



**TYE**

**2025 ESG REPORT**  
永續報告書



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## About the Report

The 2025 Sustainability Report (hereinafter referred to as "the Report") is issued by TYC Brother Industrial Co., Ltd. (hereinafter referred to as "TYC" or "the Company") to ensure corporate sustainable management and boost information transparency.

Structured around six main chapters: Sustainable Management and Practices, Corporate Governance and Ethical Business Conduct, Product Responsibility and Value Chain, Environmental Stewardship, Friendly and Healthy Workplace, and Local Care and Social Inclusion, the Report details the Company's relevant results and performance in 2025. We look forward to stakeholders continuing to follow TYC's sustainability initiatives and offering valuable suggestions, so that our company may move steadily forward on the path of corporate social responsibility and sustainable operations.

### ◎ Report Scopes

This report contains information disclosed between 1 January 2025 and 31 December 2025. If any content spans across different years, it will be clearly indicated in the relevant sections of this report.

The scope of disclosure mainly covers TYC Taiwan Operations (parent company Anping plant and Plant 1~3), excluding overseas subsidiaries and branches in the consolidated financial statements. Please refer to the TYC 2025 Annual Report for information on affiliated companies. Any instances of the other report scopes will be noted in the text.

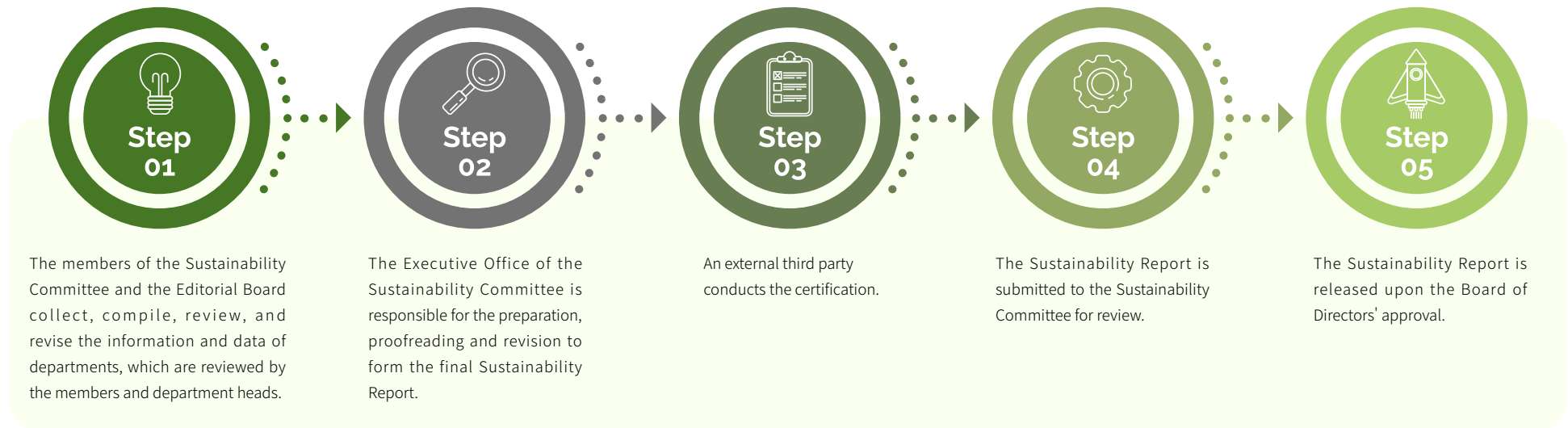
### ◎ Compliance in Disclosure

This report is prepared in accordance with the latest version of the GRI Standards (2021 version) issued by the Global Reporting Initiative (GRI), and "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" by the Taiwan Stock Exchange Corporation, as well as SASB Standards – Auto Parts Sustainability Disclosure Topics & Metrics by Financial Stability Board, and IFRS S2 "Climate-related Disclosures" (formerly TCFD) to reveal relevant strategies, goals, and action of TYC's material topics. Content indexes are provided in Appendices I to III. Compared to the 2024 Sustainability Report, any instances of historical data been revised will be explained in the text.

### ◎ Qualified and Certified Information

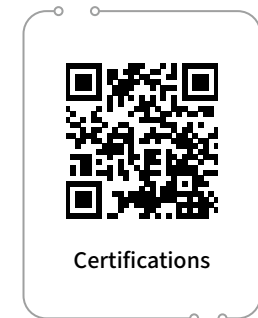
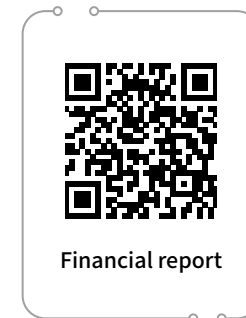
The Company has established the "Rules Governing the Preparation and Filing of Sustainability Reports" and the "Sustainability Information Management Regulations" as the basis for report preparation and sustainability information management. The quality of the information disclosed in the report is ensured through internal review and external third-party certification. After the certification by an external third party, the Sustainability Report is submitted to the Sustainability Committee for review, and presented to the Board of Directors for approval prior to its release to the public.

## Report Quality Management ▶▶



This report has been assured by a fair third party certification agency with AA1000AS v3 of Type 1 Moderate Level on the inclusivity, materiality, responsiveness, and impact of the information disclosed in this report. The assurance statement is available in Appendix 4 of this report.

The financial data is consistent with the disclosures in the Company's separate financial reports, which have been audited and certified by CPAs; the calculation unit is NT\$, and the relevant statics are calculated based on internationally accepted standard indicators. The certifications with regard to environment, occupational safety and health, and quality are in line with international standards to ensure that the control measures and implementation processes in different aspects are compliant.



## Certifications ▶▶

| Category                                         | Certification                                                                                   | Verification Organization            |
|--------------------------------------------------|-------------------------------------------------------------------------------------------------|--------------------------------------|
| Financial Statements                             | International Financial Reporting Standards                                                     | Ernst & Young                        |
| Sustainability Report                            | AA1000AS v3 (Type 1 Moderate Level)                                                             | Bureau Veritas                       |
| Climate Change                                   | ISO 14064-1:2018 organization level for reporting of greenhouse gas emissions and removals      |                                      |
|                                                  | ISO 50001 : 2018 Energy management system                                                       | ARES                                 |
| Environmental Management                         | ISO 14001 : 2015 environmental management system                                                |                                      |
| Occupational health and safety management system | ISO / CNS 45001: 2018 occupational health and safety management system                          | Bureau Veritas                       |
|                                                  | IATF 16949 : 2016 quality management system for organizations in the global automotive industry |                                      |
| Quality Management                               | ISO 9001 : 2015 quality management system                                                       |                                      |
|                                                  | ISO 26262 : 2018 functional safety management system                                            | TÜV                                  |
|                                                  | FORD Q1 quality certification (FORD PREFERRED QUALITY STATUS)                                   | Ford                                 |
| Information Security Management                  | TISAX (Trusted Information Security Assessment Exchange : automotive industry)                  | ENX                                  |
| Import & Export Safety Management                | Authorized Economic Operator                                                                    | Administration of Customs and Excise |

## ◎ Release Overview

TYC issued the first sustainability report in 2022 and has since released its fifth sustainability report to date. The Company will continue to issue the report annually.

For better transparency and accessibility of the sustainability information disclosures, the full report is available for download on the official website.

Current version: June 2026

Next version: June 2027

## ◎ Contact Information

If you have any comments or suggestions about the report or sustainability issues, please feel free to share your valuable opinion with us.

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Sustainability  
Report



Official Website



## A Letter to Stakeholders

In 2025, in response to the challenges stemming from shifts in the global economic and trade environment and the U.S. tariff policy, the reorganization of the global supply chain sped up. TYC has established a production base in Detroit, the definitive heart of the American automotive industry, and has continuously enhanced its deployment in China, deepening collaborative relationships with customers and leveraging long-term advantages in core technologies such as molds, optics, plastic injection molding, and electronic integration.

Investment has been made in the development of key lighting technologies; in 2025, we launched a total of 8 new products and technical results, covering applications such as adaptive driving beam headlamps and micro-pupil wide-angle fog lamps. Furthermore, the R&D team has introduced AI-generated models into the entire vehicle design for new lighting technologies, accelerating the design process and enhancing communication efficiency with customers. Among them, the Handguard Full LED Motorcycle Turn Signal Light and the Full-Width LED Motorcycle Taillight won the Taiwan Excellence Award, which demonstrates the continuous improvement of TYC's technical capabilities of products. In addition, the Company has been strengthening the information security management mechanism, with the TISAX certification obtained. This has further enhanced international customers' trust in the Company's technical capabilities and service quality.

In response to climate change, TYC has been devoted to energy management and carbon reduction initiatives. The Plant 1 obtained the ISO 50001 energy management system certification in 2025, and the certification of the Anping Plant is scheduled for completion in 2026. The energy management scope has been expanded in a stepwise manner. In 2025, the intensity of GHG emissions was 123.2 tCO<sub>2</sub>e/NT\$100 million of revenue, a decrease by 21.8% compared to the record of 157.5 tCO<sub>2</sub>e/NT\$100 million of revenue in the base year of 2022. Meanwhile, the waste recovery rate reached 51.9%, and 1,850 tons/year of water resources were recycled and reused, showing that the environmental impact of our operations has constantly been reduced.

In terms of talent development and workplace health and safety, TYC invested up to 27,705.94 hours in training in 2025, with related expenses totaling NT\$3,398,855. Meanwhile, the Company received the "Workplace Fire Safety SDGs Disclosure – Excellence Award" from the National Fire Agency, Ministry of the Interior, which is a recognition of its achievements in occupational safety management. Attention has also been paid to human rights management. The Company has complied with the Code of Conduct of the Responsible Business Alliance (RBA), implemented a zero-fee policy, and strengthened relevant management mechanisms to ensure employee rights are protected and respected.

There were diverse public welfare activities throughout the year. In March, the Company had 6 bases around the world jointly involved in the Earth Hour initiative. On World Water Day, we held a group-wide beach cleanup where 60 TYC volunteers, including adults and children, collected 124.55 kg of beach litter at Sikunshen. Furthermore, we supported public safety and emergency relief by donating an advanced ambulance, providing disaster relief supplies for Typhoon Danas, and participating in blood donation drives. Community services have also been promoted; the Company has participated in industrial park environmental cleaning and maintenance 12 times a year, contributed to road safety by shouldering the maintenance of streetlights and accordingly lighting up the roads for over 1.62 million hours, and been devoted to long-term social welfare based on the "TYC Tainan City Charity" and the "Compassion and Love Foundation," accumulating donations of up to NT\$29,299,420 over the years. These reflect TYC's commitment to developing local communities and giving back to society.

In the future, TYC will continue to focus on core technologies and operational resilience to respond steadily to global shifts. With sustainable development as the guiding principle, we will precisely allocate resources, facilitate innovation and social co-prosperity, and ensure the steady growth of long-term corporate value, creating a meaningful influence for our stakeholders.

**Chairman Wu, Kuo-Chen**

## United Nations Sustainable Development Goals (SDGs) Practice

The United Nations Sustainable Development Goals (SDGs) include 17 goals and 169 targets, serving as an important action blueprint for global sustainable development from 2016 to 2030. With sustainable development at the core, TYC has aligned actions with some of the 17 SDGs goals.



# 1

# Sustainable Management and Practices

- 1.1 Sustainability Policy
- 1.2 Stakeholder Engagement
- 1.3 Analysis of Sustainability Material Topics

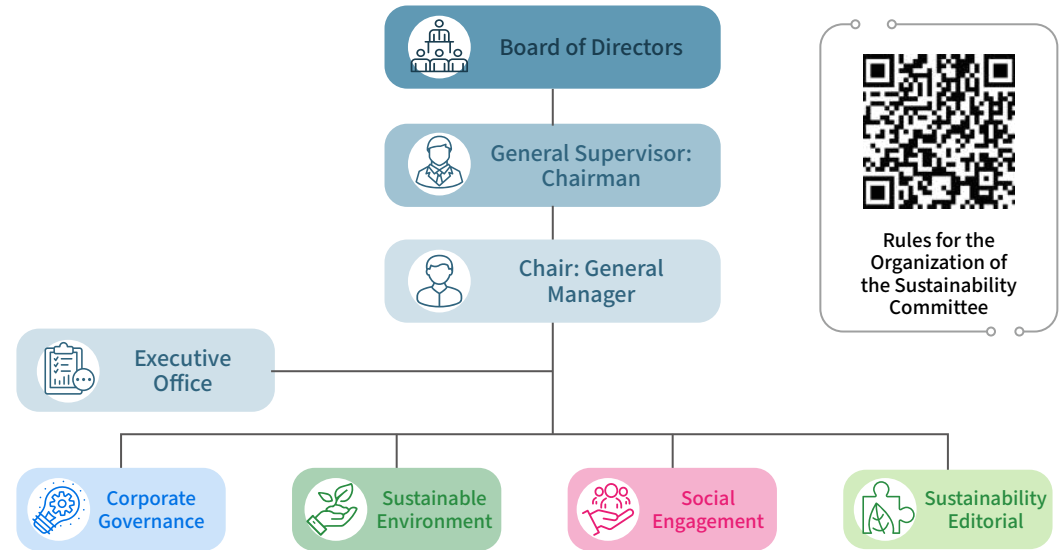
- Column (E): Life Cycle of an Auto Lamp
- Column (S): Lighting up Life: A Local Community Guardian
- Column (G): Data-Driven Operational Decision-Making and Management Optimization

## 1.1 Sustainability Policy

The Sustainability Committee is overseen by the Chairman, who serves as the General Supervisor, with the General Manager acting as the Chair of the Committee. One Director also participates as a member of the Committee. The Chair appoints the directors of each division as accountable committee members, and each division director designates department managers to participate, jointly forming cross-functional task forces. Through close collaboration and effective resource integration among these task forces, the Company formulates sustainability goals, policies, and action plans (Plan), ensures effective implementation (Do), conducts regular reviews of progress and performance (Check), and continuously strengthens and improves outcomes (Act), thereby promoting the systematic advancement of sustainability initiatives. The Committee reports to the Board of Directors at least once a year on the progress and implementation results of sustainability initiatives, with a sustainability report published upon the Board of Directors' approval to fully disclose the achievements of environmental, social, and governance practices.

In 2025, the Sustainability Committee held 1 sustainability report review meeting and 1 management review meeting.

### Sustainability Committee & Task Force ▶▶



### ◎ Key Sustainability Issues Reported to the Board of Directors

#### 2025

1. March 13: Establishment of the "Rules for the Organization of the Sustainability Committee"  
-The Board of Directors' approval for the "Rules for the Organization of the Sustainability Committee"
2. May 8: 2024 Sustainability Report  
-The Board of Directors' approval for the 2024 Sustainability Report
3. November 6: Stakeholder communication report - Reporting of the communication with various stakeholders

#### 2026

1. March 12: Sustainability Committee's implementation status in 2025, and annual plan and sustainability policy for 2026  
-Implementation of the 2024 Sustainability Report, and the schedule and focus of the 2025 Sustainability Report (including material topics, ESG risks, and climate-related risks and opportunities (formerly TCFD))  
-Sustainability Policy

## © Sustainability Policy

The Sustainability Committee has approved the formulation of the Sustainability Policy. This policy will enable the effective development and implementation of sustainable development, meet the expectations of stakeholders, and demonstrate the Company's commitment to sustainable development. This policy encompasses the three core areas of sustainability: environment, society, and governance. It is aligned with the United Nations' Sustainable Development Goals (SDGs). We are dedicated to generating sustainable values and collaborating with our stakeholders to foster a virtuous cycle of sustainability.

### Sustainability Policy ▶▶




environmental

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**Resource Sustainability and Circular Economy**  
Focus on water resource, waste, and air pollutant management, and take appropriate pollution prevention measures. Continue to promote resource reuse and foster the development of a circular economy.

**Green Innovation and Low-Carbon Production**  
Actively respond to climate change and reduce greenhouse gas emissions as well as enhance energy efficiency. Through innovation, research, and green design, aiming to minimize environmental impact.




social

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**Friendly Workplace and Mutual Care**  
Actively respond to climate change and reduce greenhouse gas emissions as well as enhance energy efficiency. Through innovation, research, and green design, aiming to minimize environmental impact.

**Sustainable Supply Chain and Shared Prosperity**  
Ensure that all suppliers provide safe workplaces where employees are respected and treated with dignity. Their operations shall remain environmentally responsible and comply with principles of integrity and business ethics, building global partnerships for sustainable development.




governance

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**Accountable Governance and Sustainable Management**  
Provide employees with a high-quality, safe Maintain an accountable corporate governance system, strictly adhere to integrity management and business ethics, and comply with laws and regulations. Actively participate in cultivating talents and sustainable talents.

**Value Creation and Shared Success**  
Ensure safe working conditions, employee Create company value, enhance balanced communication with stakeholders and protect shareholders' rights and interests.

## 1.2 Stakeholder Engagement

### ◎ Identification of Stakeholders

Stakeholders are defined as groups that affect or are affected by the Company. Each department initially screens the types of stakeholders encountered in routine business operations. Later, major stakeholder identification is conducted in consideration of the frequency of interaction, level of influence, and importance of each stakeholder group, according to the five principles of the AA1000SES (Stakeholder Engagement Standard) – responsibility, influence, tension, diverse perspectives and dependency, based on internal discussions, and with reference to the industry peer practices. In 2025, through the review by the Sustainability Committee, 8 major categories of stakeholders were identified: government agencies, shareholders/investors, customers, employees, suppliers/contractors, non-government agencies/associations, media, and local communities.

### ◎ Stakeholder Communication

Importance has been placed on the voices of all kinds of stakeholders. TYC has communicated and interacted with major stakeholders through diverse channels, regularly or irregularly responded to their topics of concern and feedback in a timely manner, and continuously reviewed and improved the performance of the Company's sustainable development. For open stakeholder communication channels, please refer to TYC's official website: Contact Us



Contact Us



Note: The Company changed the title of the stakeholder group "neighboring communities" to "local communities" according to a meeting resolution in 2025.

## Major Stakeholder Communication Practices in 2025 ▶▶

| Catagory                                                                                                                   | Significance to the Company                                                                                                                                                                                                                                                                                                   | Major Topics of Concern in the Industry                                                                                                                 | Communication Channels / Frequency                                                                                                                                                                                                                                                                                                                              | Communication Practice(s)                                                                                                                                                                                                                                                                   | Corresponding Sections in the Report                                                                                                                                           |
|----------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br>Non-government Agencies/ associations | Non-government agencies/ associations provide various professional and technical consultations, which helps enhance TYC's market competitiveness and compliance. Further, long-term collaborations with them can facilitate cross-industry knowledge exchange, bolstering the Company's leadership in sustainable innovation. | <ul style="list-style-type: none"> <li>Product Innovation and R&amp;D</li> <li>Cross-industry Exchange</li> </ul>                                       | <ol style="list-style-type: none"> <li>Meetings / Irregularly</li> <li>Stakeholder concern questionnaire / Annually</li> </ol>                                                                                                                                                                                                                                  | <ol style="list-style-type: none"> <li>Engagement in 8 meetings with associations</li> </ol>                                                                                                                                                                                                | <ol style="list-style-type: none"> <li>Corporate Governance and Ethical Business Conduct</li> </ol>                                                                            |
| <br>Government Agencies                   | Government agencies supervise and audit the TYC's compliance with different regulations, while TYC pays attention to the latest government regulations and engages in two-way communication for active compliance with policies and regulations.                                                                              | <ul style="list-style-type: none"> <li>Corporate Governance</li> <li>Greenhouse Gas</li> <li>Occupational Safety</li> <li>Legal Compliance</li> </ul>   | <ol style="list-style-type: none"> <li>Dissemination meetings by competent authorities / Irregularly</li> <li>Official letters from competent authorities / Irregularly</li> <li>MOPS / Irregularly</li> <li>Corporate Governance Evaluation / Annually</li> <li>Telephone and E-mail / Timely</li> <li>Stakeholder concern questionnaire / Annually</li> </ol> | <ol style="list-style-type: none"> <li>Participation in 8 labor briefing sessions organized by competent authorities</li> <li>Approximately 251 official correspondence letters with various competent authorities</li> <li>1 session of Corporate Governance Evaluation in 2025</li> </ol> | <ol style="list-style-type: none"> <li>Corporate Governance and Ethical Business Conduct</li> <li>Environmental Stewardship</li> <li>Friendly and Healthy Workplace</li> </ol> |
| <br>Shareholders/ Investors             | Shareholders/investors play a vital role in supporting and monitoring TYC's robust operation and sustainable development. TYC highly values their interests and aims to create long-term value along with them.                                                                                                               | <ul style="list-style-type: none"> <li>Economic Performance</li> <li>Corporate Governance</li> <li>Risk Management</li> <li>Legal Compliance</li> </ul> | <ol style="list-style-type: none"> <li>Shareholders' meeting / Annually</li> <li>Investor conferences / Irregularly</li> <li>Investor section on company website / Monthly</li> <li>MOPS / Irregularly</li> <li>Annual and financial reports / Annually and quarterly</li> <li>Stakeholder concern questionnaire / Annually</li> </ol>                          | <ol style="list-style-type: none"> <li>Shareholders' meeting attendance rate of 59.80%</li> <li>Organization of 1 investor conference</li> <li>Compilation of annual and financial reports for the shareholders' meeting</li> <li>Publication of 1 sustainability report</li> </ol>         | <ol style="list-style-type: none"> <li>Corporate Governance and Ethical Business Conduct</li> </ol>                                                                            |

| Catagory                                                                                         | Significance to the Company                                                                                                                                                                                                                                                                                                                                                                                | Major Topics of Concern in the Industry                                                                                                                                                                     | Communication Channels / Frequency                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Communication Practice(s)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Corresponding Sections in the Report                                                                                                                |
|--------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| <br>Customers   | <p>Customers are the primary source of revenue. The Company regards product quality, safety, and after-sales service as the greatest commitment to them, and considers maintaining high customer satisfaction to be essential for continuous customer recognition.</p>                                                                                                                                     | <ul style="list-style-type: none"> <li>Economic Performance</li> <li>Product Innovation and R&amp;D</li> <li>Product Liability</li> <li>Customer Relations</li> <li>Supplier Management</li> </ul>          | <ol style="list-style-type: none"> <li>Customer visits / Timely</li> <li>Telephone and E-mail / Irregularly</li> <li>Sales Division's mailbox on the Company's website / Irregularly</li> <li>Exhibition of auto parts in different countries / Annually or biennially</li> <li>New product seminars / Annually</li> <li>Customer satisfaction survey / Annually</li> <li>Stakeholder concern questionnaire / Annually</li> </ol>                                                                                                                                                                                                                                                                                          | <ol style="list-style-type: none"> <li>1,025 meetings with customers</li> <li>132 customer visits</li> <li>83 E-mails received through the Sales Division's mailbox on the Company's website</li> <li>Participation in 2 aftermarket exhibitions as an exhibitor, and visits to 9 exhibitions of auto parts in different countries</li> <li>Organization of 3 new product seminars for OEM market customers</li> <li>Recovery rate of customer satisfaction survey reaching 90%; weighted satisfaction score: 83.45</li> <li>Customer-related ESG questionnaire to 7 companies</li> </ol>                                                      | <ol style="list-style-type: none"> <li>Corporate Governance and Ethical Business Conduct</li> <li>Product Responsibility and Value Chain</li> </ol> |
| <br>Employees | <p>Employees are the cornerstone of the Company's sustainable management and technological innovation. A stable workforce and outstanding talent quality are key to ensuring product quality, enhancing production efficiency, and achieving sustainability goals. Viewing employees as partners in mutual growth, the Company is committed to fostering a safe, equitable, and competitive workplace.</p> | <ul style="list-style-type: none"> <li>Corporate Governance</li> <li>Operational Performance</li> <li>Remuneration and Benefits</li> <li>Labor Relations</li> <li>Occupational Health and Safety</li> </ul> | <ol style="list-style-type: none"> <li>Labor-management meetings / Quarterly</li> <li>Employee Welfare Committee meetings / Quarterly</li> <li>Monthly meetings with migrant workers / Monthly</li> <li>Employee suggestion mailbox / Monthly</li> <li>Complaint line for workplace misconduct and sexual harassment / Timely</li> <li>Internal education training and dissemination / Irregularly</li> <li>Occupational Safety and Health Committee meetings / Quarterly</li> <li>Safety and environment monthly meetings / Monthly</li> <li>Safety awareness campaigns / Monthly</li> <li>Stakeholder concern questionnaire / Annually</li> <li>Employee performance evaluation and interview / Semi-annually</li> </ol> | <ol style="list-style-type: none"> <li>7 labor-management meetings in 2025</li> <li>17.2 hours of training per employee on average for the year, and ongoing implementation of the succession pipeline development program for managers at all levels</li> <li>17 Employee Welfare Committee meetings</li> <li>12 monthly meetings with migrant workers</li> <li>4 safety and environment monthly and Safe Sanitation Committee meetings</li> <li>Safety awareness campaigns reaching 6,987 persons in total</li> <li>3 letters (2 to employee suggestion mailboxes and 1 to the General Manager's mailbox) collected and addressed</li> </ol> | <ol style="list-style-type: none"> <li>Corporate Governance and Ethical Business Conduct</li> <li>Friendly and Healthy Workplace</li> </ol>         |

