1.1 Human Rights Protection	89	-
GRI 409: Forced or Compulsory Labor 2016	409-1	Operational Locations with Significant Risks of Forced or Compulsory Labor Incidents	5.1.1 Human Rights Protection	89	-
GRI 411: Indigenous Rights 2016	411-1	Incidents Involving Violations of Indigenous Rights	5.1.1 Human Rights Protection	89	-
★ Customer Privacy (Information Security)					
GRI 3: Material Topics 2021	3-3	Material Topics Management	3.6 Information Security Protection	53	-
GRI 418: Customer Privacy 2016	418-1	Verified Complaints of Customer Privacy Violations or Loss of Customer Data	3.6 Information Security Protection	53	-
Custom Issue					
★ Innovation and Research & Development (R&D)					
GRI 3: Material Topics 2021	3-3	Material Topics Management	3.5.1 Innovation and Research & Development (R&D)	47	-
Customize Material Topics	Customized	Annual investment in research and development (R&D) exceeds 8.5% of net revenue.	3.5.1 Innovation and Research & Development (R&D)	47	-

Topic	Disclosure Items	Item Description	Section	Page	Reason for Omission / Necessary Explanation
★ Customer Relationships					
GRI 3: Material Topics 2021	3-3	Material Topics Management	3.5.3 Customer Relationships	51	-
Customize Material Topics	Customized	Customer scorecards are maintained at a 90-point level or a Rank A grade	3.5.3 Customer Relationships	51	-
★ Product Quality and Safety					
GRI 3: Material Topics 2021	3-3	Material Topics Management	3.5.2 Product Quality and Safety	51	-
Customize Material Topics	Customized	No major quality or safety incidents leading to product recalls	3.5.2 Product Quality and Safety	51	-
★ Risk Management					
GRI 3: Material Topics 2021	3-3	Material Topics Management	3.2 Risk Management	40	-
Customize Material Topics	Customized	The Company conducts supervision through internal control and internal audit systems, with no significant non-compliance issues occurring.	3.2 Risk Management	40	-

Appendix 2 SASB Sustainability Accounting Standards

Topic	Code of Standards	Disclosure Items	Content	Corresponding Sections
Energy Management	TR-AP-130a.1	(1) Total Energy Consumption (GJ) (2) Percentage of Grid Energy (%) (3) Percentage of Renewable Energy (%)	1. Total energy consumption: 74,304.32 gigajoules (GJ) 2. Proportion of grid energy used in total energy consumption: Taoyuan: 89.15% Xiamen: 91.69% Kunshan: 91.01% 3. Proportion of renewable energy used in total energy consumption: 15.89% (Kunshan)	4.1 Energy Resource Management
Waste Percentage	TR-AP-150a.1	(1) Total Amount of Manufacturing Waste (t) (2) Percentage of Hazardous Substances (%) (3) Recycling Percentage %)(Note 2)	1. Total Amount of Manufacturing Waste: 386.48 t 2. Percentage of Hazardous Substances: 14.2% 3. Recycling Percentage: 54.5%	4.2 Waste Management
Product Safety	TR-AP-250a.1	Number of Recalls Issued and Total Units Recalled (Note 3)	None	-
Fuel Efficiency Design	TR-AP-410a.1	Revenue from products designed to improve fuel efficiency and/or reduce emissions	None	-
Material Procurement	TR-AP-440a.1	Description of Risk Management Related to the Use of Critical Materials	The Company sources major raw materials from at least two reputable suppliers to ensure that there are no shortages or interruptions in supply. Overall, the Company should not have a risk of over-concentration in procurement.	4.3 Raw Material Management and Sustainable Supply Chain