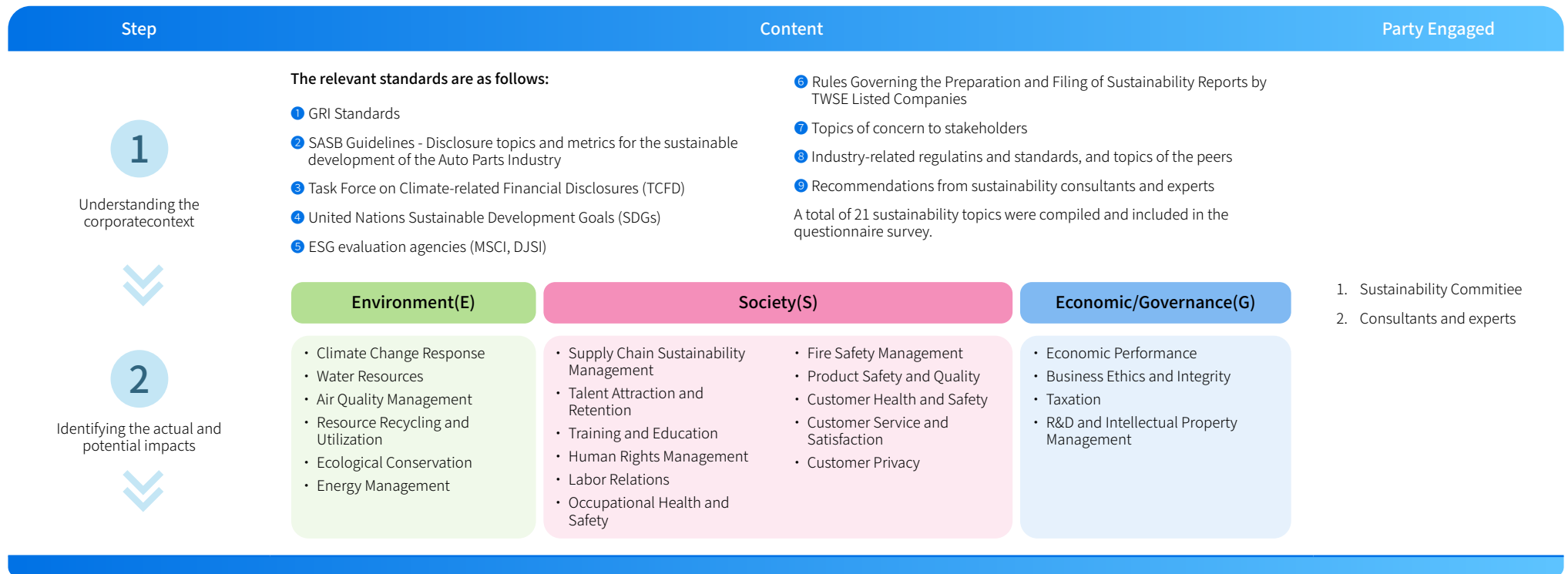
| Catagory                                                                                                       | Significance to the Company                                                                                                                                                                                                                                                                                          | Major Topics of Concern in the Industry                                                                                                                                                          | Communication Channels / Frequency                                                                                                                                                                                                                                                                                                                                         | Communication Practice(s)                                                                                                                                                                                                 | Corresponding Sections in the Report                                                                                                                                                     |
|----------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br>Suppliers/<br>Contractors | Only by maintaining long-term and stable partnerships with suppliers can we jointly enhance the value of products and services. Meanwhile, a stable contractor system can reduce legal risks, ensure business continuity, and avoid work suspensions resulting from a contractor's bankruptcy or illegal activities. | <ul style="list-style-type: none"> <li>• Sustainable Supply Chain (Environmental)</li> <li>• Protection &amp; Human Rights)</li> <li>• Green Procurement</li> <li>• Local Procurement</li> </ul> | <ol style="list-style-type: none"> <li>1. SCM purchase requisitions /Irregularly</li> <li>2. Supplier visits / Irregularly</li> <li>3. SCM complaint channels / Timely</li> <li>4. E-mail and telephone / Timely</li> <li>5. Supplier conference / Annually</li> <li>6. Supplier evaluation / Annually</li> <li>7. Stakeholder concern questionnaire / Annually</li> </ol> | <ol style="list-style-type: none"> <li>1. 37 purchase requisitions</li> <li>2. Visits to 20 suppliers</li> <li>3. 1 supplier conference (77 suppliers involved)</li> <li>4. On-site evaluation of 12 suppliers</li> </ol> | <ol style="list-style-type: none"> <li>3. Product Responsibility and Value Chain</li> </ol>                                                                                              |
| <br>Media                     | The media is an important carrier of TYC's brand image and sustainability performance, and also represents the public's advice and suggestions to the Company, encouraging the Company to keep improving.                                                                                                            | <ul style="list-style-type: none"> <li>• Economic Performance</li> <li>• Product Innovation and R&amp;D</li> <li>• Social Welfare</li> <li>• Community Care</li> </ul>                           | <ol style="list-style-type: none"> <li>1. Media interviews / Irregularly</li> <li>2. Latest news on the Company's website / Irregularly</li> <li>3. Stakeholder concern questionnaire / Annually</li> </ol>                                                                                                                                                                | <ol style="list-style-type: none"> <li>1. 8 pieces of latest news on the Company's website</li> </ol>                                                                                                                     | <ol style="list-style-type: none"> <li>2. Corporate Governance and Ethical Business Conduct</li> <li>6. Local Care and Social Inclusion</li> </ol>                                       |
| <br>Local Communities         | Neighboring communities refer to the neighbors of TYC's operating ocations. Maintaining good interaction with them helps promotelocal inclusion and the Company's image.                                                                                                                                             | <ul style="list-style-type: none"> <li>• Legal Compliance</li> <li>• Environmental Issues</li> <li>• Social Welfare</li> <li>• Community Care</li> </ul>                                         | <ol style="list-style-type: none"> <li>1. Latest news on the Company's website / Irregularly</li> <li>2. Visits to local organizations / Irregularly</li> <li>3. Stakeholder concern questionnaire / Annually</li> </ol>                                                                                                                                                   | <ol style="list-style-type: none"> <li>1. 8 pieces of latest news on the Company's website</li> <li>2. 3 visits to local organizations for discussion on activities</li> </ol>                                            | <ol style="list-style-type: none"> <li>2. Corporate Governance and Ethical Business Conduct</li> <li>4. Environmental Stewardship</li> <li>6. Local Care and Social Inclusion</li> </ol> |

## 1.3 Analysis of Sustainability Material Topics

To ensure that the information disclosed in this Sustainability Report aligns with international sustainable development trends and responds to stakeholder expectations, the Company has constructed a sustainability topic materiality analysis framework based on the GRI Standards (2021). This framework, comprising a five-stage materiality identification process consisting of "understanding the corporate context," "identifying the impacts," "assessing the significance of impact," "determining the material topics" and "responding to and managing the topics," serves as the basis for the disclosure and management of material topics. The material topics in 2025, reviewed and confirmed by the Sustainability Committee, are consistent with the material topics set in 2024.

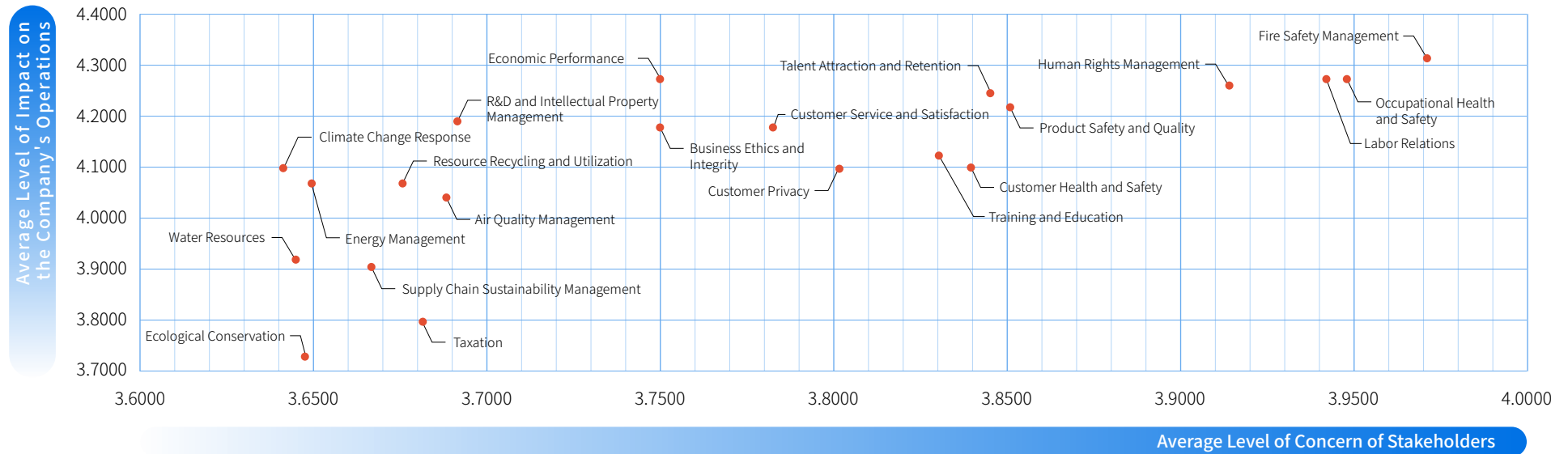
### Material Topic Identification

#### Material Topic Identification Process in 2024 ▶▶



| Step                                                                                                                    | Content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Party Engaged                                                        |
|-------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|
| <p><b>3</b></p> <p>Assessing the significance of impact ("actual," "potential," "positive" and "negative")</p> <p>⇓</p> | <p><b>Double materiality impact assessment:</b></p> <ol style="list-style-type: none"> <li>After the members of the Sustainability Committee and the sustainability consultants discussed various sustainability topics, the impact scenario analysis was conducted.</li> <li>Impact assessment was carried out based on the impact scenarios of each sustainability topic. The "actual," "potential," "positive" and "negative" impacts of the Company's operating activities related to each topic were assessed.</li> </ol> <p><b>Questionnaires on stakeholders' level of concern and on supervisors' rating of impact:</b></p> <p>A total of 612 valid questionnaires were recovered in 2024, including 514 Stakeholder concern questionnaires and 98 impact level questionnaires from supervisors.</p> <hr/> <p><b>Ranking of impact:</b></p> <ol style="list-style-type: none"> <li>The level of concern and the level of impact of each sustainability topic were analyzed comprehensively, and a material topic distribution map was produced. Then, through internal discussions, the sustainability topics with ratings higher than the average in the aspects of economy, environment, and society (people) were listed as the material topics of the year.</li> <li>For the topics not included in the material topics yet having a certain level of impact, it was decided after comprehensive assessment that they may be listed as supplementary topics or be integrated into other material topics to ensure the balance and completeness of information disclosure in the ESG sustainability report.</li> </ol> <p><b>Determination of material topics:</b></p> <p>Based on the impact ranking results, the assessment by the Sustainability Committee, and the recommendations from and discussions among the sustainability consultants and experts.</p> <hr/> <p><b>Review and approval:</b></p> <p>The 9 material topics prioritized for reporting were presented to the Sustainability Committee for approval.</p> | <p>1. Sustainability Committee</p> <p>2. Consultants and experts</p> |
| <p><b>4</b></p> <p>Determining the material topics</p> <p>⇓</p>                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                      |
| <p><b>5</b></p> <p>Responding to and managing the topics</p>                                                            | <p><b>Setting of goals and approaches:</b></p> <p>Responses were made through the Company's management approaches based on the material topics, and short-term, mid-term and long-term goals were set for review and adjustment.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <p>1. Sustainability Committee</p>                                   |

## 2024 Material Topic Distribution Map ▶▶



## Table of 2025 Material Topics :

### Table of 2025 Material Topics ▶▶



Note: There are no differences in the material topics in 2024 and 2025.

## Material Topics and Boundaries in 2025 ▶▶

| Aspect     | Material Topic                           | Significance to TYC and Purpose of Management                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Internal Boundary | External Boundary       |                        |                     |            |       |                         | Correspondence with GRI and Various Sustainability Standards                                                                                                                                                                                                            | Section of Disclosure                                   |
|------------|------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|-------------------------|------------------------|---------------------|------------|-------|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|
|            |                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Employee          | Shareholders/ Investors | Suppliers/ Contractors | Government Agencies | Customers. | Media | Non-government Agencies |                                                                                                                                                                                                                                                                         |                                                         |
|            | Economic Performance                     | Economic performance is a core issue for business operations. With design capabilities superior to those of competitors in the same industry, TYC produces products with high quality recognized by international customers. In the face of the changes and challenges in the macro environment, it is necessary for enterprises to effectively manage economic performance and related decisions on capital expenditure. The Company has been devoted to new product development, competitiveness enhancement, and production cost reduction, in order to ensure the profitability and create value for shareholders. | ●                 | ●                       | ●                      |                     | ●          | ●     | ●                       | GRI 201: Economic Performance 2016                                                                                                                                                                                                                                      |                                                         |
| Governance | Business Ethics and Integrity            | Business ethics and integrity are the foundation of the Company's continuous development. Establishing clear ethical standards and a culture of integrity helps promote the Company's reputation in the market, foster stable customer relations, and ensure that the Company operates within the scope of laws and ethics to avoid legal and social responsibility risks.                                                                                                                                                                                                                                             | ●                 | ●                       | ●                      | ●                   | ●          | ●     |                         | <ul style="list-style-type: none"><li>• GRI 205: Anti-corruption 2016</li><li>• GRI 206: Anti-competitive Behavior 2016</li><li>• [SASB - Auto Parts] Competitive Behavior</li><li>• [MSCI - Auto Parts] Ethical Corporate Management</li></ul>                         | 2.<br>Corporate Governance and Ethical Business Conduct |
|            | R&D and Intellectual Property Management | The Company's innovative R&D capabilities not only represent a key strength in the market but also demonstrate a determination to maintain a leading position. Patents provide adequate protection of the Company's intellectual property rights, preventing related technologies or products from being maliciously stolen or copied by competitors. This protects the Company's competitiveness in the marketplace.                                                                                                                                                                                                  | ●                 | ●                       | ●                      |                     | ●          | ●     | ●                       | <ul style="list-style-type: none"><li>• GRI 301: Materials 2016</li><li>• GRI 302: Energy 2016</li><li>• [SASB - Auto Parts] Material Efficiency</li><li>• [DJSI - Auto Parts Manufacturer] Innovation Management</li><li>• [MSCI] Clean Energy Opportunities</li></ul> |                                                         |

| Aspect      | Material Topic                     | Significance to TYC and Purpose of Management                                                                                                                                                                                                                                                                                                                                     | Internal Boundary | External Boundary       |                        |                     |            |       |                         |                         | Correspondence with GRI and Various Sustainability Standards                                                                                                                                                                                                                                                                                                                                       | Section of Disclosure           |
|-------------|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|-------------------------|------------------------|---------------------|------------|-------|-------------------------|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|
|             |                                    |                                                                                                                                                                                                                                                                                                                                                                                   | Employee          | Shareholders/ Investors | Suppliers/ Contractors | Government Agencies | Customers. | Media | Non-government Agencies | Neighboring Communities |                                                                                                                                                                                                                                                                                                                                                                                                    |                                 |
| Environment | Climate Change Response            | Climate change may lead to extreme weather events that cause production and supply chain disruption and financial losses, may result in higher compliance costs for carbon emission controls, and may affect consumers' and investors' expectations for corporate environmental performance. The Company needs to proactively formulate response strategies to reduce such risks. | ●                 | ●                       | ●                      | ●                   | ●          |       |                         |                         | <ul style="list-style-type: none"> <li>• GRI 201: Economic Performance 2016</li> <li>• GRI 302: Energy 2016</li> <li>• GRI 305: Emissions 2016</li> <li>• [TWSE] Climate-related Information of TWSE/TPEx Listed Companies (Table 2)</li> <li>• [TCFD] Task Force on Climate-related Financial Disclosures</li> <li>• [DJSI - Auto Parts Manufacturer] Climate Strategies and Emissions</li> </ul> | 4.<br>Environmental Stewardship |
|             | Energy Management                  | Energy management helps reduce costs, increase energy efficiency, keep in line with environmental regulations, cut GHG emissions, enhance corporate image and social responsibility, and effectively respond to the expectations of the market and stakeholders.                                                                                                                  | ●                 | ●                       | ●                      | ●                   | ●          |       |                         |                         | <ul style="list-style-type: none"> <li>• GRI 302: Energy 2016</li> <li>• [SASB - Auto Parts] Energy Management</li> </ul>                                                                                                                                                                                                                                                                          |                                 |
|             | Resource Recycling and Utilization | To reduce the amount of waste, TYC actively sorts, recycles and reuses resources to move toward a circular economy and lower the possibility of environmental pollution.                                                                                                                                                                                                          | ●                 | ●                       | ●                      | ●                   | ●          |       |                         | ●                       | <ul style="list-style-type: none"> <li>• GRI 306: Waste 2020</li> </ul>                                                                                                                                                                                                                                                                                                                            |                                 |

| Aspect           | Material Topic                 | Significance to TYC and Purpose of Management                                                                                                                                                                                                                                                                                                                                                                                               | Internal Boundary | External Boundary       |                        |                     |            |       |                         |                         | Correspondence with GRI and Various Sustainability Standards                                                                                                                                                                                      | Section of Disclosure                |
|------------------|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|-------------------------|------------------------|---------------------|------------|-------|-------------------------|-------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|
|                  |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                             | Employee          | Shareholders/ Investors | Suppliers/ Contractors | Government Agencies | Customers. | Media | Non-government Agencies | Neighboring Communities |                                                                                                                                                                                                                                                   |                                      |
| Society (People) | Occupational Health and Safety | Occupational health and safety is associated with the safety and health of employees at work. It is the key to avoiding labor force outflow and ensuring compliance with OHS-related laws and regulations. TYC implements measures to care for the safety and health of all employees, striving to build a safety culture and create a safe workplace, ensuring the safety of life and property for both employees and community residents. | ●                 | ●                       | ●                      | ●                   | ●          | ●     |                         | ●                       | • GRI 403: Occupational Health and Safety 2018                                                                                                                                                                                                    | 5.<br>Friendly and Healthy Workplace |
|                  | Human Rights Management        | TYC provides employees with a work environment that is safe, secure, and respectful, where they are treated with dignity, and ensures the protection of their legal rights from unlawful infringement. We also require all employees and relevant suppliers to uphold high ethical standards and work together to implement corporate social responsibility.                                                                                | ●                 | ●                       | ●                      | ●                   | ●          | ●     |                         |                         | <ul style="list-style-type: none"> <li>• GRI 405: Diversity and Equal Opportunity 2016</li> <li>• GRI 406: Non-discrimination 2016</li> <li>• GRI 409: Forced or Compulsory Labor 2016</li> <li>• [MSCI - Auto Parts] Labor Management</li> </ul> |                                      |
|                  | Labor-management Relations     | Good labor-management relations are critical to the Company's long-term and stable development. Active labor-management negotiations and cooperation can promote workplace harmony, minimize the risk of labor disputes, improve employee work satisfaction and productivity, and enhance the Company's social responsibility image.                                                                                                        | ●                 | ●                       |                        | ●                   | ●          | ●     |                         |                         | <ul style="list-style-type: none"> <li>• GRI 401: Employment 2016</li> <li>• GRI 402: Labor-Management Relations 2016</li> </ul>                                                                                                                  |                                      |

Note: ● in the table indicates the boundaries of material topics and stakeholders.

# Column E | Life Cycle of an Auto Lamp

## Lighting up a Sustainable Future with Green Resilience: TYC's Circular Economy Practices

Amid the global transition toward a low-carbon and circular economy, TYC has proactively responded to the stringent requirements of international customers for a low-carbon supply chain through "green life cycle" management from the very beginning of the production of an auto lamp.

During the raw material stage, the Company prioritizes materials that comply with international environmental regulations to ensure that sustainability and regulatory requirements are met. In addition, energy-efficient LED lights are used, and the feasibility of applying GRS-certified recycled materials has been assessed. Furthermore, with the approach of local procurement (93.7%), the carbon footprint of upstream transportation is reduced. Based on these practices, the Company responds to the requirements of international customers for a green supply chain.

At the manufacturing stage, TYC continues to promote water and energy conservation measures, including optimizing processes and improving equipment to reduce energy and resource consumption while enhancing production efficiency. In 2025, additional hot melt dispensing system timers were set, which is expected to save approximately 16,470 kWh of electricity per year. Moreover, plastic scraps and defective products from the manufacturing process are disposed of by qualified recycling companies for reuse; the recyclable materials in the year totaled approximately 77.4 metric tons. At the same time, the waste classification and resource recovery management mechanism has been strengthened. In 2025, the resource recovery rate was increased to 51.9%, demonstrating specific results in waste reduction and resource recycling.

In the product packaging and logistics stage, the Company adopts FSC-certified packaging materials

to ensure the sustainability of packaging material sources, and progressively introduces packaging design strategies focused on recyclability, detachability, and material reduction to build a recycling and reuse system. Further, we have participated in a green aviation initiative for 3 consecutive years, reducing carbon emissions during the transportation process.

Through the life cycle management covering "raw material selection → process energy saving and waste reduction/recycling → packaging design and green transportation," TYC has gradually lowered the environmental impact and boosted the sustainable competitiveness of its products in the international market. Meanwhile, these results align with the United Nations Sustainable Development Goals (SDGs):



SDG 9 Industry, Innovation and Infrastructure: Promoting green manufacturing processes and increasing resource efficiency



SDG 12 Responsible Consumption and Production: Implementing waste reduction and resource recycling



SDG 13 Climate Action: Cutting carbon emissions through energy conservation and resource recycling measures

In the future, TYC will continue to deepen its circular economy strategy, combining technological innovation and resource management to facilitate carbon reduction in products' entire life cycle, with a view to achieving environmental sustainability alongside corporate development.

# Column S

## Lighting up Life: A Local Community Guardian TYC's Donation of an Advanced Ambulance to Build a Sustainable Healthy City Together

TYC has not only been a key driver in ensuring driving safety in the automotive lighting industry but has also been a guardian of public safety in the social welfare sector.

To deepen local care and fulfill its commitment to giving back to society, TYC held a meaningful donation ceremony on its anniversary, namely September 9, 2025. General Manager Su, Yan-Shuo represented the Company in donating an advanced ambulance worth NT\$4.5 million to the Tainan City Government Fire Bureau for frontline use by the Dexing Subsection. This is more than just a gift in the name of anniversary celebration; it is TYC's concrete commitment to in-depth development of local communities and dedication to "local guardianship."

Enhancing emergency medical resources is a vital cornerstone of urban resilience and public safety. This donation helps strengthen local medical response capabilities and reduces the burden on the public healthcare system. Such advanced equipment represents the Company's medical contribution to society, not only providing superior equipment support for frontline firefighters and paramedics but also helping save the most precious "golden hour" for citizens during emergencies. With such equipment, medical resources are no longer confined within hospitals; instead, they extend into the streets immediately and penetrate communities more efficiently, truly protecting local health.

This donation initiative demonstrates TYC's implementation of corporate social responsibility through practical actions, and aligns with the United Nations Sustainable Development Goals (SDGs):



SDG 3 Good Health and Well-being: Improving the quality of emergency medical services and strengthening community health protection through the donation of an advanced ambulance and medical equipment.



SDG 11 Sustainable Cities and Communities: Boosting local public safety and medical resilience to build a safer and more adaptive urban environment.

In the future, TYC will continue to take concrete actions to foster local connections and expand investments in public welfare, transforming corporate resources into an important force for social protection as we strive toward a safer, healthier, and more sustainable future with the communities.



# Column G | Data-Driven Operational Decision-Making and Management Optimization

## Promoting Smart Manufacturing and AI Integrated Applications

TYC has adopted smart factory construction by introducing the manufacturing execution system (MES), production management system (PMS), and automated production and inspection equipment, thereby facilitating production information collection, equipment monitoring, and process quality management. Furthermore, an "AI master" has been applied to transform process tuning technology, which greatly relies on personal experience, into analyzable and replicable data models, shifting production decision-making from an experience-oriented process to a data-driven process.

With data continuously accumulated and models progressively set up, the Company has leveraged its data foundation and responded to the AI development trend. In 2025, AI applications were promoted and expanded into the areas of product development, smart logistics, and operational decision-making, forming an application architecture of cross-functional integration.

In product development, the Company has implemented AI-assisted design tools for lighting style generation and technical simulation. This has significantly shortened the development process and enabled the simultaneous production of new technical animations, effectively enhancing the efficiency of communication with customers as well as the development agility.

In logistics and warehouse management, autonomous mobile robots (AMR) are introduced and a smart logistics system is in place. These tools use AI algorithms for optimal path planning and dynamic scheduling, and adopt dynamic obstacle avoidance and smart charging mechanisms to enhance operational safety and energy management. In addition, a logistics and transportation management system has been built. It features a dock appointment and route management mechanism that allows real-time tracking of loading/unloading time and reduction in fuel consumption, thereby lowering carbon emissions from transportation in the upstream and downstream supply chains.

In operational decision-making, AI applications have been extended to raw material management, such as the price and supply-demand analyses for key raw materials such as PC and pulp. These analyses serve as a basis for formulating procurement strategies, with the procurement department

being responsible for real-time reviews and adjustments.

To support the development of AI applications, the HR department devises relevant education and training covering manufacturing automation, auto part applications, generative content, etc. Such education and training enhances TYC employees' digital capabilities in a stepwise manner, and facilitates the practical technology applications.

By implementing AI technology, TYC has not only addressed the labor shortage issue and the demand for industrial upgrading, but also created a sustainable development model that integrates smart manufacturing with talent development. The results align with the United Nations Sustainable Development Goals (SDGs):



SDG 4 Quality Education: Sharing professional skills based on AI systematization to boost the employee training mechanism.



SDG 9 Industry, Innovation and Infrastructure: Adopting smart manufacturing and data analysis technologies to increase the efficiency of production lines and the competitiveness in the industry.

In the future, the Company will continue to deepen AI applications, integrate digital transformation with talent development strategies, promote manufacturing upgrades, and establish a data-driven operational management model, advancing toward the goal of becoming a smart factory with greater resilience and sustainable competitiveness.

## ■ 2025 Performance Highlights

- **2 products winning the Taiwan Excellence Award**  
Full-Width LED Motorcycle Taillight and Handguard Full LED Motorcycle Turn Signal Light
- **8 new R&D technologies presented**  
Innovative R&D achievements in smart lighting, lightweight design, and process optimization
- **TISAX certification**  
A certification of the automotive industry's standard for information security
- **0 corruption incidents and major violations**  
No incidents of corruption and major violations

# 2 Corporate Governance and Ethical Business Conduct

2.1 Company Profile and Operation Overview  
2.2 Product Development and Patent Management  
2.3 Corporate Governance

2.4 Ethics, Integrity and Legal Compliance  
2.5 Risk Management  
2.6 Information Security Management

In 2025, TYC continued to excel in product innovation, quality certification, information security, and ethical governance, with its operational results demonstrating steady development and effective risk management. This chapter describes the Company's operation overview, corporate governance structure, ethics, integrity and legal compliance, and management mechanisms for risks and information security.

## Material Topic: Economic Performance

| Positive/Negative Impacts        |                   | <p><b>Positive potential impact:</b> The R&amp;D and operational performance could be improved, the supply and delivery stability (on-time delivery) could be enhanced, and the employment and long-term collaborations can be promoted.</p> <p><b>Negative potential impact:</b> Failure to manage relevant issues properly may impact the Company's operations, increase financial risks, and undermine employee morale.</p>                                                                                                                                                                                                                                                                                                                                                                                                     |
|----------------------------------|-------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Strategies/Management Approaches |                   | <p><b>With robust operation and enhanced operational resilience as the core focus, the Company's management covers the following aspects:</b></p> <ul style="list-style-type: none"> <li>• We advance product development and portfolio adjustments according to market and customer needs, while strengthening existing distribution channels and partnerships.</li> <li>• The efficiency of cross-departmental collaboration and the delivery stability are enhanced through process standardization and tools such as the ERP and PDM/PLM systems.</li> <li>• Capital expenditures and fund utilization are planned according to business plans to maintain financial flexibility.</li> <li>• Monitoring and response mechanisms for fluctuations in exchange rates, the trade environment, and supply are in place.</li> </ul> |
| Remedial and Preventive Measures |                   | <ul style="list-style-type: none"> <li>• The market and orders are monitored in a real-time manner to adjust the production capacity supply and demand.</li> <li>• We have bolstered supply diversification and key raw material management.</li> <li>• Exchange rate/price risk management and price adjustments are implemented in accordance with internal control procedures.</li> <li>• The Company has enhanced quality management and delivery management (on-time delivery/delivery rate) and constantly made process and system improvements.</li> </ul>                                                                                                                                                                                                                                                                  |
| 2025                             | Objectives        | <ol style="list-style-type: none"> <li>1. Stable increase in operating revenue and gross profit.</li> <li>2. Accumulatively more than 2,400 sets of CAPA-certified lamps by 2025.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|                                  | Achievement Rate  | <p>✖ <b>Sales performance:</b> TYC's revenue in 2025 reached NT\$12,250,435 thousand. There was a discrepancy between the revenue performance and the objective, primarily due to the impact of the U.S. tariff policy. The Company will continue to optimize its products and market strategies to improve the operational performance; please refer to the 2026 Short-term Objectives in this table for related plans.</p>                                                                                                                                                                                                                                                                                                                                                                                                       |
|                                  | Other Performance | <p>✔ <b>Certification:</b> As of the end of 2025, accumulatively 2,400 sets of lamps (including 61 discontinued or invalid items) were certified.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|                                  |                   | <ol style="list-style-type: none"> <li>1. <b>Digital performance:</b> ERP and PDM/PLM tools have been applied to optimize the R&amp;D timeline and product development efficiency, control operating costs, and maintain delivery stability.</li> <li>2. <b>Production layout:</b> We have integrated our production bases in North America and China and increased the OEM capacity of the Thai plant, responding to international trade and tariff risks through cross-regional capacity allocation and thereby enhancing global supply chain resilience.</li> </ol>                                                                                                                                                                                                                                                             |

2026 Short-term  
Objectives

1. **Business expansion and growth:** TYC will actively respond to challenges in the external trade environment, ensuring steady revenue and profit growth by expanding strategic product lines and providing a one-stop shopping service.
2. **Continuous certification:** By the end of 2026, the cumulative number of CAPA (Certified Automotive Parts Association) certified lamps is expected to reach around 2,580 sets, reflecting our continued enhancement of the competitiveness and market share of products in the insurance channel market.
3. **Digital and operational optimization:** We will carry on the in-depth integration and application of ERP and PDM/PLM to optimize the R&D timeline and supply stability, further enhancing internal management efficiency and overall economic benefits.
4. **Flexible deployment of capacity and distribution:** We aim to timely adjust our production capacity and manufacturing processes in North America, China, and ASEAN countries to mitigate tariff risks and meet customer demand for local supply, thereby creating greater global supply resilience.

2028 Mid-term  
Objectives

1. **Optimization of production and sales layout:** We intend to integrate the resources of our production bases around the world and develop our ASEAN supply capacity to diversify international trade risks and improve regional service efficiency.
2. **In-depth digital transformation:** By continually strengthening ERP and PDM/PLM systems, we will establish comprehensive cross-departmental mechanisms of supply chain collaboration and risk management.
3. **Solid position in core markets:** The Company aims to lower operating costs through production line automation and process standardization, in order to maintain niche advantages and financial resilience in main sales markets.

2030 Long-term  
Objectives

1. **Mastering cutting-edge technologies:** TYC will develop our EV and smart lighting technologies in depth with an eye to becoming a professional global automotive lighting product supplier.
2. **Global distribution system:** We will promote our distribution and service network across Europe, North America, and the Asia Pacific region to enhance brand influence and market penetration rate.
3. **Attention to international regulations:** We will monitor global environmental trends and meet customer requirements for low-carbon materials and various indicators to ensure that our products consistently comply with overseas market standards, maintaining long-term economic benefits and competitive advantages.

Effectiveness  
Evaluation

With the management mechanism for annual operating objectives and KPIs, the Company regularly tracks the implementation status based on management reports and routine meetings, reviews the achievement of indicators and reasons for discrepancies, and introduces improvement measures according to relevant meeting resolutions. Where necessary, relevant units propose improvement plans and schedules and continuously track their results to ensure the effectiveness of management measures.

## 2.1 Company Profile and Operation Overview



Lights. Intelligence. Safety.

### Vision

To impact the world in a meaningful way

### Mission

Increase relevance in a changing market. (Product & Company)  
Show energy and youth with image and dynamic platforms  
Strengthen and deepen service offerings

### Promise

Support clients through changing times  
Continue to deliver relevant products

### Value

Courage 、 Innovation 、 Cooperation 、 Care



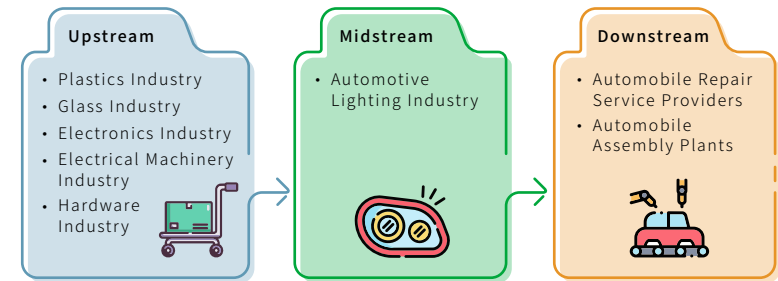
Company  
Profile



Company  
History

## TYC Value Chain ▶▶

|                       |                                 |                             |                                                               |
|-----------------------|---------------------------------|-----------------------------|---------------------------------------------------------------|
| Company Name          | TYC Brother Industrial Co., Ltd | Location of Headquarters    | No.72-2, Xinle Rd., South Dist., Tainan City                  |
| Market                | Listed Company · Code : 1522    | Major Products and Services | Manufacture and sales of automobile and motorcycle headlamps. |
| Listing Date          | October 6th, 1997               | Chairman                    | WU, KUO-CHEN                                                  |
| Industry              | Automobile                      | General Manager             | SU, YAN-SHUO                                                  |
| Date of Incorporation | Septmeber 9th, 1986             | Capital (Unit: NT\$)        | NT\$3,428,978 thousand                                        |



Note: For information on major products and services, company history and shareholder structure, please refer to the TYC 2025 Annual Report.

**Anping Plant (Headquarters)**

No.72-2, Xinle Rd., South Dist., Tainan City

**Area:** 21,746 square meters

**Departments:** Management, Administration Division, Financial Division, Sales and Marketing Division, R&D Division, General Manager's Room, Audit Office.

1986

**Plant 2**

No. 36, Gongye 3rd Rd., Annan Dist., Tainan City

**Area:** 12,722 square meters

**Department:** MDC.

2012



TYC Annual  
Report

2015

**Plant 1**

No. 377, Sec. 2, Bentian Rd., Annan Dist., Tainan City

**Area:** 62,300 square meters

**Departments:** Material Supply Division, Production Division, Quality Control Department, MDC.

**Plant 3**

No. 27, Gongye 3rd Rd., Annan Dist., Tainan City

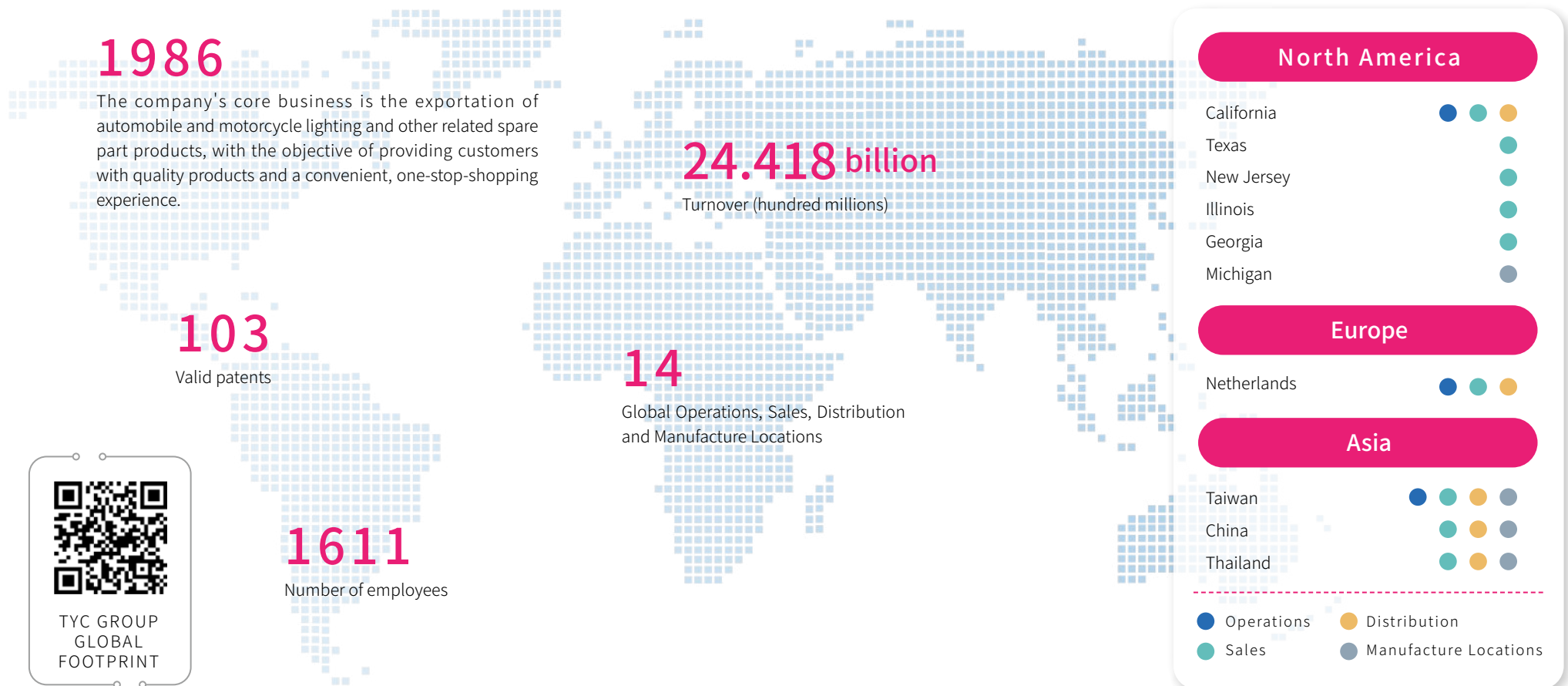
**Area:** 20,761 square meters

**Department:** OEM Sales



## © Global Locations

Established in 1986, the Company specializes in the design, R&D and manufacturing of automobile and motorcycle lighting and other related parts, and has marketed its products globally under the brand name "TYC." With R&D and innovation at its core, the Company leverages its expertise in molds, optics, plastic injection molding, and electronic integration to provide customers with a one-stop shopping service. Its market layout spans major regions, including North America, Europe, Asia, and ASEAN countries. (Please refer to TYC GROUP GLOBAL FOOTPRINT for details).



.Note : The figures for employees and the number of patents for lighting design are for TYC alone (excluding subsidiaries).

## ◎ External Communication

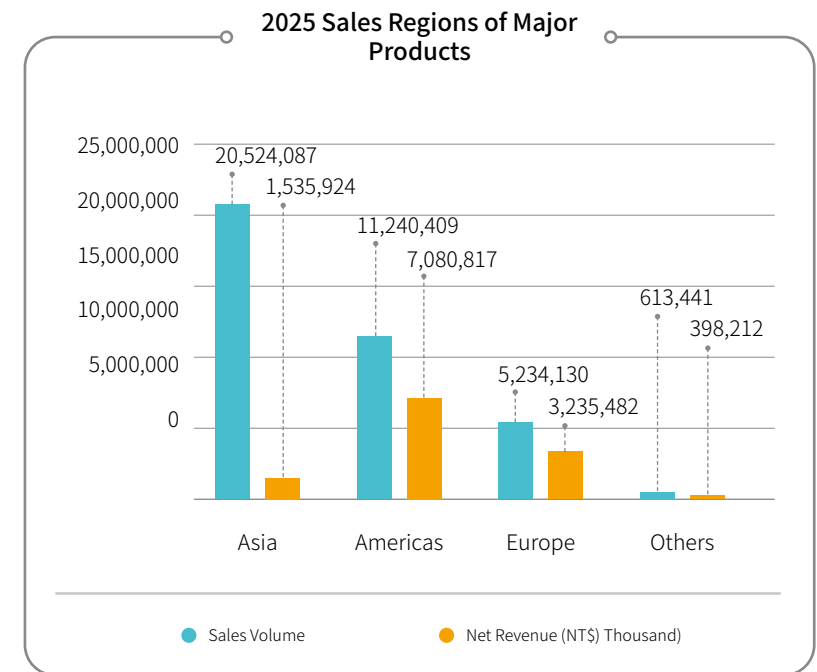
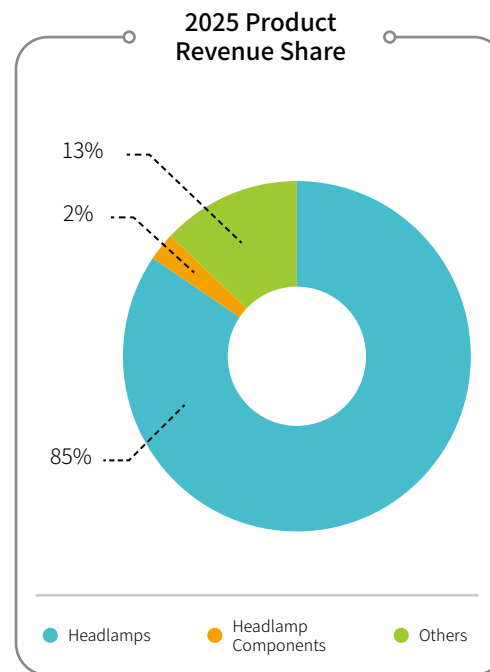
TYC participates in conferences and seminars organized from time to time by manufacturers' associations and trade associations to make suggestions for the development of the industry and focus on future policies for the vehicle industry, and to promote exchanges and cooperative relationships.

| Name of External Association                                                  | Identity During Participation |
|-------------------------------------------------------------------------------|-------------------------------|
| Tainan Technology Industrial Park Manufacturers Association                   | Director                      |
| An-ping Industrial Park Association                                           | Director                      |
| Taiwan Transportation Vehicle Manufacturers Association                       | Member                        |
| Tainan Auto Repair and Parts Association                                      | Member                        |
| Taiwan Excellent Brand Association                                            | Member                        |
| Taiwan Auto Parts Industry Association                                        | Member                        |
| Automotive Body Parts Association<br>Taiwan Automotive Body Parts Association | Member                        |

## ◎ Major Products and Services

TYC's major products include automobile, truck, bus, and other vehicle-related lighting components, as well as ancillary automotive parts. These products can be divided into several categories by product type: collision parts, cooling and air conditioning system products, and automotive electrical and electronic products.

The Company's markets of services include the lighting after-sales service (AM) sector, and the original equipment manufacturer (OEM) market as well as the original design manufacturer (ODM) market for motorcycle and truck lighting. TYC is equipped with the capabilities to design, manufacture, and mold automotive lamps. In addition to offering lamps, it also provides other collision parts to meet the one-stop shopping requirements of customers in the automotive aftermarket. Meanwhile, the Company has integrated internal and external resources to market its products globally under the TYC brand name, with its market reach covering the United States, Europe, China, and ASEAN countries.



Note: The data of the product revenue share and the sales regions of major products is based on TYC only (excluding subsidiaries).

## ◎ Business Development Program

### Active OEM Market Development and Closer Partnerships with Automakers

The Company has been expanding the OEM business, strengthening the consistency management of quality and mass production, and developing closer partnerships with international automakers. With "resource integration" and "local supply" as the strategic focus, we promote our supply flexibility and stability based on cross-site capacity allocation and collaborative supply, so as to address automakers' requirements for multi-site supply and strengthen our competitiveness in the OEM business.

### Global AM Distribution and CAPA Certification

In order to expand the largest AM market in North America, we have invested capital and manpower to obtain CAPA certification. As of 2024, 2,235 lamps have been certified by CAPA, and it is estimated that by 2025, more than 2,400 lamps will have been certified. Now we continue to invest all resources to obtain CAPA certification to increase sales in the insurance market.

### Expansion of Strategic Product Lines and One-Stop Shopping Service

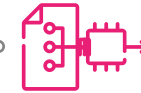
TYC continues to expand its brand product portfolio to meet the introduction and sales requirements of distribution channels in the U.S., Europe, and the global market. Meanwhile, the Company leverages strategic alliances and supply integration. By actively seeking partnerships with competitive and quality domestic and international suppliers to provide a one-stop shopping service for customers in over 130 countries worldwide, we increase customer adhesion and our market competitiveness.