Topic	Code of Standards	Disclosure Items	Content	Corresponding Sections
Material Efficiency	TR-AP-440b.1	Percentage of Sold Products that are Recyclable (%)	None	-
	TR-AP-440b.2	Percentage of Input Materials from Recycled or Remanufactured Content (%) (Note 4)	None	-
Competitive Behavior	TR-AP-520a.1	Total monetary losses incurred due to legal litigation related to anti-competitive behavior regulations (Note 5)	No violations of relevant laws occurred	-
Activity Indicators	TR-AP-000.A	Quantity of Parts Produced	44,206 thousand pieces	-
	TR-AP-000.B	Weight of Produced Parts (t)	2166.09 t	-
	TR-AP-000.C	Manufacturing Plant Area (square meters)	Taoyuan Plant: 9,084.28 square meters Xiamen Plant: 65,292.59 square meters Kunshan Plant: 29,938.22 square meters	-

Note: TR-AP-000.B Weight of produced parts is calculated based on the average weight of main products multiplied by TR-AP-000.A number of parts produced, due to the variety of company products.

Appendix 3 Sustainability Disclosure Indicators - Electronics Components Industry

Number	Indicator	Types of Indicators	Annual Disclosure Status	Units	Corresponding Sections
1.	Total Energy Consumption, Percentage of Purchased Electricity, and Renewable Energy Usage Rate	Quantification	Total Energy Consumption 74,304.32GJ Percentage of Purchased Electricity Taoyuan Plant 88.72% Xiamen Plant 91.69% Kunshan Plant 91.29% Renewable Energy Usage Rate: 15.89% (Kunshan)	Gigajoules (GJ), Percentage (%)	4.1 Energy Resource Management 4.1.1 Greenhouse Gas Management 4.1.2.3 Energy Conservation Results
2.	Total Water Intake and Total Water Consumption	Quantification	Water Intake Headquarters/Taoyuan Plant 6.686 Thousand Cubic Meters Xiamen Plant 41.860 Thousand Cubic Meters Kunshan Plant 17.714 Thousand Cubic Meters	Thousand Cubic Meters (1,000 m³)	4.1.2.1 Water Resource Description
3.	Weight of Hazardous Waste Generated and Recycling Percentage	Quantification	Weight of Hazardous Waste 54.81 t Recycling Percentage 54.5%	Metric Tons (t), Percentage (%)	4.2 Waste Management
4.	Description of Occupational Injury Categories, Number of Cases, and Rates	Quantification	Headquarters/Taoyuan Plant 0 person; FSI=0 Xiamen Plant 0 person; FSI=0 Kunshan Plant 0 person; FSI=0	Percentage (%), Quantity	5.3 Occupational Safety and Health

Number	Indicator	Types of Indicators	Annual Disclosure Status	Units	Corresponding Sections
5.	Disclosure of Product Lifecycle Management: Including the Weight of Disposed Products and Electronic Waste, as well as the Percentage of Recycling	Quantification	None	Metric Tons (t), Percentage (%)	-
6.	Description of Risk Management Related to the Use of Key Materials	Qualitative Description	The Company sources major raw materials from at least two reputable suppliers to ensure that there are no shortages or interruptions in supply. Overall, the Company should not have a risk of over-concentration in procurement.	Not Applicable	-
7.	Total Monetary Losses Incurred Due to Legal Litigation Related to the Anti-Competitive Behavior Regulations	Quantification	None	Reporting Currency	-
8.	Production Volume of Main Products by Product Category	Quantification	Automotive Electronic Components 44,206 thousand pieces	Varies by Product Type	-