## ◎ Competitive Advantage



### Patent Niche

Optical and mechanical patents related to headlamps are the niche that supports TYC's lighting products in international competition. Presently, TYC holds patents in Taiwan, the U.S., the EU (Germany, France), China, and other countries. It is believed that specific optical and mechanical patents are needed to support the competitive niche in the trend of advanced smart lighting solutions, or the Company will be restricted by the patents of other countries and fail to develop products with the best competitiveness.



### AI Transformation

The role of headlamps in modeling, design, and development is still associated with the aspects of optics, mechanisms, electronics, thermal flow, and materials. However, future vehicles will be connected with the technologies of AI, 5G, Internet of Things, autonomous driving system, communication, electronics, and applications. TYC has gathered more talent for in-vehicle communication and functional safety to respond to the development of advanced lighting in the future.

## ◎ Operational Performance

In 2025, TYC's operating revenue reached NT\$12,250,435 thousand. We maintained steady development while driving the expansion and growth of the global market. By continuously expanding our CAPA certification coverage, we have actively consolidated our competitive advantages in the North American and global aftermarket (AM). Regarding OEM, we addressed international trade and tariff risks through cross-regional capacity allocation and enhanced global supply chain resilience. Through the strategic development of AM and OEM, we promoted the applications of green low-carbon technology and high-efficiency integration of resources to drive the steady increase in revenue and profits.

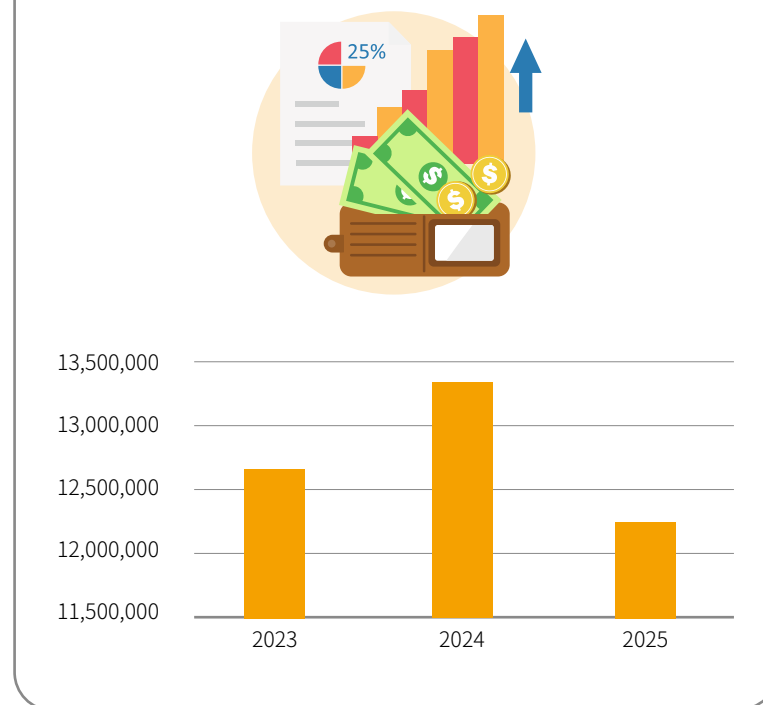
The investment tax credits TYC has claimed in the last 3 years in accordance with Article 10 of Industrial Innovation Statute were NT\$31,314,449 in 2023, NT\$34,723,584 in 2024, and NT\$36,124,070 in 2025. The investment tax credits reported by TYC are subject to the final determination of the National Taxation Bureau. Furthermore, the Company received NT\$14,898 of salary subsidies for maternity inspections or companionship in childbirth or maternity inspections from the Bureau of Labor Insurance in 2025.

## TYC Financial Results in the Last 3 Years ▶▶

Unit: NT\$ Thousand

| Item/Year                                                    | 2023       | 2024       | 2025       |
|--------------------------------------------------------------|------------|------------|------------|
| Operating Revenue                                            | 12,664,171 | 13,374,748 | 12,250,435 |
| Operating Costs                                              | 10,060,582 | 10,507,290 | 10,117,213 |
| Gross Profit                                                 | 2,423,613  | 2,887,314  | 2,246,371  |
| Profit and Loss                                              | 1,359,584  | 1,690,361  | 1,095,056  |
| Non-operating Income and Expenses                            | (33,868)   | 156,689    | (319,586)  |
| Net Income Before Tax                                        | 1,325,716  | 1,847,050  | 775,470    |
| Net Income from Continuing Operations in the Current Period  | 1,093,134  | 1,544,086  | 597,778    |
| Net Income (Loss) in the Current Period                      | 1,093,134  | 1,544,086  | 597,778    |
| Other Comprehensive Income (Net) in the Current Period       | (141,448)  | 127,031    | 255,206    |
| Total Comprehensive Income in the Current Period             | 951,686    | 1,671,117  | 852,984    |
| Earnings Per Share (NT\$)                                    | 3.31       | 4.76       | 1.72       |
| Amount of Employee Benefits                                  | 16,600     | 17,515     | 16,490     |
| Employee Compensation and Benefits                           | 1,191,136  | 1,285,036  | 1,224,205  |
| Retained Economic Value                                      | 614,528    | 441,641    | -324,599   |
| Dividends Paid to Shareholders                               | 623,216    | 685,796    | 998,694    |
| Income Tax                                                   | 173,451    | 453,238    | 229,533    |
| Government Fines                                             | 161        | 100        | 162        |
| Community Investment (Expenses for Donations, Charity, etc.) | 1,258      | 1,747      | 5,389      |

Operating Revenue (NT\$ Thousand)



## Notes:

1. The above table shows the data of the condensed consolidated income statement of TYC (excluding subsidiaries).
2. The amount of employee benefits includes the percentage of operating revenue and the income from sale of scraps. Employee compensation and benefits include payroll costs, labor and health insurance costs, pension costs and other employee benefits costs, and excludes education and training costs and occupational health and safety costs.
3. Retained economic value: "Direct economic value generated (revenue)" – "Economic value distributed (operating costs, employee compensation and benefits, payments to lenders, payments to government by country, community investment)"

## 2.2 Product Development and Patent Management

### Material Topic: R&D and Intellectual Property Management

|                                  |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|----------------------------------|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Positive/Negative Impacts        |                   | <p><b>Positive actual impact:</b> The evolution of lighting technology has progressed from the traditional "light, machine, electricity, and heat" model to the advent of technologically advanced lighting solutions. At TYC, we employ a vertically integrated approach to technology, encompassing research and development, design, optics, and production. Our automotive and motorbike lighting solutions not only enhance driving safety but also align with energy-saving, intelligent, user-friendly, and aesthetically pleasing standards.</p> <p><b>Negative potential impact:</b> Failure to improve R&amp;D, design, and optical or production technology will result in the loss of customer orders, impact revenue, and lead to legal proceedings or compensation for infringements.</p> |
| Strategies/Management Approaches |                   | TYC continues to invest in the R&D of advanced vehicle lighting technology, actively expand smart and green product design, establish technical thresholds through patent deployment and management to protect R&D results, enhance market competitiveness with the group's integrated R&D resources worldwide, and achieve both technological innovation and revenue growth.                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Remedial and Preventive Measures |                   | The Company has improved the patent search and product-specific review procedures during the development stage as a proactive prevention mechanism to reduce relevant risks. In the event that an infringement is established, the Company will communicate with the patent holder, assess the possibility of settlement or other solutions, cease sales of the infringing product, scrap the infringing component, modify the infringing part, and eventually file a patent avoidance declaration to prevent a recurrence.                                                                                                                                                                                                                                                                             |
| 2025                             | Objectives        | <ol style="list-style-type: none"> <li>0 patent infringements</li> <li>90 valid patents.</li> <li>An increase of 3 new patents per year</li> <li>Up to 200 sets of new products developed and mass-produced</li> <li>R&amp;D expenses accounting for 2.5% of overall operating revenue</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|                                  | Achievement Rate  | <ul style="list-style-type: none"> <li>✓ 0 patent infringements; no new litigation cases</li> <li>✓ 103 valid patents maintained</li> <li>✓ An increase of 4 new patents</li> <li>✓ Up to 270 sets of new products developed and mass-produced in 2025</li> <li>✓ R&amp;D expenses (NT\$355,905 thousand in total) accounted for 2.91% of overall operating revenue in 2025</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                  |
|                                  | Other Performance | <ol style="list-style-type: none"> <li>Accumulatively 2,400 sets of CAPA-certified lamps in 2025</li> <li>8 new R&amp;D technologies presented in 2025</li> <li>2 Taiwan Excellence Award-winning products in 2025</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

### 2026 Short-term Objectives

1. 0 patent infringements
2. An increase of 3 new patents per year
3. Up to 250 sets of new products developed and mass-produced
4. R&D expenses accounting for 2.5% of overall operating revenue
5. Development of 3 innovative new technologies

### 2028 Mid-term Objectives

Development of 9 innovative new technologies in 2026–2028

### 2030 Long-term Objectives

Development of 15 innovative new technologies in 2026–2030

### Effectiveness Evaluation

1. Periodical management of the annuity payment of valid patents and the timeliness for traversing patent rejections.
2. Adoption of IATF 16949 and ISO 26262 to develop product process management, coupled with the implementation of the PDM/PLM system control and the electronic approval system.
3. Inclusion of new product development into the scope of KPI management.

## 🕒 Development Trends of Innovative Technologies

Automotive development trends are moving toward "intelligent safety" and automated driving, with lighting technology progressing from the traditional "light, machine, electricity, and heat" model to technologically advanced lighting solutions. Consequently, smart in-vehicle communication, micro-structure precision optical processing, brand identity, and in-car ambient lighting have become the focal points of next-generation lighting technology. Through differentiated design and the introduction of pioneering technologies, the Company enhances the added brand value of its products, establishing a vital foundation for future technology development and market expansion.

## ◎ Award Recognition

TYC's innovative R&D was honored with the 2026 Taiwan Excellence Award for the "Full-Width LED Motorcycle Taillight" and "Handguard Full LED Motorcycle Turn Signal Light," which is a recognition of the unique designs and comprehensive lighting performance.

### Full-Width Led Motorcycle Taillight



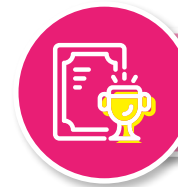
We use high-performance LED with excellent color rendering and stability. To meet international regulations within limited space, we apply Multi-Layer Light Guide technology and light guide blocks. The penetrate-type design maximizes the illuminated surface without increasing volume.



### Handguard Full LED Motorcycle Turn Signal light



Featuring high-brightness LED combined with UniFlex linear optical light-guiding technology and unique silicone materials makes the light softer and more vivid. These designs make our product resist UV damage over time, and all components comply with RoHS and REACH environmental standards, supporting a sustainable supply chain.



## Taiwan Excellent Awards over the Years



## Taiwan Excellence Award 台灣精品獎

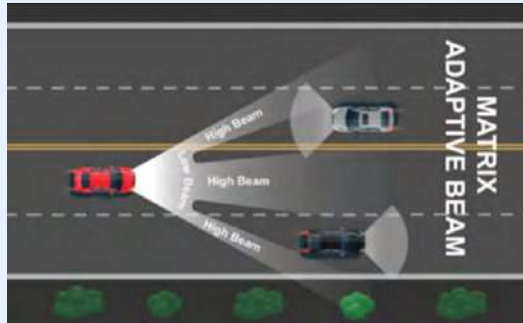
### Vehicle Lighting Products 汽機車燈



Note: For award recognition over the years, please refer to <https://www.tyc.com.tw/news>

## ◎ R&D Results

### ○ 2 ADB Headlamp Models



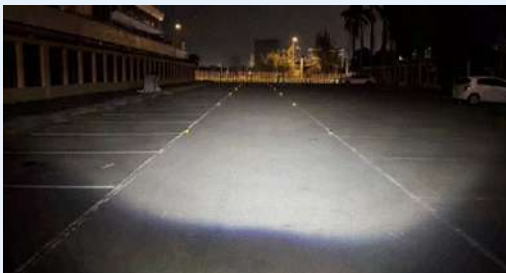
Following the advancements in LED technology and the market demand for smart solutions, an increasing number of vehicle models are adopting the ADB smart high beam light system, which enables precise control over light brightness and patterns to achieve smart lighting effects.

◀ Lighting zone control

### ○ 50K HIAS Headlamp



Horizontal light pattern maintained when the vehicle tilts ▼



The product allows two-wheeled vehicles to maintain a horizontal light pattern even when tilted, and activates or deactivates matrix LED pixels based on vehicle speed input. This enables distinct lighting modes for "city," "rural road," and "highway" scenarios, with the light pattern automatically adapted to the riding state to enhance safety.

### ○ Smart HL3B Multi-functional PES



The integrated multi-functional motorcycle headlamp integrates low beam light, high beam light, and left/right bending light (auxiliary cornering lighting) into a single projection lens module, providing four light pattern combinations. Meanwhile, the high beam light has basic ADB functions to enhance driving safety.

### ○ Micro-pupil Wide-angle Fog Lamp



The product features a fog lamp lens shrunk to the size of a NT\$5 coin based on optical principles while maintaining the wide light pattern of a fog lamp. This not only reduces raw material consumption but also lowers vehicle fuel and power consumption with a lightweight design.

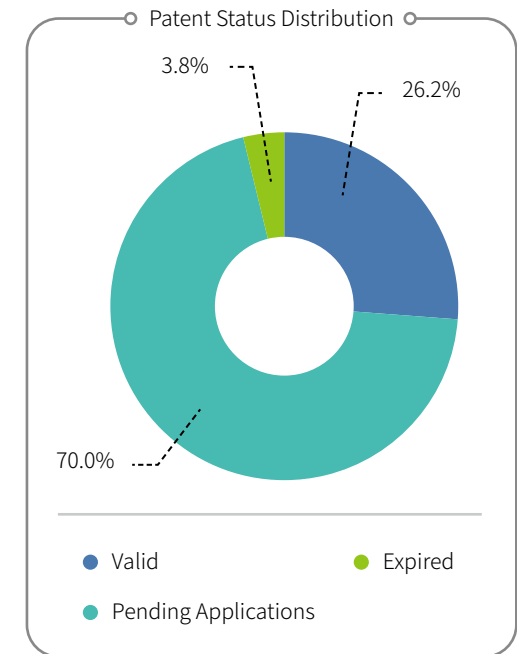
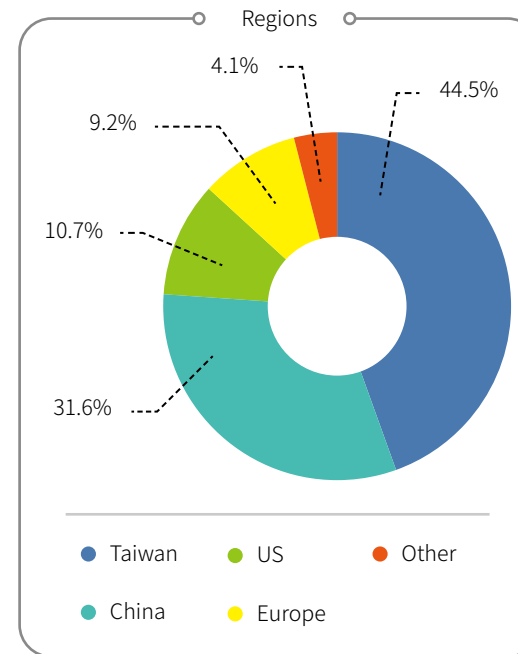
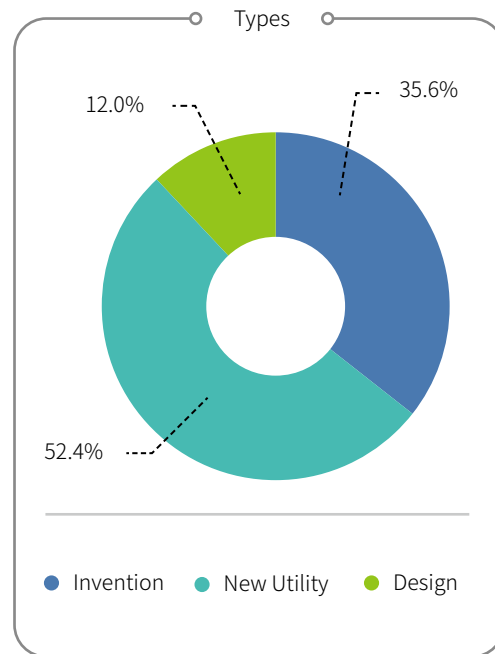
### ○ Small Groove Adhesive



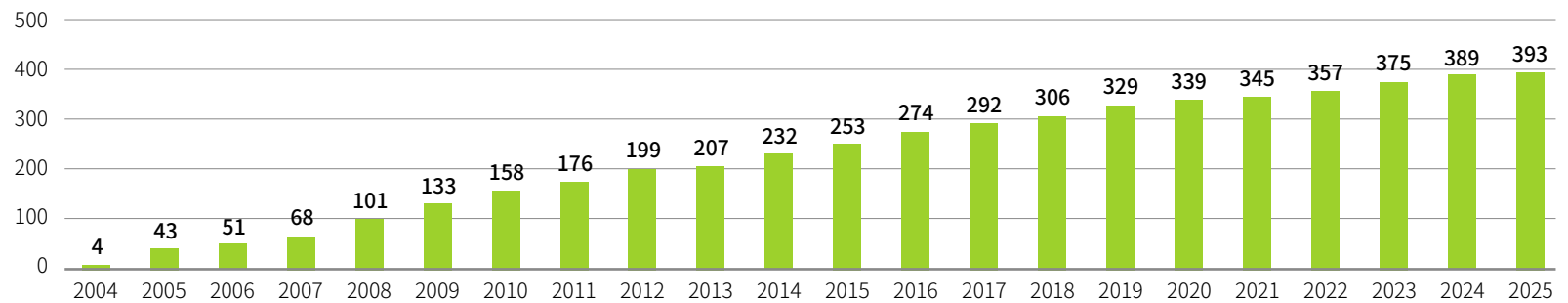
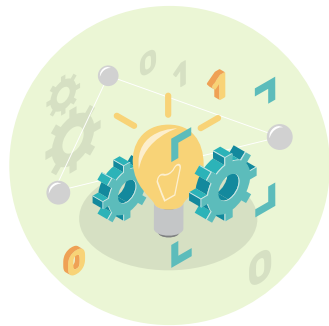
We have conducted research into the application of small groove adhesive to meet the requirement related to miniature lamp grooves. It can be applied at room temperature without melting. This significantly saves electricity, satisfying environmental regulatory test requirements while lowering costs.

## ◎ Patent Management

In 2025, TYC's R&D expenses reached NT\$355,905,000 representing approximately 2.91% of the consolidated operating income which is sufficient to reflect TYC's robust R&D capacity and core technologies. TYC's optical and mechanical patents form the foundation of our international competitiveness. From 2004 to 2025, TYC filed a total of 393 patent applications, of which 103 have been registered and remain valid, and 4 are currently pending. The Company will maintain its competitive edge through continued investment in R&D, coupled with a robust portfolio of optical and institutional patents. This strategy will enable us to capitalize on the promising future market for intelligent and advanced lighting fixtures.



○ Cumulative Number of Patent Applications by Year ○



Note: The number of applications accumulated over the years includes valid, invalid, and pending applications.

## 2.3 Corporate Governance

### ◎ The Board of Directors Operations

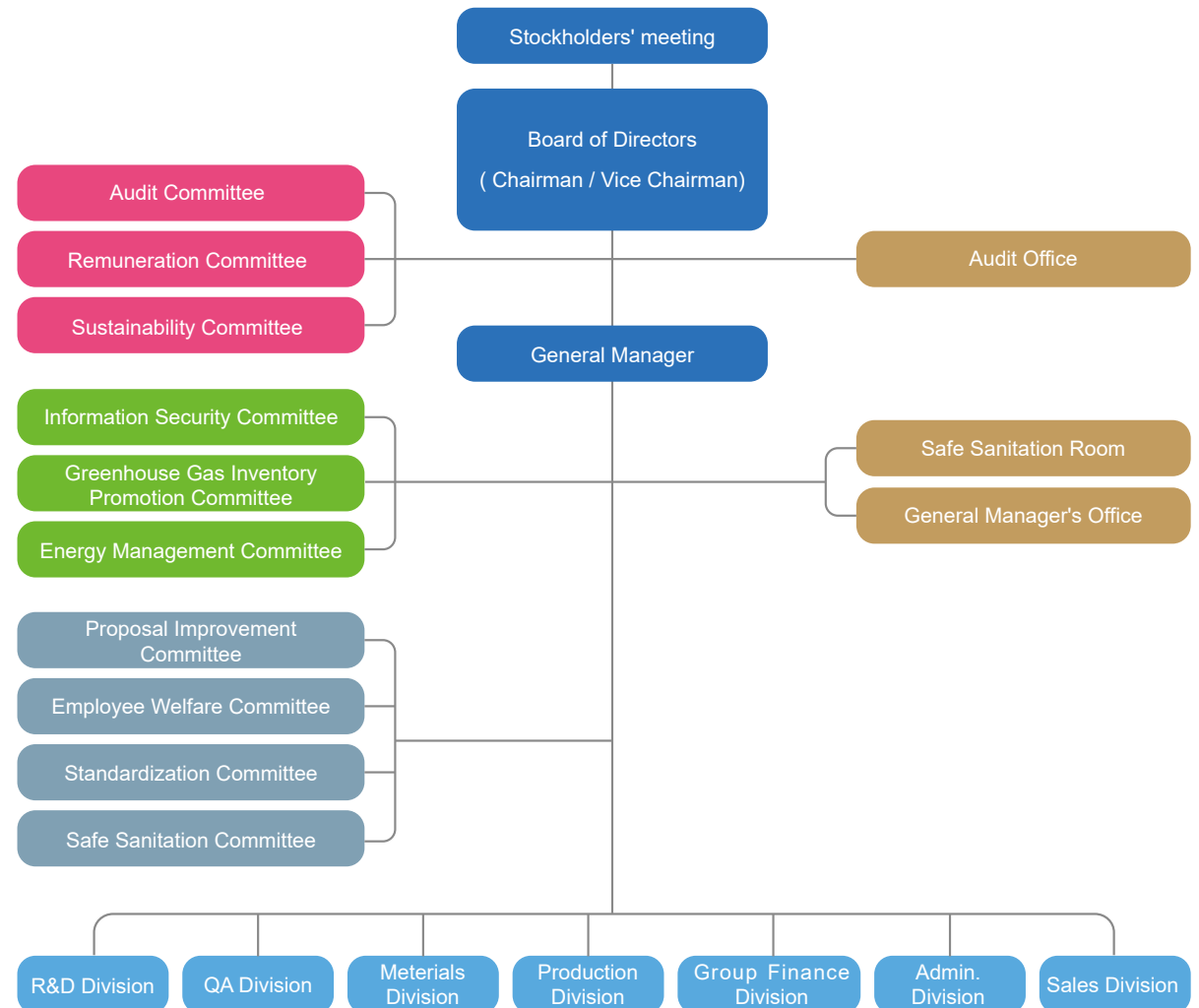
TYC governance system of TYC has been structured in accordance with the Taiwan Securities and Exchange Act and other related regulations. The system is based on the principles of transparency in operations and the protection of the rights and interests of shareholders. The supreme governing body of the Company is the Board of Directors, which is presided over by the Chairman of the Board, who does not occupy any other position within the Company. The Board of Directors is responsible for providing guidance on the Company's strategic direction, overseeing the management team, and ensuring accountability to both the Company and the General Meeting of Shareholders.

The Company has established 3 functional committees, namely the Audit, Remuneration and Sustainability Committee, as well as 7 committees under the General Manager. These are the Information Security, Greenhouse Gas Inventory Promotion, Energy Management, Proposal Improvement, Employee Welfare, Standardization, and Safe Sanitation Committee. In addition, seven functional departments have been constituted, namely the R&D Division, QA Division, Material Division, Production Division, Group Financial Division, and Administrative Division. In accordance with the requirements of the business, as well as the General Manager's Office, the Safe Sanitation Room, and the Audit Office, the objective is to facilitate top-down, horizontal, cross-functional communication and coordination of the various business areas within the organization, with the aim of improving the quality of decision-making and enhancing its efficiency and effectiveness. For more details, please refer to "TYC Corporate Governance."



TYC Corporate  
Governance

### ◎ Company Organization System



## ◎ Composition, Nomination and Selection of the Board of Directors

According to Paragraph 3, Article 23 of the Company's Corporate Governance Best Practice Principles, all members of the board shall have the knowledge, skills, and experience necessary to perform their duties. The directors of TYC are elected during the shareholders' meeting from candidates capable of acting as directors. The election of directors is conducted in accordance with the Regulations Governing the Election of Directors.

The Company has nine directors (including three independent directors, accounting for 33.33% of the Board; there is one female independent director, accounting for 11.11% of the Board); three independent directors have a professional background in CPA affairs, business management and financial management, respectively, and the other directors have many years of experience in the industry. The Company values the competencies of its Board members, requiring each professional competence to be held by at least two directors for diversification. Currently, each professional competence is possessed by two or more directors, achieving a 100% success rate. The tenure of an independent director may not exceed 9 years; all three independent directors' tenure is under 9 years (achievement rate: 100%). Based on the facts above, the directors are able to carry out the duties and responsibilities of the Board of Directors and protect the interests of shareholders.

The tenure of the Company's directors is 3 years. The meeting of the Board of Directors shall be convened at least quarterly, and may be convened at any time in the event of an emergency. The major resolution of the Board of Directors must be subject to the ratification of the shareholders' meeting. The current Board of Directors was elected for a term that commenced on June 18, 2024 and will end on June 17, 2027. In 2025, 5 Board meetings were held, with an average actual attendance rate of 95.56% by all directors. Please refer to the TYC 2025 Annual Report for further details regarding the major proposals and detailed operational information in 2025.



TYC Annual  
Report



## © 2025 Directors of the Board

|  Professional Competence |                 |  Basic Information |       |                                                                           |                             |              |  Professional Competence |                     |                  |                 |             |            |                           |
|-----------------------------------------------------------------------------------------------------------|-----------------|-----------------------------------------------------------------------------------------------------|-------|---------------------------------------------------------------------------|-----------------------------|--------------|-------------------------------------------------------------------------------------------------------------|---------------------|------------------|-----------------|-------------|------------|---------------------------|
| Title                                                                                                     | Name            | Sex                                                                                                 | Age   | Number of Companies Where the Director is Currently Serving as a Director | Independent Director Tenure |              | Accounting and Finance                                                                                      | Business Management | Foreign Language | Risk Management | Engineering | Leadership | Cross-industry Operations |
|                                                                                                           |                 |                                                                                                     |       |                                                                           | Below 3 years               | 3 to 9 years |                                                                                                             |                     |                  |                 |             |            |                           |
| Chairman                                                                                                  | Wu, Kuo-Chen    | Male                                                                                                | 41-50 | 2                                                                         |                             |              |                                                                                                             | ★                   | ★                | ★               |             | ★          |                           |
| Vice Chairman                                                                                             | Wu,Chun-Lang    | Male                                                                                                | 71-80 | 1                                                                         |                             |              |                                                                                                             | ★                   |                  | ★               |             | ★          | ★                         |
| Director                                                                                                  | Wu, Chun-Chi    | Male                                                                                                | 71-80 | 2                                                                         |                             |              |                                                                                                             | ★                   |                  | ★               | ★           | ★          | ★                         |
| Director                                                                                                  | Wu, Chun-I      | Male                                                                                                | 81-90 | 1                                                                         |                             |              |                                                                                                             | ★                   |                  | ★               | ★           | ★          |                           |
| Director                                                                                                  | Ting,Cheng-Tai  | Male                                                                                                | 71-80 | 1                                                                         |                             |              |                                                                                                             | ★                   | ★                | ★               | ★           | ★          |                           |
| Director                                                                                                  | Chuang,Tai-Shie | Male                                                                                                | 71-80 | 1                                                                         |                             |              |                                                                                                             | ★                   | ★                | ★               | ★           | ★          |                           |
| Independent Director                                                                                      | Hou, Rong-Hsien | Male                                                                                                | 61-70 | 2                                                                         |                             | ★            | ★                                                                                                           | ★                   |                  | ★               |             | ★          | ★                         |
| Independent Director                                                                                      | Hsu, Chiang     | Male                                                                                                | 71-80 | 1                                                                         |                             | ★            |                                                                                                             | ★                   | ★                | ★               |             | ★          | ★                         |
| Independent Director                                                                                      | Hsiao, Yi-Hui   | Female                                                                                              | 51-60 | none                                                                      | ★                           |              | ★                                                                                                           | ★                   | ★                | ★               |             | ★          | ★                         |

Note :

1. All the directors are ROC nationals
2. Changes in the Board members: Huang, Hui-Ling resigned as independent director on June 18, 2025, and Hsiao, Yi-Hui assumed the position of independent director on June 19, 2025.

## ◎ Distribution of the Board Member Diversity Indicators in 2025

| Diversity Indicators / Year |                 |                    | 2023             |            | 2024             |            | 2025             |            |
|-----------------------------|-----------------|--------------------|------------------|------------|------------------|------------|------------------|------------|
|                             |                 |                    | Number of People | Percentage | Number of People | Percentage | Number of People | Percentage |
| Director                    | Gender          | Male               | 9                | 100%       | 8                | 89%        | 8                | 89%        |
|                             |                 | Female             | 0                | 0%         | 1                | 11%        | 1                | 11%        |
|                             | Age             | Under 50           | 1                | 11%        | 1                | 11%        | 1                | 11%        |
|                             |                 | 50 ~ 60            | 0                | 0%         | 1                | 11%        | 1                | 11%        |
|                             |                 | 60+                | 8                | 89%        | 7                | 78%        | 7                | 78%        |
|                             | Academic degree | Graduate Institute | 5                | 56%        | 5                | 56%        | 5                | 56%        |
|                             |                 | College            | 1                | 11%        | 1                | 11%        | 1                | 11%        |
|                             |                 | Other              | 3                | 33%        | 3                | 33%        | 3                | 33%        |

Note :

1. Percentage of female directors = (Number of female directors at the end of the year / Number of directors at the end of the year) \* 100%.
2. Percentage of male directors = (Number of male directors at the end of the year / Number of directors at the end of the year) \* 100%.
3. The result of the percentage of female directors + the percentage of male directors should be 100%.

## ◎ Communication on Critical Material Events

Each department of the Company regularly/irregularly interacts with stakeholders through routine channels. In case of potential material negative impact on the Company due to stakeholders or sustainability topics, the responsible department will conduct due diligence on the stakeholders or sustainability topics in terms of the financial status, legal compliance records, environmental protection, labor rights/interests, etc., and report the investigation results to the General Manager and the Chairman. The Chairman will then report to the Board of Directors after assessing whether the Company's operations will be greatly endangered based on the specific results, and the Board of Directors will adopt resolutions in accordance with the department's due diligence report and have the responsible department make improvements. In 2025, there were no critical material events. For more details, please refer to the 2025 Summary of Board Resolutions.



TYC Summary of  
Board Resolutions

## ◎ Directors' Training

In accordance with Article 45 of the Corporate Governance Best Practice Principles of TYC, members of the Board of Directors are obliged to attend continuing education courses on a range of pertinent subjects including finance, risk management, business, commerce, accounting, law and sustainability. In addition, they are required to participate in continuing education courses on corporate governance at the time of their appointment or during their term of office at the institutions designated by the Company's Director's Continuing Education Initiative (DCEI). Furthermore, they are responsible for enhancing the professional and legal knowledge of their employee base at all levels.

In 2025, the training courses for members of the Board of Directors covered "corporate governance" and "securities regulations and trends and risk management of digital technology and artificial intelligence." Each member was trained for up to 6 hours, with 100% of the training hours for all board members aligned with the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies. Further details can be found in TYC 2025 Annual Report.



TYC Annual  
Report

## ◎ Conflict of Interest Avoidance

In accordance with Article 16 of the TYC Rules of Procedure of the Board of Directors, a director who has a personal interest in a matter under discussion at a meeting shall disclose the relevant details of their interest. TYC's Board consists of nine directors, three of whom are independent directors, representing 33.33% of the Board. The Company has obtained the written statements from the independent directors. In addition, eight directors do not concurrently serve as employees of the Company, accounting for 88.88% of the Board. Among the directors, Wu, Chun-Chi, Wu Chun-Lang, and Wu Chun-I are brothers; Wu, Chun-Chi and Wu, Kuo-Chen are father and son. There are no circumstances as specified in Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act. In 2025, there were no instances where directors recused themselves from proposals involving conflicts of interest.



TYC Rules of  
Procedure of the  
Board of Directors

## ◎ Board Evaluation

In order to implement corporate governance and enhance the functions of TYC's Board of Directors, and to establish performance goals to strengthen the efficiency of the Board's operations, the "Board Performance Evaluation Method" was established.

### 2025 Board Performance Evaluation

Frequency: Once per year

Period: 1 January 2025~31 December 2025

Scope: The Board, each Board member, and the functional committees

#### Method

#### Results

Board Self-Assessment

The Board's performance evaluation yielded a score of 95.56%, indicating that the performance was "above standard."

Members' Self-Assessment

The members' performance evaluations yielded a score of 99.03%, indicating that the performance was "above standard."

Functional Committees' Self-Assessment

The functional committees' performance evaluation yielded a score of 100%, indicating that the performance was "above standard."

## ◎ Functional Committees

### ➔ Remuneration Committee

In order to improve the remuneration system for TYC's directors and executive officers, the Company established the Remuneration Committee in accordance with the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange" with a total of three members (all independent directors), who met at least twice a year and all reached an attendance rate of 100%.

#### TYC Remuneration Policy

1. In accordance with Article 32 of the Articles of Incorporation, if the Company has a profit for the year, a portion (up to 3%) shall be set aside as directors' remuneration. However, the Company shall reserve in advance an amount to cover any accumulated losses, if any.
2. The Company's manager and employee remuneration is determined based on the market salary level for similar positions within the industry, the scope of authority and responsibility of the role, and the individual's contribution to the Company's operational goals. In addition to considering the Company's overall operating performance, the procedure for determining remuneration also takes into account the achievements of performance and contributions to corporate performance of each individual to ensure reasonable remuneration.
3. When determining the percentage of the balance for bonuses to be paid out based on the directors' and managers' short-term performance and the time to pay a part of variable remuneration, the characteristics of the industry and the nature of the Company's business should be taken into consideration.
4. Remuneration includes cash compensation, stock warrants, profit sharing through stock, retirement benefits or severance payments, various allowances, and other measures with substantive incentives.
5. The remuneration to directors and senior management is primarily determined by the Remuneration Committee. While operational performance is currently the main consideration, the Remuneration Committee will further evaluate the feasibility of incorporating environmental and social performance metrics in the future.

#### Attendance of the Remuneration Committee in 2025 ▶▶

| Title            | Member          | Actual Attendance (Times) | Rate (%) |
|------------------|-----------------|---------------------------|----------|
| Convener         | Hou, Rong-Hsien | 2                         | 100%     |
| Committee Member | Hsu, Chiang     | 2                         | 100%     |
| Committee Member | Lin, Tsai-Yuan  | 2                         | 100%     |
| Committee Member | Hsiao, Yi-Hui   | 0                         | 0%       |

#### Note :

1. Policy of Remuneration to Directors and Managers: The matter is handled according to the Articles of Incorporation. Also, the remuneration to directors is subject to the Regulations Governing the Board Performance Evaluation, while the remuneration to managers is subject to the Regulations Governing the Salary Management.
2. Lin, Tsai-Yuan resigned as a member on October 23, 2025, and was succeeded by Independent Director Hsiao, Yi-Hui on November 6, 2025.

## ➔ Audit Committee

The Board of Directors of TYC established the "Rules for the Organization of the Audit Committee" and the shareholders' meeting resolved to establish the Audit Committee to replace the supervisor system. The Company's Audit Committee is composed of all independent directors (three members in total, including one convener and at least one member with accounting or financial expertise). The committee is responsible for overseeing the fair presentation of the Company's financial statements, the appointment (dismissal), independence, and performance of CPAs, the effective implementation of internal control, corporate compliance with relevant laws and regulations, and the management of existing or potential risks. The committee meets at least once a quarter; in 2025, a total of 5 meetings were held.

### Attendance of the Audit Committee in 2025 ▶▶

| Title                | Member          | Actual Attendance (Times) | Rate (%) |
|----------------------|-----------------|---------------------------|----------|
| Independent Director | Hou, Rong-Hsien | 5                         | 100%     |
| Independent Director | Hsu, Chiang     | 5                         | 100%     |
| Independent Director | Huang, Hui-Ling | 3                         | 60%      |
| Independent Director | Hsiao, Yi-Hui   | 2                         | 40%      |

Note: Changes in the Audit Committee members: Independent Director Huang, Hui-Ling resigned on June 18, 2025, and Independent Director Hsiao, Yi-Hui assumed the position on June 19, 2025.

## ➔ Internal Audit Organization and Operation

The design and implementation of TYC's internal control system and internal audits are conducted in accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies and related laws and regulations.

### 2025 Internal Audit

|                                                            |      |
|------------------------------------------------------------|------|
| Audit focus for specific business/departments              | None |
| Audit compliance rate                                      | 97%  |
| Improvement rate of non-conformities within the time limit | 100% |

## 2.4 Ethics, Integrity and Legal Compliance

### Material Topic : Business Ethics and Integrity

#### Positive/Negative Impacts

**Positive actual impact:** Through rigorous internal controls and audits, the Company reduces litigation risk and asset loss resulting from illegal acts such as bribery and leakage of confidential information.

**Positive potential impact:** By implementing the policy of integrity management, the Company enhances employee trust and establishes a reputable brand in the market, thereby attracting high-quality partners.

**Negative potential impacts:**

- Improper benefits and corrupt practices (e.g. accepting kickbacks) by employees during procurement or business development could harm the Company's financial interests and lead to unfair competition.
- When an employee lacks ethical awareness and discloses the Company's trade secrets (e.g. key technologies or customer data), the Company could face a serious competitive disadvantage and legal liability.

#### Strategies/ Management Approaches

The Company maintains an accountable corporate governance system, strictly adheres to integrity management and business ethics, and comply with laws and regulations. Bylaws such as the Procedures for Ethical Management and Guidelines for Conduct, the TYC Code of Conduct, the Labor and Business Ethics Policy, and the Honest Application Procedure are in place as standards for all employees and partners to follow, ensuring they implement principles of integrity in all business operations, adhere to regulations regarding anti-competition, anti-trust, and anti-monopoly, and prevent improper business activities such as bribery and corruption. Comprehensive internal control and audit mechanisms have been established accordingly to ensure compliance with policies.

- All suppliers are required to sign the "TYC Supplier's Code of Conduct," and relevant guidelines on integrity in practice are incorporated into cooperation contracts. If a supplier engages in bribery, corruption, or other misconduct, the partnership is terminated.
- For all employees, we provide training on business ethics, anti-corruption and legal compliance, and incorporate integrity management into new hire orientation and ongoing awareness-raising mechanisms.
- The Labor and Business Ethics Policy stipulates standards for fair trade, advertising and competition, and we comply with trade sanctions and import/export control regulations.

#### Remedial and Preventive Measures

- The Procedures for Ethical Management and Guidelines for Conduct, the TYC Code of Conduct, the Labor and Business Ethics Policy, and the Honest Application Procedure have been formulated to clearly define standards for handling violations involving fair trade, anti-competition, anti-trust, anti-monopoly, bribery, and entertainment and gifts.
- Integrity and ethical management training is provided for new hires and active employees every year.
- Periodic job rotation is arranged for employees in specific positions (e.g. finance and procurement).
- Internal financial and operational process audits are conducted on a regular basis to provide early warnings for abnormal expenditures or procurement practices.
- Comprehensive internal and external complaint channels are established. In the event of any violation of integrity-related regulations, the HR unit and the Audit Department will investigate the case. Whistleblowers are protected by the whistleblower mechanism in accordance with the law, and their identities and related information are kept confidential. Personnel violating the regulations will be punished according to the Company's regulations.

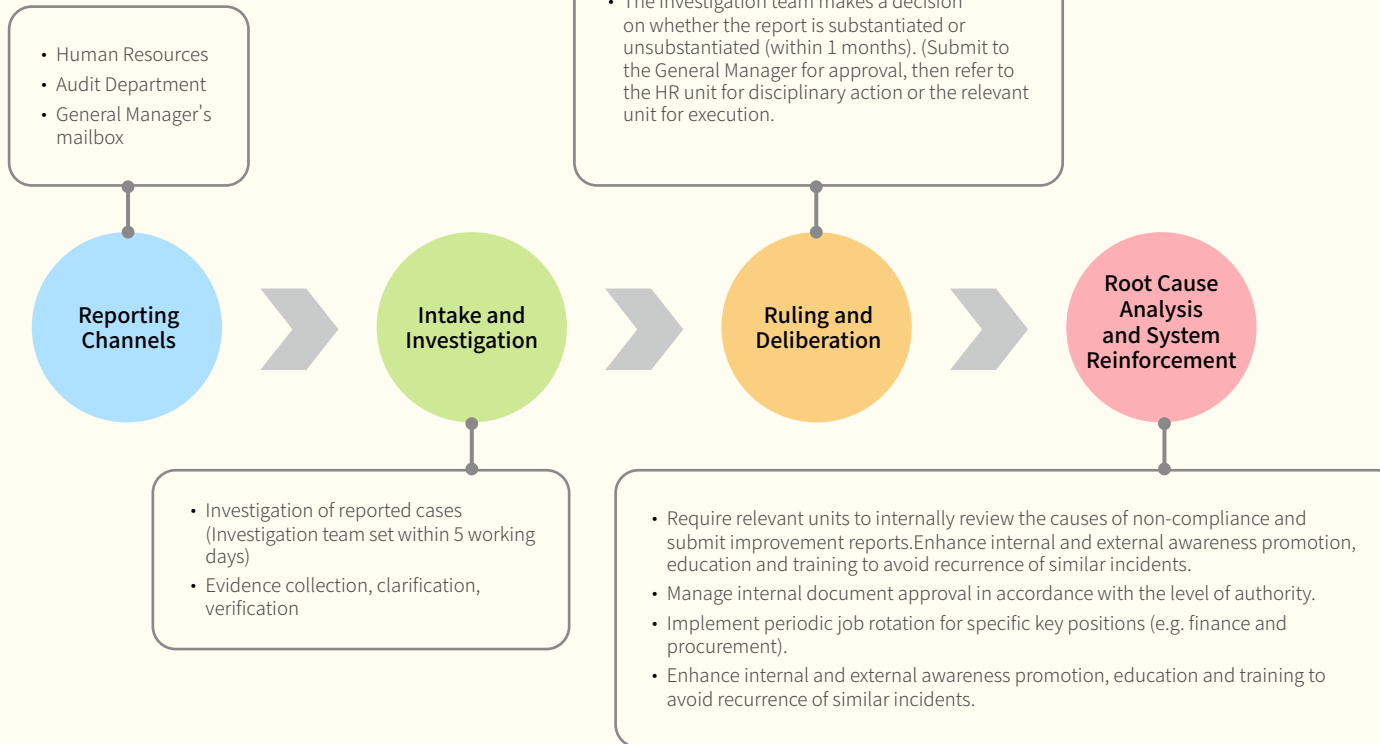
|                            |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|----------------------------|-------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2025                       | Objectives        | <ol style="list-style-type: none"> <li>1. Completion of the awareness training for all employees on the concept of integrity management.</li> <li>2. Orientation training on integrity for new employees, with a training rate of 100%.</li> <li>3. No incidents of corruption and major violations.</li> </ol>                                                                                                                                                                                                                                                            |
|                            | Achievement Rate  | <p>✗ Completion of the training for 87% of active employees on the concept of integrity management. (Some supervisors and employees were unable to complete the training on schedule due to leave or business commitments; therefore, they are scheduled to be trained in 2026.)</p> <p>✓ "Basic training – integrity and ethics" provided for new employees, with a training rate of 100%.</p> <p>✓ No incidents of bribery or corruption in 2025.</p>                                                                                                                    |
|                            | Other Performance | <ol style="list-style-type: none"> <li>1. Organization of 2 hours of insider trading prohibition education with a total of 17 participants, including directors and managers; training participation rate: 100%.</li> <li>2. No incidents of anti-competitive, anti-trust or anti-monopoly practices, or any legal proceedings or penalties related to such matters in 2025.</li> </ol>                                                                                                                                                                                    |
| 2026 Short-term Objectives |                   | <ol style="list-style-type: none"> <li>1. Ongoing implementation of the business ethics and integrity policy and code of conduct, with a review frequency of 1 time/year.</li> <li>2. Continuous arrangement of training on business ethics and anti-corruption, with 100% of new employees receiving integrity training.</li> <li>3. Establishment of a business ethics and integrity risk assessment mechanism, with the integrity risk assessment and identification conducted 1 time per year.</li> <li>4. No incidents of corruption and major violations.</li> </ol> |
| 2028 Mid-term Objectives   |                   | <ol style="list-style-type: none"> <li>1. A case closure rate of 100% for integrity management violations.</li> <li>2. Continuous education and training on integrity management and anti-corruption.</li> <li>3. No violations of business ethics and integrity management.</li> </ol>                                                                                                                                                                                                                                                                                    |
| 2030 Long-term Objectives  |                   | <ol style="list-style-type: none"> <li>1. NO MAJOR legal proceedings involving corruption, bribery, or integrity violations for 5 consecutive years.</li> <li>2. Continuously effective internal control system.</li> <li>3. Gradual alignment with international integrity and anti-corruption guidelines.</li> </ol>                                                                                                                                                                                                                                                     |
| Effectiveness Evaluation   |                   | <ul style="list-style-type: none"> <li>• The internal control system and the legal compliance audit system.</li> <li>• Organization of an annual management review meeting to review the achievement of each objective and require relevant units to submit improvement plans for the objectives not reached.</li> <li>• Review on the "integrity performance" scores of key suppliers in the annual supplier evaluation.</li> </ul>                                                                                                                                       |

To implement integrity management and prevent corruption risks, TYC has established the Code of Ethics, the Procedures for Ethical Management and Guidelines for Conduct, and the Honest Application Procedure. These documents clearly stipulate that all the Company's personnel must adhere to laws and principles of integrity when performing their duties and are prohibited from engaging in bribery, accepting improper benefits, or committing other business ethics violations. The scope of application covers all directors, management, and employees.