🌀 Appendix 4 Climate-Related Information for Listed Companies

Item	Company Response
1.Explanation of the Board of Directors and Management's Oversight and Governance of Climate-Related Risks and Opportunities	In 2024, the Company established the "Risk Management Policy and Procedures" to strengthen climate-related risk management and establish relevant management systems and standards. Each relevant department regularly reports and discusses the implementation status of climate-related risk management at the Board of Directors meetings, where decisions are made and overall operations are supervised.
2.Explanation of How Identified Climate Risks and Opportunities Affect the Company's Business, Strategy, and Finances (Short-Term, Mid-Term, Long-Term)	Following the framework recommended by the Financial Stability Board's TCFD, the Company assesses the risks and opportunities of climate change. A comprehensive assessment is conducted every three years, with annual reviews and updates. In 2023, the Company completed its first climate risk assessment, identifying four key risks and one opportunity among various climate-related risk and opportunity items. The Company is actively developing solutions to mitigate the operational and financial impacts of climate change and enhance organizational climate resilience. Short-term is defined as within 3 years, medium-term as 3 to 5 years, and long-term as over 5 years. The Company evaluates the potential operational and financial impacts of climate risks and opportunities to plan actions in response to climate-related risks and opportunities. For a detailed analysis, please refer to the Company's 2024 Sustainability Report.

Item	Company Response												
3.Explanation of the Financial Impacts of Extreme Weather Events and Transition Actions	1. In addition to expected revenue losses and reductions or interruptions in production capacity of the Company, it will also affect workforce management and planning. For financial impacts, please refer to the Company's 2024 Sustainability Report. 2. The Company will continue to mitigate climate risk factors through monitoring and forecasting. 3. To effectively manage risks associated with extreme weather events and the transition to a low-carbon economy, the Company incorporates climate change risks into operational decisions, identifies and manages risks, and addresses the challenges of global warming and resource depletion. The Company is fully committed to energy conservation and carbon reduction, implementing both mitigation and adaptation strategies.												
4.Explanation of How the Identification, Assessment, and Management Processes of Climate Risks are Integrated into the Overall Risk Management System	The Company's climate risk management process is divided into five main steps: risk identification, analysis, assessment, response, and supervision/review. The Sustainability Implementation Team conducts risk identification and materiality analysis based on each department's business scope. Two main categories are considered in the risk evaluation: transition risks and physical risks, which are further divided into policy and regulatory, technological, market, immediate, and long-term risks. Opportunities are categorized into resource efficiency and energy sources. The Company thoroughly evaluates the impact of each risk and opportunity on operations of the Group and proposes corresponding response strategies. In 2024, one report was submitted to the Board of Directors, which supervises and tracks the implementation of risk management by the risk management team to strengthen the Company's resilience. <table> <tr> <th colspan="2">Risk Identification Process</th></tr> <tr> <td>1. Risk identification</td><td>Identifying various risk factors that arise during operational processes.</td></tr> <tr> <td>2. Risk Analysis</td><td>Analyzing the likelihood of occurrence and the potential impact when risks materialize.</td></tr> <tr> <td>3. Risk Assessment</td><td>Comparing the results of risk analysis with risk appetite to determine which risk events require priority management.</td></tr> <tr> <td>4. Risk Response</td><td>Selecting appropriate risk response strategies to balance objectives and cost-effectiveness.</td></tr> <tr> <td>5. Supervision and Review Mechanism</td><td>Reviewing whether the risk management process and related risk mitigation strategies remain effective.</td></tr> </table>	Risk Identification Process		1. Risk identification	Identifying various risk factors that arise during operational processes.	2. Risk Analysis	Analyzing the likelihood of occurrence and the potential impact when risks materialize.	3. Risk Assessment	Comparing the results of risk analysis with risk appetite to determine which risk events require priority management.	4. Risk Response	Selecting appropriate risk response strategies to balance objectives and cost-effectiveness.	5. Supervision and Review Mechanism	Reviewing whether the risk management process and related risk mitigation strategies remain effective.
Risk Identification Process													
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3. Risk Assessment	Comparing the results of risk analysis with risk appetite to determine which risk events require priority management.												
4. Risk Response	Selecting appropriate risk response strategies to balance objectives and cost-effectiveness.												
5. Supervision and Review Mechanism	Reviewing whether the risk management process and related risk mitigation strategies remain effective.												
5.If scenario analysis is used to assess resilience against climate change risks, please explain the scenarios, parameters, assumptions, analytical factors, and key financial impacts employed.	The Company refers to the IPCC climate risk modules to assess potential climate-related risks. Drawing on data from the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP), the National Science and Technology Council (NSTC), and the National Science and Technology Center for Disaster Reduction (NCDR), multiple climate models were used to conduct scenario simulations for assessing the Company's risks and opportunities.												