Internally, the Company ensures that employees fully understand anti-corruption requirements through orientation for new hires, internal policy announcements, and routine advocacy. Externally, the Company incorporates ethical management and anti-corruption regulations into the supplier code of conduct and contracts, establishing transparent and honest partnerships with suppliers and outsourcing partners. The Company has also established a whistleblower mechanism. If any evidence of a violation is found, one is encouraged to report it to the General Manager's mailbox (the process is kept strictly confidential). If the allegation is verified, the relevant employees involved in fraud or corruption will be subject to disciplinary action in accordance with the law. Furthermore, the partnership with any supplier found to have engaged in the improper acceptance of gifts or bribes will be terminated immediately. While the Company has not yet conducted a corruption risk assessment, it has incorporated corruption risks into its overall risk management and internal control mechanisms, and continuously enhanced preventive measures through systems and training. In 2025, no incidents of corruption and bribery occurred, and no complaints related to integrity management were received.

| Standards/Regulations                                        | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Disciplinary Procedures for Violations                                                                                                                                                                                                                                                                                                                         |
|--------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Code of Ethics                                               | Directors and managers shall avoid conflicts of interest and handle business matters objectively and efficiently. They are prohibited from utilizing the Company's assets, information, or their positions to seek personal gain or to engage in competing activities. Furthermore, they are responsible for maintaining the confidentiality of information and protecting the Company's assets to safeguard its interests and profitability.                                                                                                                                                                                                                                     | Violations shall be handled in accordance with regulations, and information including the date, cause, standards violated, and handling status of the incidents shall be promptly disclosed on the MOPS. Any person who is subject to disciplinary action for violating any provisions of the Code may file an appeal in accordance with relevant regulations. |
| Procedures for Ethical Management and Guidelines for Conduct | The directors, managers, appointees, employees, and those who have substantive control over the Company, its group companies, and organizations shall refrain themselves from directly or indirectly offering, accepting, or requesting any improper benefits, or from engaging in any other dishonest or unlawful behavior in the course of performing business activities.<br>The policy of ethical management is planned and supervised by the HR unit, with reports submitted to the Board of Directors whenever necessary. The internal audit function conducts regular audits and reports its findings to the Board of Directors to ensure the system operates effectively. | The HR unit is responsible for handling reported matters. In the case of a major violation or one that poses a significant risk of substantial damage to the Company, a report should be submitted without delay and communicated in writing to the independent directors.                                                                                     |
| Honest Application Procedure                                 | TYC is dedicated to upholding the highest standards of integrity in all its business activities, and is unequivocally opposed to any form of corruption or malpractice. To this end, TYC has established the Honest Application Procedure and transparent "Personnel Reward and Punishment Regulations," which serve to prohibit employees from accepting any form of demands, bribes, or other illicit benefits.                                                                                                                                                                                                                                                                 | In the event that a report or complaint of wrong doing is duly substantiated through a rigorous verification process, the perpetrator will be subject to legal consequences in accordance with the relevant legislation. Meanwhile, any person found to have made false accusations will be subject to legal consequences.                                     |

## Grievance Procedure



## Whistleblower Mailbox

Tyc\_Director@tyc.com.tw



## Whistleblower Hotline

06-2658781#160

Administrative Division Director



## Prohibition of Insider Trading

Insider trading not only jeopardizes shareholders' rights but also undermines the principles of fairness and integrity in the market. TYC emphasizes corporate governance and sustainable development, and prohibits insiders from trading in securities using non-public information in the market. At least once a year, the Company conducts training for current directors, managers, and other insiders on Internal Procedures for Handling Material Information and other regulations related to the prevention of insider trading. In 2025, 2 hours of education was organized for a total of 17 participants, including directors and managers; the training participation rate reached 100%.

## ⦿ Preventive Counseling and Training

TYC plans relevant course content for different parties engaged. In addition to conducting integrity and anti-corruption awareness campaigns for all employees, TYC also provides training on legal compliance and integrity issues for directors and management to enhance their fulfillment of decision-making and management responsibilities. In 2025, integrity awareness training was provided through physical and online training platforms, reaching a total of 2,447 participants.

In addition, the supplier code of conduct is regularly posted on the supplier portal to implement integrity principles at a higher level and keep in line with the Company's insistence on anti-corruption, thereby preventing corruption incidents.

### TYC Anti-corruption/Integrity Management Related Education Training Course Statistics ▶▶

| Year | Party Engaged  | Number of Participants (Persons) | Total Hours | Coverage (%) |
|------|----------------|----------------------------------|-------------|--------------|
| 2022 |                | 485                              | 242.5       | 100          |
| 2023 |                | 296                              | 148         | 100          |
| 2024 | New employees  | 151                              | 75.5        | 100          |
| 2025 |                | 160                              | 80          | 100          |
| 2022 | Managerial     | 78                               | 41.04       | 52           |
|      | Non-managerial | 754                              | 404.54      | 52           |
| 2023 | Managerial     | 10                               | 37.5        | 1            |
|      | Non-managerial | 82                               | 55.25       | 5            |

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| Year | Party Engaged  | Number of Participants (Persons) | Total Hours | Coverage (%) |
|------|----------------|----------------------------------|-------------|--------------|
| 2024 | Managerial     | 92                               | 110.26      | 58           |
|      | Non-managerial | 24                               | 75.01       | 2            |
| 2025 | Managerial     | 213                              | 167.65      | 87           |
|      | Non-managerial | 2,074                            | 1101.46     | 100          |

Note :

1. From the end of 2022, in addition to integrity management education and training for new employees on the day they report to work, we have arranged integrity management training, with each unit conducting its own internal training program, and some units (e.g., production lines) will conduct the training in 2023, covering 58% of the above units.
2. A managerial post is defined as a supervisory role at the team leader level or above.

## Legal Compliance

In 2025, TYC had no major violations in the economic, environmental, and social aspects. Note: There were only three minor non-compliance incidents resulting in small penalties totaling NT\$162,000. We will continue to proactively review each case of non-compliance and put forward improvement proposals to achieve the ultimate goal of zero violations and zero fines as soon as possible.

### 2025 Penalty Case Description and Improvement Measures ▶▶

| Violation<br>(Summary of the Person(s)/Matter/Time/Location)                                                                                                                                                                                                                                                                                                      | Legal Provisions Violated                                                                                              | Fine        | Improvement/Preventive/Remedial Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The extended work hours exceeded the regulatory limit.                                                                                                                                                                                                                                                                                                            | Article 32, Paragraph 2 of the Labor Standards Act                                                                     | NT\$150,000 | <ol style="list-style-type: none"> <li>1. We have actively diversified recruitment channels and increased the job vacancy exposure rate, while adjusting salary strategies with reference to market salary levels when determining the pay for new hires, to improve the show-up rate and accelerate staffing.</li> <li>2. Electronic systems have been used to control overtime hours by automatically restricting application submissions once the limit is reached. Furthermore, all units have been supervised to ensure proper compliance with the relevant overtime regulations.</li> <li>3. The Company has reiterated that overtime must be requested in advance and is subject to supervisors' approval based on business necessity to eliminate unproductive overtime.</li> <li>4. We follow the guidelines for preventing diseases induced by abnormal workload, identifying and assessing high-risk groups subject to shift work, night work, or long working hours. We then conduct surveys to adjust operations and manpower accordingly.</li> </ol> |
| <ul style="list-style-type: none"> <li>• There was a mass imbalance in the reported quantities of waste generation, storage, and removal.</li> <li>• The amount of raw materials used was not reported.</li> <li>• The process codes or items reported for raw materials and waste were inconsistent with the existing industrial waste cleaning plan.</li> </ul> | Article 31, Paragraph 1, Subparagraph 2 of the Waste Disposal Act                                                      | NT\$6,000   | <ol style="list-style-type: none"> <li>1. Supplementary filing has been completed.</li> <li>2. We have conducted monthly inventories of the waste storage area and compared the results with the quantities recorded in the waste reporting system.</li> <li>3. On a semi-annual basis, the types of waste generated on-site and the process codes are cross-referenced one by one against the approved content of the current industrial waste cleaning plan.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| The declared specifications, quantity, and price of the goods were inconsistent with the actual shipment, and the discrepancies exceeded the penalty exemption range. The authority determined that there was negligence, and a penalty was thus imposed.                                                                                                         | Article 37, Paragraph 2 of the Customs Anti-smuggling Act and Article 7, Paragraph 1 of the Administrative Penalty Act | NT\$6,000   | To prevent recurrences of picking errors, the "warehouse tally clerk" must verify the waybill number and receiving customer with the freight company's "receiving personnel" against the "delivery order" for loose cargo exports.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

Note: Pursuant to Article 4, Paragraph 26, Item 3 of the Procedures for Investigation and Public Handling of Major Information of Listed Companies of the Taiwan Stock Exchange Corporation, a single event with the amount of fines reaching NT\$1,000,000 or more in the aggregate.

## 2.5 Risk Management

In order to implement the risk management mechanism and strengthen corporate governance, the Company's ESG risks are identified by the Sustainability Committee through a risk assessment questionnaire. These risks encompass three major dimensions: sustainable environment, employees, and operational performance, with the respective responsible units tasked with the subsequent management and tracking of countermeasures. In 2025, after reviewing the risk items from 2024, the Company added "labor shortage" as a new risk and incorporated it into the management mechanism to mitigate potential impacts on operations.

| Risk Type               | Risk Description                                          | Risk Management Strategy                                                                                                                                                                                                                                                                                                                                                                                                   |
|-------------------------|-----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sustainable environment | Continuously rising GHG emissions                         | Introducing measures to reduce carbon emissions and other environmental impacts in a stepwise manner, such as improving the performance of factory facilities and equipment, saving electricity, and developing renewable energy.                                                                                                                                                                                          |
|                         | Year-over-year increase in energy consumption             | Reducing energy intensity per unit of output value by replacing legacy equipment and implementing energy management systems and renewable energy facilities.                                                                                                                                                                                                                                                               |
|                         | Greater disposal volume and lower recycling rate of waste | <ol style="list-style-type: none"> <li>1. <b>Domestic waste:</b> Promoting the concept of plastic reduction and environmental protection among employees, imposing stricter requirements for resource recycling and classification, and facilitating resource recycling and reuse.</li> <li>2. <b>Industrial waste:</b> Facilitating resource recycling and reuse, and constantly increasing the recovery rate.</li> </ol> |
|                         | Water and electricity shortages                           | <ol style="list-style-type: none"> <li>1. <b>Water shortage:</b> Enhancing the level of water leakage inspection of water pipes and increasing the use of reclaimed water.</li> <li>2. <b>Power shortage:</b> Controlling the public power consumption time, and installing backup power supplies such as batteries or emergency power generators for important equipment.</li> </ol>                                      |
| Employees               | Overwork (long working hours)                             | <ol style="list-style-type: none"> <li>1. <b>Health risk management:</b> Carrying out the procedures of abnormal workload prevention in a constant manner to take care of the health of employees and prevent the occurrence of major diseases.</li> <li>2. <b>Occupational disease prevention and management:</b> Continuing the ergonomic hazard prevention and related health promotion activities.</li> </ol>          |

| Risk Type                 | Risk Description                       | Risk Management Strategy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|---------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employees                 | High turnover rate                     | <ol style="list-style-type: none"> <li>1. Understanding the true causes of employees' resignation through interviews, and making adjustments and improvements based on the causes of resignation.</li> <li>2. Setting comprehensive welfare programs to enhance the satisfaction and sense of belonging of employees and reduce talent loss.</li> <li>3. Providing better career development and learning opportunities, such as professional skill training and management courses, to enable the employees to grow.</li> <li>4. Conducting talent retention evaluation and offering retention incentives to increase the willingness for long-term employment.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|                           | Labor shortage                         | <ol style="list-style-type: none"> <li>1. Actively diversifying recruitment channels and increasing the job vacancy exposure rate, while adjusting salary strategies with reference to market salary levels when determining the pay for new hires, to improve the reporting rate and accelerate staffing.</li> <li>2. Establishing the TYC scholarship to develop our own potential talent in core technology fields.</li> <li>3. Building an employer brand to enhance the Company's positive image among external talent.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Governance and operations | Declined competitiveness in the market | <ol style="list-style-type: none"> <li>1. <b>Promotion of smart manufacturing and low-carbon production:</b> Continuously optimizing production line automation and inspection processes to ensure stable product quality; making energy-saving improvements in the production processes while being committed to improving resource utilization efficiency, to gradually build an environmentally friendly production system.</li> <li>2. <b>R&amp;D and innovation capability enhancement:</b> Steadily developing smart lighting-related technologies and exploring the application of eco-friendly materials in product design; providing solutions that meet customer needs based on lightweight design and improved optical performance in response to EV market trends.</li> <li>3. <b>Better quality control and product reliability:</b> Continually refining the quality management system based on the existing IATF 16949 and ISO 26262 standards; strengthening product compliance and reliability through product environmental footprint reviews to solidify long-term partnerships with global automakers.</li> <li>4. <b>Improved talent development and retention plans:</b> Enhancing the team's professional competencies on an ongoing basis and strategically training talent for key positions related to core technologies; also, ensuring the stability and inheritance of technology development in optical design and electronic control via competency upgrade and talent retention plans, in order to support the long-term corporate operations and market competitiveness with a professional talent force.</li> <li>5. <b>Acceleration of digital and smart transformation:</b> Leveraging management systems such as ERP and PLM to support operational decision-making and enhance information connectivity from R&amp;D design to production; continuing to monitor market trends and raw material conditions and establishing a communication and early warning mechanism, so as to mitigate the impact of external environmental uncertainties on supply chain stability.</li> </ol> |

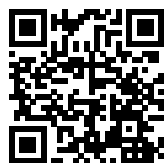
| Risk Type                 | Risk Description                             | Risk Management Strategy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|---------------------------|----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                           | Occurrence of information security incidents | Immediately activating the reporting and response mechanism when an information security incident occurs, which helps reduce operational impact and ensure the stable operation of the business. Please refer to 2.6 Information Security Management.                                                                                                                                                                                                                                                                                                                                                              |
| Governance and operations | Supply chain disruption                      | <ol style="list-style-type: none"> <li><b>Reinforcement of supplier management:</b> Conducting the evaluation process required for new suppliers, as well as the regular evaluation and necessary guidance for existing suppliers, so as to make sure that their quality, delivery, and sustainability performance meet the Company's requirements.</li> <li><b>Diverse supply sources of key raw materials:</b> Having more than 2 qualified suppliers of key materials to diversify the risk, increase supply flexibility, and reduce the risk of interruption due to having only 1 source of supply.</li> </ol> |

Note: In 2025, the risk item "failure to save energy effectively" was renamed to "year-over-year increase in energy consumption."



## 2.6 Information Security Management

To strengthen TYC's internal data security protection, management mechanism, and customer-related information, the Company has established the "Information Security Center," a dedicated unit of information security allocating appropriate professional personnel and resources. The Information Security Policy, management procedures and specifications have been formulated and risk control has been implemented, to achieve the goal of information security management.



Information  
Security Policy

### Implementation and Effectiveness of Information Security Management

To strengthen information security management, TYC obtained the TISAX certification in Q3 2025, and expects to obtain ISO 27001 external certification in 2026.

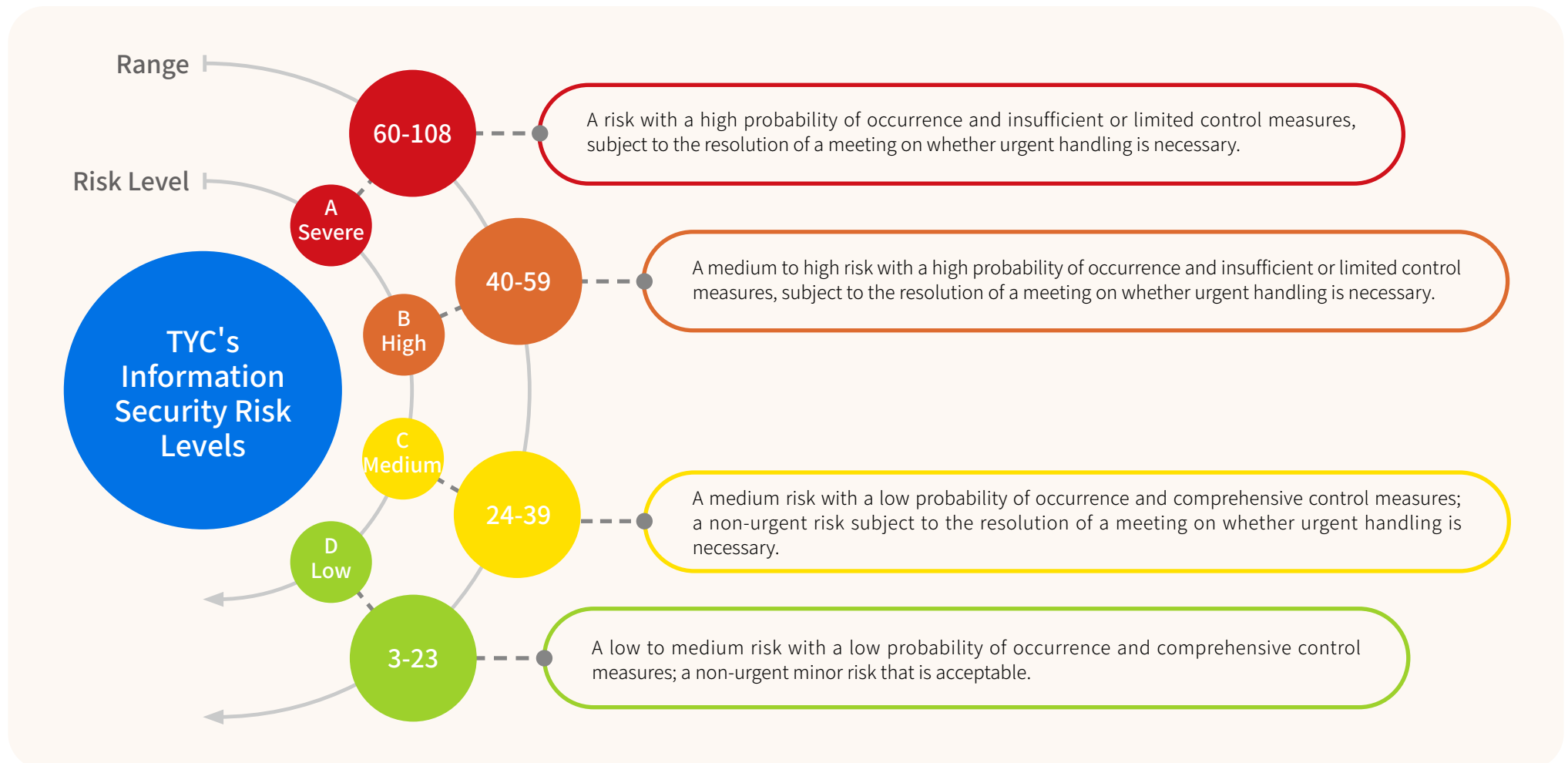


TISAX certification ▶

| Measurement                                               | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Results in 2025                                                                                                                                                                                                                                                                                                                               |
|-----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Resource Investment                                       | <p>The investment items include:</p> <ol style="list-style-type: none"> <li>1. Replacement of uninterruptible power systems (UPS) at the server rooms of Plant 1.</li> <li>2. Hardware upgrades (greater performance and availability)</li> <li>3. Spam system protection and upgrades</li> <li>4. Information security anti-virus protection system</li> <li>5. Information security checkup services</li> <li>6. Information security scanning service</li> <li>7. TISAX information security certification</li> <li>8. AI-based solutions</li> </ol> | NT\$5,092,400 invested                                                                                                                                                                                                                                                                                                                        |
| Defensive Measures Against Information Security Threat    | SPAM Mail Management                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <ul style="list-style-type: none"> <li>• 134,690 quarantined e-mails blocked</li> <li>• 2,775 infected e-mails blocked</li> </ul>                                                                                                                                                                                                             |
|                                                           | Firewall Security Management                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <ul style="list-style-type: none"> <li>• 1,999,000 threat activities detected</li> <li>• 111,600 moderate-risk activities</li> <li>• 1,062,700 low-risk activities</li> </ul>                                                                                                                                                                 |
|                                                           | Vulnerability assessment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <ul style="list-style-type: none"> <li>• Host vulnerability assessment on a total of 85 important targets, with 3 items needing improvement; the improvement has been completed.</li> <li>• Website vulnerability assessment and penetration tests, with 5 items needing improvement; the improvement has been completed.</li> </ul>          |
| Enhancement of Employee Awareness of Information Security | E-mail social engineering drill                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <ul style="list-style-type: none"> <li>• A social engineering drill attended by 893 employees.</li> <li>• Enhancement of awareness of information security needed for a total of 132 individuals; completion rate of the information security education and training: 100%; total training hours: 132 hours; exam pass rate: 100%.</li> </ul> |
|                                                           | Information security education and training for employees, with the content covering information and confidential data leak, and cyber attack issues.                                                                                                                                                                                                                                                                                                                                                                                                   | Education and training attended by 47 new employees and 1,108 existing employees, for a total of 1,115.8 training hours.                                                                                                                                                                                                                      |

## Information Security Risk Assessment

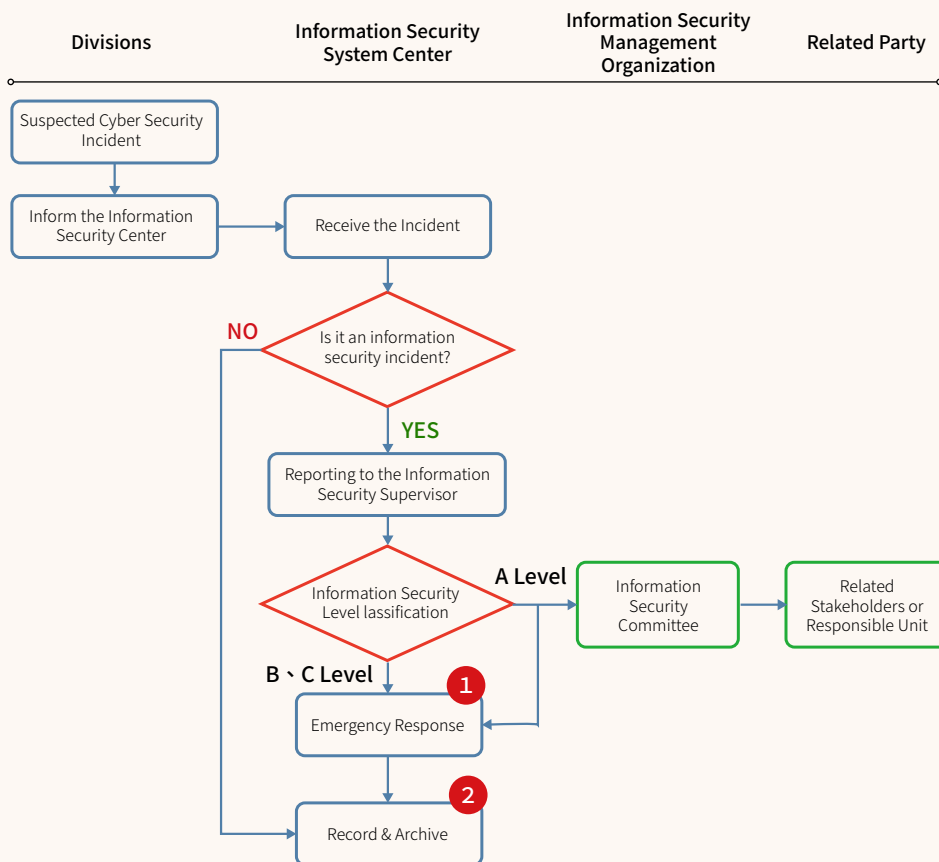
The Information Security Center conducts an annual information security risk level assessment in accordance with "Information Security Asset Operation Standards" and "Management Regulations for Information Security Risk Assessment". Based on the assessment results, the handling methods for items at risk levels A, B, and C are determined through meeting discussions. In 2025, improvements and upgrades to the product data management (PDM) system were implemented for 1 B-level risk item according to the discussion resolution.