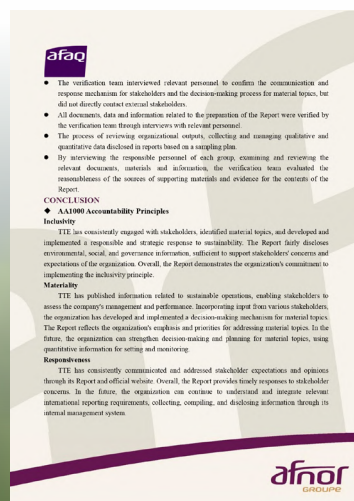
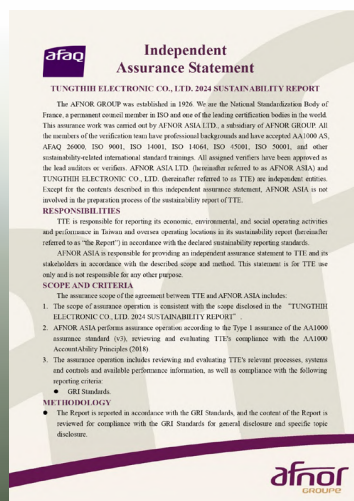
Item	Company Response			
	Type	Issues	Climate-related risks	Potential financial risks
5.If scenario analysis is used to assess resilience against climate change risks, please explain the scenarios, parameters, assumptions, analytical factors, and key financial impacts employed.	Transition Risks	Policy and Regulation	Increase in greenhouse gas emission pricing	1. Increase operational costs 2. Increase costs due to fines and judgments and/or reduce demand for products and services.
		Market	Increase in raw material costs	1. Rising raw material costs lead to increased production costs 2. Increased operational costs result in reduced profits
	Physical Risks	Immediacy	Increased severity of extreme weather events such as typhoons and floods.	1. Decreased or interrupted production capacity 2. Impact on labor management and planning
		Long-term	Rising average temperature	1. Increased operational costs 2. Increased infrastructure costs
	Opportunity	Resource Efficiency	Adopt more efficient production and distribution processes	1. Reduce operational costs 2. Increase production capacity to boost revenue
6.If there are transformation plans to address and manage climate-related risks, please describe the content of the plan, as well as the indicators and targets used to identify and manage physical risks and transition risks.	In 2024, the Company set a group-wide carbon reduction target of 1% (with 2023 as the baseline year), and actively implemented carbon reduction measures for greenhouse gas emissions (Category 1 and Category 2). The achievement status of the Group's target is outlined below: Greenhouse Gas Emissions (Category 1 and Category 2) In 2024, carbon emissions were reduced by 7.20% compared to the baseline year (covering the Group, Xiamen, and Kunshan subsidiaries), continuing progress toward the Nationally Determined Contribution (NDC) target of a 23–25% reduction by 2030 compared to 2005. Renewable Energy Usage The Kunshan subsidiary utilizes self-generated solar power. In 2024, renewable electricity usage reached 1,022,405 kWh, with self-generated electricity accounting for 15.89%.			
7. If internal carbon pricing is used as a planning tool, please explain the basis for pricing determination.	The Company currently does not use internal carbon pricing as a planning tool. In the future, we will consider its development based on the extent of the impact of climate change on the company.			