## Information Security Incident Handling and Reporting

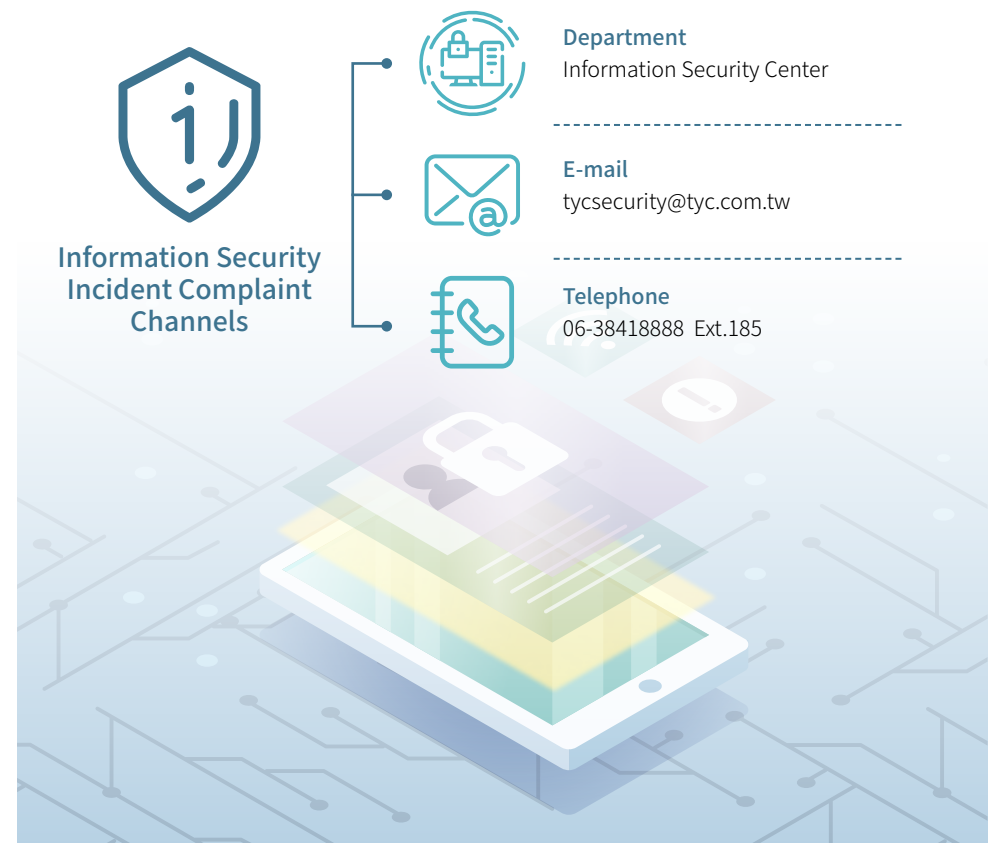
TYC has established the "Information Security Incident Handling Standard Procedures," "Information Security Incident Reporting Standard Procedures," and "Computer System Disaster Handling Procedures." These clearly define the information security incident reporting mechanism, assign responsible persons for handling major incidents, and provide for the assessment of losses and operational impacts, as well as relevant response and remedial measures. In the event of a system disaster, recovery operations are carried out according to established procedures to minimize impact and shorten system recovery time. No information security incidents occurred in 2025.

TYC cyber security incident reporting and handling are governed by the following procedures. ▶▶



## Customer Information Management

TYC has formulated the "Regulations for the Management of Application and Credit Collection of Basic Customer Information" to govern the creation and modification of basic information for new and existing customers, while also defining credit investigation principles and credit limit management mechanisms. Customer-related information is centrally managed within the Company's systems, where tiered authorization and account control are implemented based on job requirements. Records of data access and changes are maintained based on system mechanisms in accordance with the Company's data protection management regulations to mitigate the risk of unauthorized access, loss, or leakage. In 2025, there was no infringement of customer privacy or compromise of customer information.



## ■ 2025 Performance Highlights

- **Percentage of local suppliers reaching 93.7%**

Local procurement prioritized, with the carbon footprint of supply chain transportation reduced subsequently

- **Customer satisfaction score of 83.45**

Overall customer satisfaction survey results

- **0 incidents**

No incidents of non-compliance with health and safety regulations for products and services, or with regulations on product and service information and labeling.

# 3

## Product Responsibility and Value Chain

3.1 Product Liability

3.2 Local Procurement

3.3 Due Diligence of Supply Chain

3.4 Customer Relationship Management



The Company specializes in the design, R&D and manufacturing of automobile and motorcycle lighting. Adhering to the principles of professional innovation, quality as the priority, and safety first, we strive to be a premier manufacturer in the industry.

To embrace the AI era, we have introduced AI and data analysis technologies to drive smart design and manufacturing, thereby enhancing product safety, quality stability, and production efficiency. By continuously applying new technologies and materials to refine processes and structural designs, we ensure that our products are in line with international regulations and meet high standards for quality and safety. Importance is also placed on the participation and continuous learning of all employees, and the Company promotes low-carbon production and sustainable development while pursuing excellent quality and customer satisfaction, in order to create long-term value together.

Within the industrial chain, the Company is positioned in the midstream of the automotive supply chain, with upstream sectors encompassing plastics, rubber, electrical engineering, electronics, and hardware. To strengthen the overall competitiveness of the supply chain, we continuously improve the quality, delivery performance, cost, and service capabilities of our suppliers. We have also established a "TYC Supplier's Code of Conduct" to promote suppliers' compliance with relevant regulations, collaborating with partners to enhance the value of products and services and exert a positive influence.



Quality Policy

Quality  
Certification  
and Product  
Certification

## 3.1 Product Liability

### © Material Control and Selection

The raw materials used in 'OEM lighting products are aligned with the applicable environmental regulations and customer requirements in each sales market. Material specification is confirmed and managed during the product design stage to prohibit or restrict the inclusion of specific substances in products and manufacturing processes (including the recycling and disposal of labels). All material selections are verified according to requirements, with complete specifications provided, and REACH and RoHS test reports from third-party accredited laboratories attached. This ensures that the plastics are free of plasticizers, heavy metals, and hazardous substances, while being 100% compliant with specifications. Furthermore, raw material suppliers are regularly required to update their test data. If customers have specific performance requirements for materials, the Company also selects appropriate materials based on their specific needs.

Regarding OEM design and development, various environmentally friendly measures have been adopted to reduce the environmental impact. These efforts, which cover the selection of all materials used in lighting manufacturing, focus on reducing carbon emissions during the production of parts and materials, avoiding the use of chemical gases that could aggravate climate change, promoting material recycling, and eliminating the use of environmentally hazardous substances. All types of plastic materials are engraved with their specific material codes in accordance with international plastic recycling regulations to facilitate recycling and cut pollution. Furthermore, the International Material Data System (IMDS) is utilized to ensure that all component materials comply with international standards.

In order to avoid impacting the environment and harming the human body, each country has enacted corresponding environmental laws and regulations pertaining to product attributes. At TYC, we check the requirements of relevant environmental laws and regulations on an annual basis to ensure that we remain up-to-date with the latest regulatory trends. We also encourage manufacturers, relevant responsible employees, and personnel for legal affairs to receive regular education and training on environmental laws and regulations, so as to keep pace with the latest regulatory development. Through systematic management measures such as material selection, legal reference, and substance specifications, the potential impacts of OEM products on health and safety are taken into account during the design process evaluation to ensure the compliance with related standards. There were no violations of regulations governing the effects of products and services on health and safety in 2025.

In support of the Responsible Business Alliance (RBA) and the Responsible Minerals Initiative (RMI), the Company has established the TYC Conflict Minerals Procurement Policy to ensure that the use of gold, tantalum, tungsten, and tin in its products does not directly or indirectly fund any countries or regions associated with serious human rights abuses, forced labor, or child labor, such as the Democratic Republic of the Congo and its neighboring areas. TYC fulfills its responsible sourcing obligations, and requires its suppliers to follow suit to jointly build a more robust responsible supply chain.

## Substance Specifications and Practices ▶▶

| No. | Substance Specification                          | Practice                                                                                                                                                                                                                                                                                                                                                                                                    |
|-----|--------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1   | PPW (Directive on Packaging and Packaging Waste) |                                                                                                                                                                                                                                                                                                                                                                                                             |
| 2   | POPs (Persistent organic pollutants)             |                                                                                                                                                                                                                                                                                                                                                                                                             |
| 3   | REACH (Regulation (EC) No 1907/2006)             | 1. When the product is initially developed, the specification sheet will usually indicate whether the product is subject to REACH and other environmental requirements, and the relevant staff in the technical research institute will be informed.                                                                                                                                                        |
| 4   | ELV (End-of-life Vehicle · ELV)                  | 2. Examine the bill of materials to see if there are any suspect parts (parts that are more likely to contain restricted substances, such as electronic circuit boards).                                                                                                                                                                                                                                    |
| 5   | TPCH (Model Toxics in Packaging Legislation)     | 3. For suspect parts, ask the manufacturer for the declaration and material number.                                                                                                                                                                                                                                                                                                                         |
| 6   | TSCA (Toxic Substances Control Act)              | 4. Integrate the declarations, material data sheets, or test reports from each component manufacturer to produce a declaration for the whole lamp.                                                                                                                                                                                                                                                          |
| 7   | California Proposition 65                        | 5. Or compile the data for the whole lamp from the material data sheet provided by the manufacturer and check compliance step by step.                                                                                                                                                                                                                                                                      |
| 8   | Global Automotive Declarable Substance List      | 6. Or send the whole lamp for testing at the customer's request to obtain the restricted substances test report.                                                                                                                                                                                                                                                                                            |
| 9   | Conflict Minerals                                | In accordance with the Conflict Minerals Procurement Policy, manufacturers are required to refuse the use of minerals from regions that do not meet the requirements of human rights. Furthermore, manufacturers are required to provide declarations. Furthermore, manufacturers are required to provide declarations. The Company has also requested that suppliers conduct surveys on conflict minerals. |

## © Product Labeling Requirements

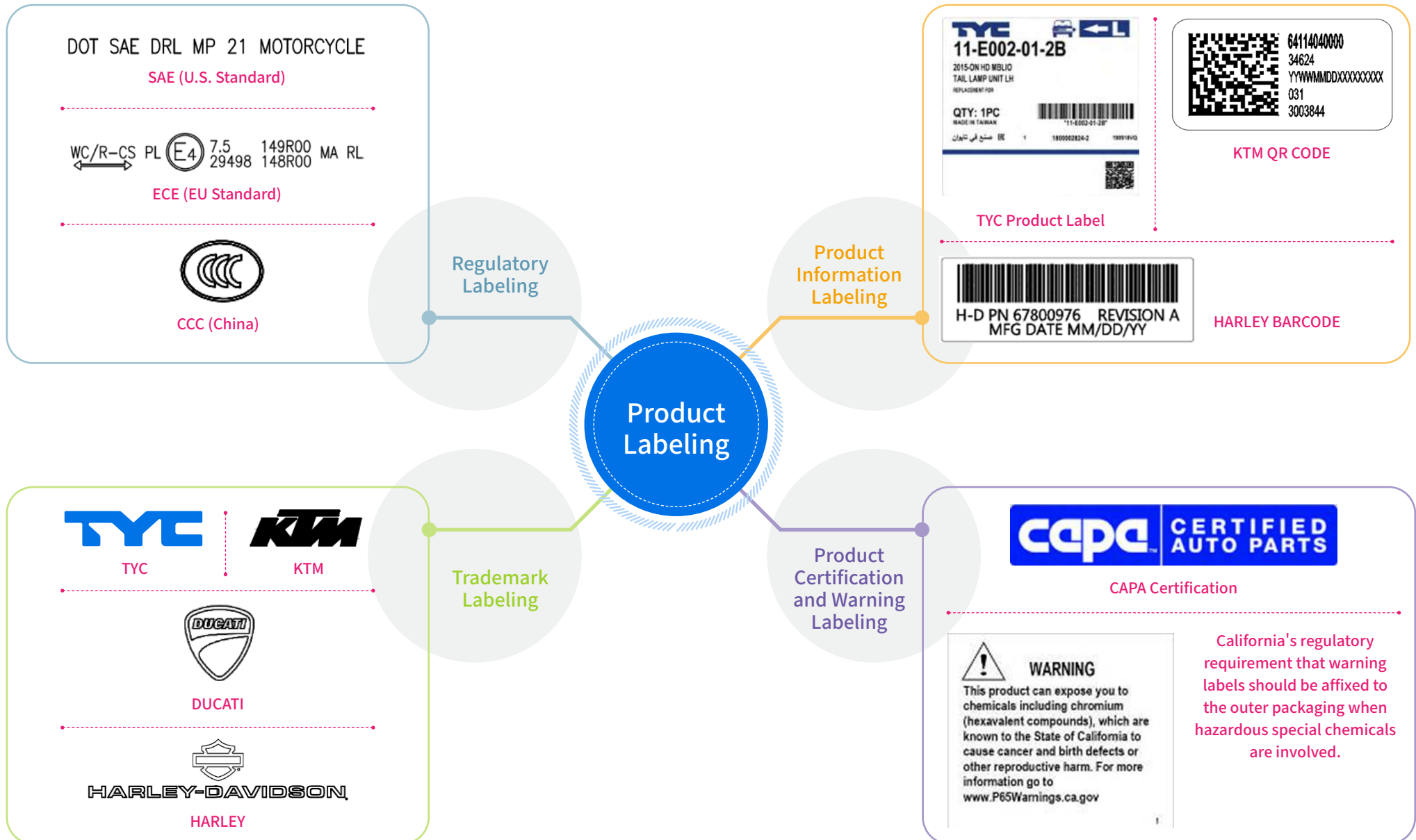
TYC emphasizes product information transparency and safety. All product labeling is designed and managed in accordance with the relevant regulations and standards of each sales region to ensure that content is complete, accurate, and in line with compliance requirements. Product labeling covers product specifications, material information, directions of use, safety warnings, and necessary certification marks to assist customers and end-users in correctly identifying and using products.

In addition to complying with regulatory requirements, the Company provides customized labeling content and formats based on the specifications of international customers and brand owners. These services include barcode management, traceability information, multilingual labeling, and environmental information disclosure to meet the needs of diverse markets and customers, thereby enhancing supply chain transparency and product credibility.

During the product sales and marketing process, TYC complies with applicable product information and labeling regulations and customer requirements in each sales market to ensure that information is clear, accurate, and traceable, thereby protecting customer rights while increasing product and service transparency. The Company's product labeling is primarily classified into three categories:



In addition, during new product development, design changes, or market entry, the Company conducts assessments and reviews of compliance with product labeling regulations according to internal procedures. To ensure robust compliance management throughout the product life cycle, our products proceed to mass production or shipping only after compliance with relevant regulations is confirmed. In 2025, no violations of product and service information and labeling laws or regulations occurred. This demonstrates the Company's positive implementation results in the aspects of legal compliance, product management, and consumer rights protection.



## 3.2 Local Procurement

In 2025, TYC has collaborated with approximately 325 suppliers, including approximately 232 suppliers of raw materials and 93 suppliers of non-raw materials. These suppliers have been categorized into three main groups: labor (contracts and services), property (ordinary purchases), and engineering (construction and equipment). Taiwan accounted for 93.7% of the procurement amount of raw materials and 100% of the procurement amount of non-raw materials.

Number of Raw Material Suppliers and Percentage of Purchase Amount in 2025 ▶▶

| Region                   | Type                | Number | Percentage |
|--------------------------|---------------------|--------|------------|
| Domestic <sup>Note</sup> | Packaging           | 24     | 4.5%       |
|                          | Raw materials       | 20     | 3.6%       |
|                          | Components          | 43     | 55.1%      |
|                          | Lamps               | 11     | 6.9%       |
|                          | Plastics            | 52     | 17.9%      |
|                          | Rubbers             | 13     | 1.1%       |
|                          | Secondary processes | 24     | 0.7%       |
|                          | Hardware            | 33     | 3.6%       |
|                          | Glass               | 4      | 0.4%       |
| Overseas                 | Components          | 8      | 6.3%       |
| Total                    |                     | 232    | 100%       |

Note: The term "domestic" refers to Taiwan.

Number of Non-material Suppliers and Percentage of Purchase Amount in 2025 ▶▶

| Category                                    | 2024   |            | 2025   |            |
|---------------------------------------------|--------|------------|--------|------------|
|                                             | Number | Percentage | Number | Percentage |
| Labor<br>(contracts and services)           | 34     | 71.5       | 32     | 17.6       |
| Property<br>(ordinary purchases)            | 16     | 8.5        | 5      | 0.6        |
| Engineering<br>(construction and equipment) | 33     | 20         | 56     | 81.8       |
| Total                                       | 83     | 100.0      | 93     | 100.0      |

Note: The term "ordinary purchases" encompasses a range of items, including card clocks, flags, air freshener supplies, computer supplies, etc

### 3.3 Due Diligence of Supply Chain

As a benchmark manufacturer of automotive parts, TYC has consistently maintained stable partnerships built on mutual trust with suppliers, working hand in hand with them to enhance the value of products and services in the global market and share the fruits of collaboration. To ensure the supply chain is aligned with domestic laws, international standards and customer requirements, the Company has established the "Procurement Policy," the "TYC Suppliers' Code of Conduct," and the "TYC Labor Policy Questionnaire." Also, supplier ESG training and announcements have been arranged irregularly to encourage suppliers to jointly build responsible, environmentally friendly, and transparent supply chain relationships.

We conduct due diligence on core suppliers every 2 years, with the investigation covering the topic of management systems. According to the investigation results in 2025, no suppliers were involved in any incidents of significant social and environmental impact; 100% of our suppliers have signed documents related to ethical management.

#### ◎ Supplier Evaluation

In selecting new suppliers, TYC's procurement department evaluates new suppliers based on the "New Supplier Evaluation Form," which includes items such as delivery performance, cost and internal management (compliance with relevant laws and regulations of government agencies, e.g., Labor Standards Act, environmental laws, etc.). A qualified new supplier must have an evaluation score of at least 65; those with an evaluation score below 65 will be re-evaluated after they finish making improvements. In addition, new suppliers must also pass the "TYC Labor Policy Questionnaire" survey and observe the "TYC Suppliers' Code of Conduct" to meet TYC's social and environmental evaluation of new suppliers. In 2025, there were no new suppliers.

In order to strengthen the management ability of raw material suppliers, improve the quality of projects, increase the on-time completion rate, and respond to production demand in a timely manner, an annual evaluation schedule was established in 2025, with key suppliers selected to take the evaluation every year. Suppliers that failed the evaluation by scoring less than 60 points were required to provide an improvement plan for improvement and retake the evaluation audit. To ensure that suppliers can provide high quality and maintain mutually beneficial long-term relationships with us, we have evaluated them using effective performance evaluation methods. A list of non-conforming suppliers is reported at the end of each year for review of improvements and countermeasures. In 2025, 232 raw material suppliers (including 12 that underwent on-site evaluations) completed the evaluation, and no incidents of significant negative social or environmental impact were identified during the evaluation and verification process.



### 3.4 Customer Relationship Management

TYC adopts a dual-track approach based on digital platforms and physical engagement to convey its brand philosophy. The Company's achievements in R&D technology, environmental progress, and talent training are showcased through social media, enabling stakeholders to stay informed about corporate developments. For physical exhibitions, we focus on international professional events to facilitate face-to-face interactions with customers, transforming technical expertise into brand trust and enhancing our global influence.

#### © Brand Marketing and Communications

TYC's marketing program has adopted a "mobility management" approach, which requires sales staff to visit customers in person to understand their needs and provide TYC with the latest products and services. There were no violations of laws and regulations related to marketing and communications in 2025.

In 2025, TYC participated in two international professional exhibitions, engaging in face-to-face interactions with customers to convey the brand value, increase the brand visibility, and continue expanding into the global market. After the screening by the sales personnel, 275 potential customers across the world from the aforementioned two key professional exhibitions were identified.



▲ with our OE customer



▲ with our Latin American customer

In November, TYC participated in the Automotive Aftermarket Products Expo (AAPEX) in the U.S., which featured 2,600 exhibitors and attracted 46,551 visitors from 130 countries.



▲ Automechanika SHANGHAI in 2025

In December, the Company took part in Automechanika SHANGHAI in China, the most important professional exhibition for the auto parts industry in Asia that was, according to official data, attended by 7,465 indicative enterprises and brands as exhibitors and 253,691 visiting buyers from 44 countries around the world.



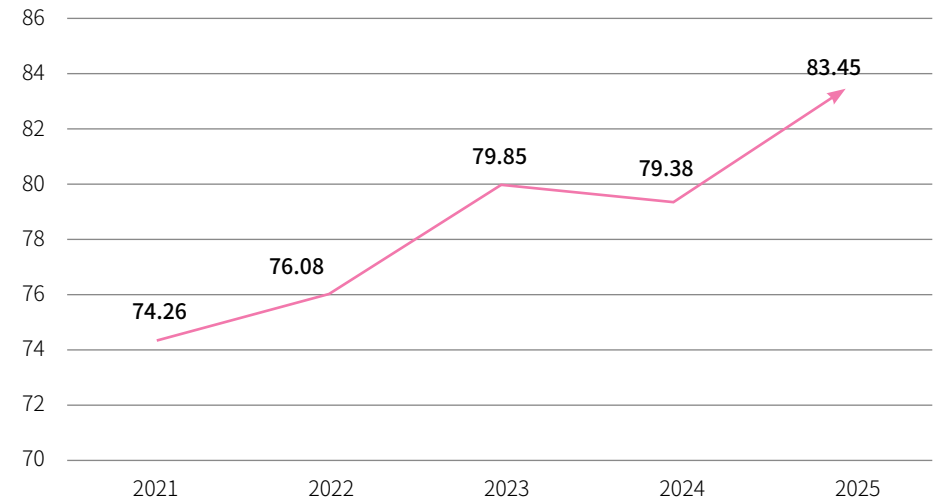
▲ 2025 AAPEX in the U.S.

## ◎ Customer Service and Survey

TYC has established the "Customer Service and Satisfaction Management Regulations" and "Customer Satisfaction Survey Standards," and conducts regular customer satisfaction surveys once a year to understand market trends and listen to customers' voices, which is the direction of TYC's continuous improvement in the future

TYC has been committed to customer service, with overall customer satisfaction survey results improving year by year over the past five years. The customer satisfaction survey conducted in 2025 yielded an overall score of 83.45, exceeding the target score of 75.

Overall Customer Satisfaction Chart in the Past 5 Years



## ◎ Customer Feedback and Management

TYC has established the "Customer Complaint Handling Procedures" and a comprehensive customer complaint management system to provide timely responses and improve product abnormalities through systematic processes. The purpose of this system is to clearly define the scope of handling, operating procedures, and recall and disposal mechanisms for customer complaints, and to properly rectify non-conformities through problem analysis and corrective measures, so as to prevent the recurrence of similar incidents and continuously enhance product and service quality.

Regarding customer complaints and quality abnormality cases in the OEM market, the Company follows the mechanism for customer complaint handling and subsequent correction/prevention. The quality assurance unit leads the root cause analysis and the implementation of corrective and preventive measures, while the business unit is responsible for consolidating and documenting customer needs and feedback, serving as a cross-departmental communication channel to track improvement progress and provide formal responses to customers.

In 2025, all customer complaints were resolved, achieving a 100% case closure rate with no overdue cases. This demonstrates the Company's efficiency in customer complaint handling and effectiveness of quality improvement mechanisms.

Note: Cases occurring at the end of 2025 and expected to be closed in 2026 are excluded from the statistics.