Item	Company Response			
8. If climate-related targets have been set, please describe the activities covered, the scope of greenhouse gas emissions, the planning timeframe, and the progress achieved each year. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve relevant targets, please explain the source and quantity of the offset carbon reduction amounts or the number of Renewable Energy Certificates (RECs).	The year 2023 is the baseline year for TungThih Electronic's greenhouse gas reduction, with a target of achieving a reduction of over 1% each year.			
9. Greenhouse Gas Inventory and Assurance, Reduction Targets, Strategies, and Specific Action Plans In 2022, the Company's Board of Directors approved the establishment of a Greenhouse Gas Inventory Implementation Committee, with progress reported quarterly to the Board to ensure ongoing management of greenhouse gas inventory and verification disclosure timelines.				
(1) Greenhouse gas inventory and assurance status for the past two years				
1.1 Greenhouse Gas Inventory Information The Company's inventory scope covers the Group and key subsidiaries in Xiamen and Kunshan. The main energy sources include purchased electricity, diesel for emergency generators, and fuel for company vehicles. Over the past two years, the primary emission source has been purchased electricity, accounting for over 80% of total emissions. Additional sources include stationary sources (diesel for emergency generators), mobile sources (vehicle fuel), and fugitive sources (refrigerants, septic tanks, fire extinguishers). The Company has no process-related emission sources. Greenhouse Gas Emissions for the Past Two Years (Unit: ton CO ₂ e)				
TungThih Electronic Co., Ltd.				
Emissions	Scope 1	Scope 2	Scope 3	
2023	128.2839	1,128.8376	1,164.4988	
2024	130.0476	1,023.1574	600.4187	

Item	Company Response		
TungThih Electronic (Kunshan) Co., Ltd.			
Emissions	Scope 1	Scope 2	Scope 3
2023	316.869	3539.1181	578.541
2024	277.1486	2,903.5297	517.9495
TungThih Electronic (Xiamen) Co., Ltd.			
Emissions	Scope 1	Scope 2	Scope 3
2023	611.3464	6,882.9456	1,768.8247
2024	611.9818	6,754.1423	1,550.4799
1.2 Greenhouse Gas Assurance Information (Unit: ton CO ₂ e)			
	TungThih Electronic Co., Ltd.	TungThih Electronic (Kunshan) Co., Ltd.	TungThih Electronic (Xiamen) Co., Ltd.
Total Emissions for 2023	2,421.6256	4,434.5281	9,263.1166
Total Emissions for 2024	1,753.624	3,698.628	8,916.604
Inventory Scope	Scope 1, 2, 3/ISO 14064-1		
Verification Agency	SGS Taiwan Ltd.		

Item	Company Response		
(2) Greenhouse Gas Reduction Goals, Strategies, and Action Plans	The year 2023 serves as the baseline for TungThih Electronic's greenhouse gas reduction, with the Group setting a target to reduce carbon emissions by more than 1% annually compared to the baseline year starting in 2024. Corresponding energy management plans have been proposed and relevant implementation plans are discussed and formulated through periodic meetings. The execution outcomes for 2025 are as follows:		
Company/Plant	TungThih Electronic Co., Ltd.	TungThih Electronic (Kunshan) Co., Ltd.	TungThih Electronic (Xiamen) Co., Ltd.
Specific Action Plan	Reduction of process exhaust, optimization of signboard and perimeter lighting schedules, optimization of air compressor system, replacement of LED lighting, and promotion of in-plant energy conservation.	Installation of relays for air conditioning use and promotion of in-plant energy conservation.	Shutdown control of air compressor, management of air conditioning, chilled water pumps, and dual-motor cooling towers, and promotion of in-plant energy conservation.
2024 Execution Results	Energy savings of approximately 30,000 kWh and carbon reduction of approximately 14.8 tons.	Energy savings of approximately 17,000 kWh and carbon reduction of approximately 9 tons.	Energy savings of approximately 300,000 kWh and carbon reduction of approximately 160 tons.

Verification Statement





2024 TungThih Electronic Co.,Ltd.

Sustainability Report