## ■ 2025 Performance Highlights

- **ISO 50001 certification obtained**  
Implementation in and third-party certification for Plant 1
- **6 carbon reduction measures**  
Carbon reduction of approximately 249.16 tCO<sub>2</sub>e/year
- **Emissions per unit of product meeting reduction targets**  
4.10 tCO<sub>2</sub>e of emissions per unit of product, which was 6.4% less than the result in the base year of 2022 and achieved the target of 5% reduction by 2025
- **Resource recycling rate increased by 16.9%**  
A waste recovery rate of 51.9%, showing an increase of 16.9% compared to 2024

# 4 Environmental Stewardship

4.1 Responses to Risks and Opportunities of Climate Change

4.2 Manufacturing Process Improvement and Recycling

4.3 Energy and GHG Management

4.4 Water Resources and Pollution Prevention Management

4.5 Resource Recycling and Utilization

4.6 Biodiversity Management Strategies and Conservation Actions

In the face of global environmental challenges such as climate change and limited resources, TYC has incorporated environmental sustainability into the core of corporate governance and operational management, continuously improving manufacturing processes and environmental performance across dimensions including energy management, GHG reduction, water resource management, waste recycling, and biodiversity conservation.

The Company minimizes the environmental impact of its operations through systematic management, goal setting, and periodic review. Meanwhile, the Company's environmental risk management and sustainable competitiveness are strengthened through alignment with domestic and international regulations, as well as international trends. The ISO 14001 environmental management system certification has been introduced and maintained as well. Plant 1 obtained the ISO 50001 third-party certification in 2025, and the certification of the Anping Plant is scheduled to be completed in 2026; the energy management scope has been expanded in a stepwise manner.



ESH and Energy Policy

## 4.1 Responses to Risks and Opportunities of Climate Change

### Material Topic: Climate Change Response

| Positive/Negative Impacts        |                  | <p><b>Positive actual/potential impact:</b> Compliance with customer, policy, and international carbon reduction requirements will enhance our future competitiveness. Furthermore, reducing our reliance on energy sources will help mitigate the risks and losses associated with potential energy shortages.</p> <p><b>Negative actual/potential impact:</b> The Company may be financially impacted if regulations become more stringent and the scope of the levy is expanded in the future.</p>                                                                                                                                                                                                                                                                                              |
|----------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Strategies/Management Approaches |                  | <p>We are committed to taking an active role in addressing climate change. Our approach involves reducing GHG emissions, investing in cutting-edge research and development, and promoting green design technologies. We are also focused on enhancing the efficiency of energy and resource utilization, advancing the development of a circular economy, and continuing to prioritize the reuse of resources.</p> <p>We implement carbon management in accordance with government laws and regulations, reducing GHG emissions, setting short-term, mid-term and long-term carbon reduction targets, and progressively building green energy facilities for use.</p> <p>Energy transition: We develop green energy, increase energy efficiency, and replace high energy-consuming equipment.</p> |
| Remedial and Preventive Measures |                  | <p>The Company is committed to promoting energy conservation, waste reduction and pollution prevention, in order to minimize the negative impact of GHG emissions on the environment and human rights and thereby build sustainable resilience.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 2025                             | Objectives       | GHG inventory and verification: 5% reduction by 2025 compared to the carbon emissions per unit of product in the base year of 2022 (4.38 tCO <sub>2</sub> e / unit of product).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|                                  | Achievement Rate | <p>✅ 4.10 tCO<sub>2</sub>e / unit of product in 2025, which was 6.4% less than the result in the base year and in line with the target of 5% reduction.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

|                            |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|----------------------------|-------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2025                       | Other Performance | <ol style="list-style-type: none"> <li>1. Reduction by approximately 7.81 tCO<sub>2</sub>e / yr through the setting of hot melt dispensing system timers.</li> <li>2. Reduction by approximately 29.07 tCO<sub>2</sub>e / yr through the virtualization of 35 hosts.</li> <li>3. Reduction by approximately 0.07 tCO<sub>2</sub>e / yr through 1 purchased battery electric company vehicle.</li> <li>4. Reduction by approximately 160.07 tCO<sub>2</sub>e / yr through the pipeline replacement plan.</li> <li>5. Reduction by approximately 211.24 tCO<sub>2</sub>e / yr through cast heat sink replacement.</li> <li>6. Reduction by approximately 37.92 tCO<sub>2</sub>e / yr through air compressor replacement.</li> <li>7. ISO 50001 energy management system certification obtained the Plant 1.</li> <li>8. Logistics and transportation management system optimization: Introduction of a dock appointment and route management mechanism that allows real-time tracking of loading/unloading times, reduces fuel consumption, and thereby lowers carbon emissions in the upstream and downstream supply chains.</li> </ol> |
| 2026 Short-term Objectives |                   | <ol style="list-style-type: none"> <li>1. GHG inventory and verification: 6% reduction by 2026 compared to the carbon emissions per unit of product in the base year of 2022 (4.38 tCO<sub>2</sub>e / unit of product).</li> <li>2. ISO 50001 certification for the Anping Plant in 2026.</li> <li>3. Purchase of 2 three-wheeled urban micro electric vehicles.</li> <li>4. Cooling equipment system (500-ton cooling tower) replacement in 2026.</li> <li>5. Replacement of adsorption dryers with heated dryers.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 2028 Mid-term Objectives   |                   | <p><b>GHG inventory and verification:</b> 7% reduction by 2028 compared to the carbon emissions per unit of product in the base year of 2022 (4.38 tCO<sub>2</sub>e / unit of product).</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 2030 Long-term Objectives  |                   | <p><b>GHG inventory and verification:</b> 10% reduction by 2030 compared to the carbon emissions per unit of product in the base year of 2022 (4.38 tCO<sub>2</sub>e / unit of product).</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Effectiveness Evaluation   |                   | <p>Progress towards the climate change management targets reviewed by the Sustainability Committee through regular meetings and reported to the Board of Directors.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

## ◎ Governance Structure and Risk Management

TYC prioritizes corporate sustainability and incorporates climate change into its annual business strategy assessment. Each year, the Company holds regular meetings on business policies and strategies to review annual business policies, strategies and objectives, based on which it establishes key performance indicators (KPIs) related to climate change and sustainable development. All KPIs are incorporated into the Sustainability Committee's action plans and integrated into the quarterly progress reporting mechanism to ensure proper implementation and continuous tracking.

The Company has coordinated sustainable development initiatives through the Sustainability Committee and established the Greenhouse Gas Inventory Promotion Committee and the Energy Management Committee. These committees are respectively responsible for GHG inventory and verification, as well as energy management, monitoring, and improvement. The three committees jointly track international trends and climate change-related issues to continuously enhance management measures.

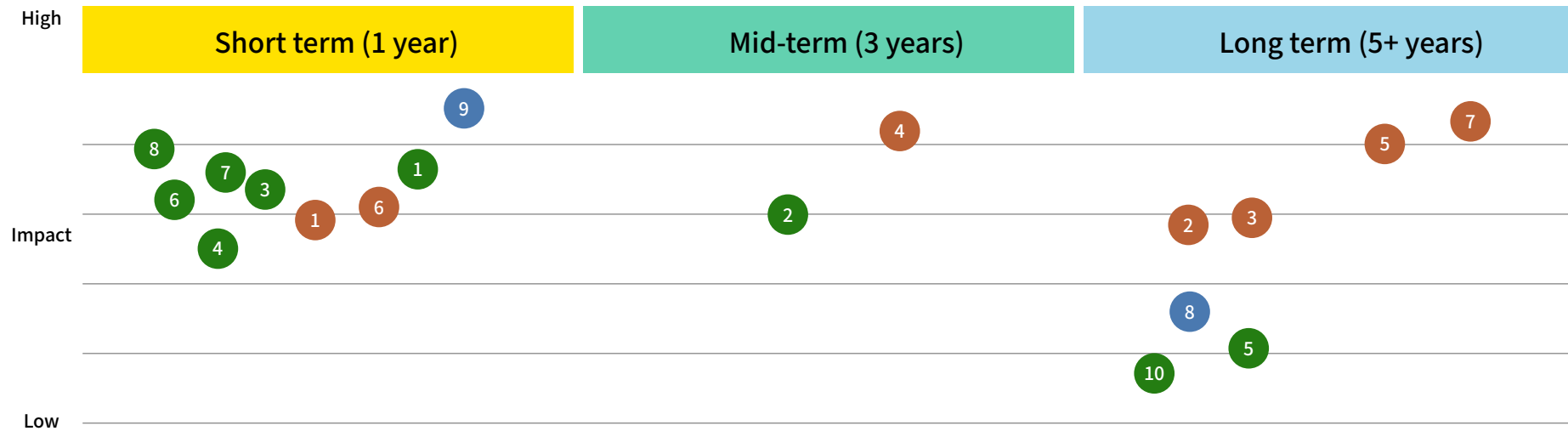
## ◎ Strategy and Risk/Opportunity Management

The Company has taken into account the IFRS S2 framework (formerly TCFD) for climate-related risks and opportunities. In the assessment meeting for climate-related financial impact and ESG risks on August 20, 2025, TYC's Sustainability Committee made a joint discussion and assessment of climate change risks, covering the transition risks (policies and regulations, technology, market/goodwill), physical risks (acute and chronic), and opportunities (resource efficiency, energy sources, products and services, market, and resilience (flexibility)). Then, the risks and opportunities are managed and the countermeasures were developed based on the identification results. In 2025, we reviewed the existing risk and opportunity items from 2024, and removed "Short-term Risk – Higher raw material cost due to the cost of transition to low-carbon technology" as low-carbon technology would not be introduced in the short term.

## List of Risks and Opportunity in 2025 ▶▶

| Category         | Item                     | Issue                                                                                           |
|------------------|--------------------------|-------------------------------------------------------------------------------------------------|
| Transition Risks | Policies and Regulations | 1. Response to the government/EU's GHG carbon pricing                                           |
|                  |                          | 2. Enhancement of the obligation of emission reporting                                          |
|                  |                          | 3. Requirements for and control over existing products and services                             |
|                  |                          | 4. Carbon management in compliance with government laws and regulations                         |
|                  | Technology               | 5. Replacement of existing products and services with low-carbon alternatives                   |
|                  |                          | 6. Investment in new technologies                                                               |
|                  | Market/Goodwill          | 7. Uncertainty of customer behavioral preference/market information                             |
| Physical Risks   | Acute                    | 1. Rising severity of extreme weather events such as typhoon and flood                          |
|                  | Chronic                  | 2. Increased average temperature (GHG levels)                                                   |
| Opportunity      | Resource Efficiency      | 1. Implementation of low-carbon production process                                              |
|                  |                          | 2. Recovery and reuse of consumables in the production process                                  |
|                  |                          | 3. Recycling of process wastewater                                                              |
|                  | Energy Source            | 4. Introduction of other energy supply in line with the government's incentive/subsidy policies |
|                  |                          | 5. Introduction of green/low-carbon materials                                                   |
|                  | Products and Services    | 6. New product R&D and innovation                                                               |
|                  | Market                   | 7. Implementation of carbon management/carbon footprint system                                  |
|                  |                          | 8. Product diversification/new markets                                                          |
|                  | Resilience (Flexibility) | 9. Installation of new solar energy facilities (solar energy)                                   |
|                  |                          | 10. Establishment of additional green building facilities                                       |

## Analysis of Climate-related Risks and Opportunities



### 【Opportunity】

1. Implementation of low-carbon production process
2. Recovery and reuse of consumables in the production process
3. Recycling of process wastewater
4. Introduction of other energy supply in line with the government's incentive/subsidy policies
5. Introduction of green/low-carbon materials
6. New product R&D and innovation
7. Implementation of carbon management/carbon footprint system
8. Product diversification/new markets
9. Installation of new solar energy facilities (solar energy)
10. Establishment of additional green building facilities

### 【Physical Risks】

8. Rising severity of extreme weather events such as typhoon and flood
9. Increased average temperature (GHG levels)

### 【Transition Risks】

1. Response to the government/EU's GHG carbon pricing
2. Enhancement of the obligation of emission reporting
3. Requirements for and control over existing products and services
4. Carbon management in compliance with government laws and regulations
5. Replacement of existing products and services with low-carbon alternatives
6. Investment in new technologies
7. Uncertainty of customer behavioral preference/market information

## TYC's Countermeasures for the Risks and Issues ▶▶

| Issue                                                                   | Period     | Focus of Countermeasure                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Potential Effect on Finance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|-------------------------------------------------------------------------|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Response to the government/EU's GHG carbon pricing                   | Short-term | <ol style="list-style-type: none"> <li>1. Conducting GHG inventory annually to stay on top of the current status, with a target of reduction of 6% in the carbon emissions per unit of product by 2026.</li> <li>2. Cutting down the energy consumption in key processes, which is also helpful for reducing carbon emissions.</li> <li>3. Participating in GoGreen, DHL's transportation solution, to reduce carbon emissions from logistics.</li> <li>4. Increasing the recycling rate of process wastewater.</li> <li>5. Adopting local procurement to cut carbon emissions from transportation.</li> <li>6. Improving the power-saving measures of factory facilities and equipment, such as using timer switches.</li> </ol>                           | <ol style="list-style-type: none"> <li>1. Increased costs due to the consultation and verification fees for GHG inventory, energy management, and ESG regulations.</li> <li>2. Increased costs following the implementation of carbon border tax and carbon fee. °</li> <li>3. Increased costs resulting from improvements in abnormalities and performance, equipment replacement, or purchase of monitoring equipment.</li> <li>4. Lower transportation cost due to the increased percentage of local procurement.</li> <li>5. Increased transportation costs caused by GoGreen, DHL's solution.</li> </ol> |
| 6. Investment in new technologies                                       |            | <ol style="list-style-type: none"> <li>1. Continuing to improve the abnormal molds every year.</li> <li>2. Implementing an energy management system for monitoring.</li> <li>3. Taking environmental protection into account during the new product development.</li> <li>4. Introducing new optical software for higher optical utilization.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 10. Increased average temperature (GHG levels)                          |            | <ol style="list-style-type: none"> <li>1. Cutting down the energy consumption in key processes, which is also helpful for reducing carbon emissions.</li> <li>2. Participating in GoGreen, DHL's transportation solution, to reduce carbon emissions from logistics.</li> <li>3. Increasing the recycling rate of process wastewater.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 4. Carbon management in compliance with government laws and regulations | Mid-term   | <ol style="list-style-type: none"> <li>1. Setting a target of 7% reduction in the carbon emissions per unit of product by 2028.</li> <li>2. Continuing to implement energy-saving measures to reduce the total GHG emissions.</li> <li>3. Making equipment replacement schedules for factory energy conservation.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>Mid-term and Long-term</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 8. Uncertainty of customer behavioral preference/market information     | Long-term  | <ol style="list-style-type: none"> <li>1. Stabilizing production to meet the requirements of customer orders, and installing additional power storage equipment to ensure uninterrupted production capacity.</li> <li>2. To meet customer sustainability requirements and international customers' requirements for environmental protection and human rights, having our sales personnel continuously strengthen communication and engagement, ensuring that production processes comply with relevant regional laws and regulations (e.g. EU regulations), and proactively cooperating with customers to complete various sustainability evaluations and commitments, thereby securing our partnerships within the international supply chain.</li> </ol> | <ol style="list-style-type: none"> <li>1. Increased costs following the implementation of carbon border tax and carbon fee.</li> <li>2. Increased costs for purchase of power storage equipment.</li> <li>3. Costs in the R&amp;D of new products and the introduction of new R&amp;D equipment to address environmental protection issues.</li> </ol>                                                                                                                                                                                                                                                        |



TYC's GoGreen Plus Certificate from DHL in 2025

## TYC's Approaches to Opportunities and Issues ▶▶

| Issue                                                                                           | Period     | Focus of Countermeasure                                                                                                                                                                                                                                                                    | Financial Impact                                                                                                                                                                                                   |
|-------------------------------------------------------------------------------------------------|------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Implementation of low-carbon production process                                              | Short-term | <ol style="list-style-type: none"> <li>Reducing the use of plastic bags as packaging materials for parts to avoid waste.</li> <li>Improving the ventilation equipment of the facilities for warehousing and manufacturing.</li> </ol>                                                      |                                                                                                                                                                                                                    |
| 3. Recycling of process wastewater                                                              |            | Optimizing the implementation of recycling and reuse of process wastewater.                                                                                                                                                                                                                | <ol style="list-style-type: none"> <li>Lower disposal costs due to waste reduction.</li> </ol>                                                                                                                     |
| 4. Introduction of other energy supply in line with the government's incentive/subsidy policies |            | Doing long-term planning for the installation of renewable energy equipment in the future.                                                                                                                                                                                                 | <ol style="list-style-type: none"> <li>Lower costs in purchasing water after the recycling and reuse of process wastewater.</li> </ol>                                                                             |
| 6. New product R&D and innovation                                                               |            | Applying secondary materials to AM products related to environmental protection.                                                                                                                                                                                                           | <ol style="list-style-type: none"> <li>Greater corporate resilience to climate change and less costs in purchased energy and carbon fee as a result of the installation of renewable energy facilities.</li> </ol> |
| 7. Implementation of carbon management/ carbon footprint system                                 |            | Maintaining the effectiveness of carbon management and the achievement of emission reduction targets.                                                                                                                                                                                      | <ol style="list-style-type: none"> <li>Lower costs and greater revenue following the expansion of the brand's product portfolio and the localization of production bases.</li> </ol>                               |
| 8. Product diversification/new markets                                                          | Mid-term   | <ol style="list-style-type: none"> <li>Expanding the brand's product portfolio to meet diversified market demand.</li> <li>Adopting localized production at production bases in North America and Asia.</li> <li>Deepening the development in the market of certified products.</li> </ol> |                                                                                                                                                                                                                    |
| 2. Recovery and reuse of consumables in the production process                                  |            | Recycling and reusing packaging materials.                                                                                                                                                                                                                                                 | Increased operating revenue following the exploration of new markets for environmentally friendly products.                                                                                                        |

## Green Transportation and Climate Adaptation Actions ▶▶

To implement low-carbon operations and improve internal transportation efficiency, TYC has continued to introduce electrified vehicles to reduce the use of fuel vehicles and GHG emissions. The Company pre-ordered 2 "Urban Electric Micromobility Lean 3" in 2025, with the vehicles expected to arrive in September 2026. These vehicles will primarily be used for short-distance transport of personnel and materials between plant areas to boost operational efficiency and cut carbon emissions.



With the increasingly significant impacts of climate change, summer heatwaves and sudden heavy downpours have affected outdoor operations and personnel mobility. The introduction of electric three-wheeled vehicles could not only reduce the use of fuel vehicles and GHG emissions, but also provide a safer and more comfortable environment with less exposure to the sun and rain for employees moving between plant areas. This initiative demonstrates the Company's commitment to employee health and a friendly workplace.



Featuring the benefits of "mitigation" and "adaptation" at the same time, this measure helps reduce carbon emissions, and even enhances the Company's resilience in the face of climate risks.

## Indicators and Objectives ▶▶

| Indicator                                        | Objectives                                                                                                                                                                                                                                                                                                                | Specific Actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|--------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Energy Management and Reduction of GHG Emissions | <b>Implementing an energy management system</b> <ul style="list-style-type: none"> <li>Certification obtained for Plant 1 in 2025.</li> <li>Certification obtained for the Anping Plant in 2026.</li> </ul>                                                                                                               | Implementing energy management with planned annual improvements to reduce energy consumption and GHG emissions; performance in 2025: <ol style="list-style-type: none"> <li>4.10 tCO<sub>2</sub>e of emissions per unit of product in 2025, which was 0.28 tCO<sub>2</sub>e and 6.4% less than the result in 2022 and in line with the target.</li> <li>Reduction by approximately 7.81 tCO<sub>2</sub>e / yr through the setting of hot melt dispensing system timers.</li> <li>Reduction by approximately 29.07 tCO<sub>2</sub>e / yr through the virtualization of 35 hosts.</li> <li>Reduction by approximately 0.07 tCO<sub>2</sub>e / yr through 1 purchased battery electric company vehicle.</li> <li>Reduction by approximately 160.07 tCO<sub>2</sub>e / yr through the pipeline replacement plan.</li> <li>Reduction by approximately 211.24 tCO<sub>2</sub>e / yr through cast heat sink replacement.</li> <li>Reduction by approximately 37.92 tCO<sub>2</sub>e / yr through air compressor replacement.</li> <li>ISO 50001 energy management system certification obtained for the Plant 1.</li> </ol> |
|                                                  | <b>With 2022 as the base year for the carbon emissions per unit of product (4.38 tCO<sub>2</sub>e per unit of product).</b> <ul style="list-style-type: none"> <li>Short-term: 5% reduction by 2025.</li> <li>Mid-term: 7% reduction by 2028.</li> <li>Long-term: 10% reduction by 2030.</li> </ul>                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Greenhouse Gas Inventory                         | <ul style="list-style-type: none"> <li>GHG inventory of the parent company completed for the first time in 2022, along with the external certification.</li> <li>Having the subsidiaries in the consolidated financial reports complete the inventory by 2027 and be certified by 2029 as required by the FSC.</li> </ul> | GHG inventory and certification for the Anping Plant and Plant 1~3 completed in 2025.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Water Resource                                   | <b>With 2021 as the base year for the water consumption per unit of product (0.024 million liters per unit of product).</b> <ul style="list-style-type: none"> <li>5% reduction in water consumption per unit of product by 2025.</li> <li>10% reduction in water consumption per unit of product by 2030.</li> </ul>     | <ol style="list-style-type: none"> <li>In 2025, 105.2 million liters of water withdrawn, 1.85 million liters recycled from process water, and 0.029 million liters of water consumption per unit of product. The annual target of 5% reduction was not achieved, primarily due to operational changes and equipment abnormalities; subsequent efforts will focus on the enhancement of equipment maintenance.</li> <li>Turning the process wastewater of plants into secondary water through pretreatment to save water resources. Improving the performance of the in-house water system and enhancing the efficiency of recycled water utilization in a constant manner, by establishing a recycled water system to apply the recycled wastewater to the process water curtain system and the air conditioning system.</li> </ol>                                                                                                                                                                                                                                                                                  |

ISO 50001 Energy Management System  
Certification Obtained for Plant 1 in 2025Note: Formula of the carbon emissions per unit of product: (total tCO<sub>2</sub>e of Scope 1 + Scope 2) / sales volume (metric tons)

## 4.2 Manufacturing Process Improvement and Recycling

### ◎ Main Materials Used

The total weight of TYC 2025 materials used in primary production and packaging is 6,325.7 metric tons.

### 2025 Major Production and Packaging Materials ►►

Unit: Tons

| Type                    | Item                          | Volume of Use in 2023 | Volume of Use in 2024 | Volume of Use in 2025 |
|-------------------------|-------------------------------|-----------------------|-----------------------|-----------------------|
| Non-renewable Materials | Raw materials <sup>Note</sup> | 2,480.8               | 1,912.7               | 1,662.7               |
| Renewable Materials     | Paper packaging               | 5,064.5               | 5,021.6               | 4,663.0               |
| Total                   |                               | 7545.3                | 6,934.3               | 6,325.7               |

Note: Raw materials include the amount of acrylonitrile-butadiene-styrene (ABS), polyamide 66 (PA66), polycarbonate (PC), and propylene glycol monomethyl ether acetate (PGMEA) used in 2025.

The trimmings generated in the manufacturing process are recycled and processed for use in the injection molding machine for overflow and cleaning, and the recycled usable materials generated from defective products in the manufacturing process can be sold to qualified recyclers. Approximately 77.4 metric tons of usable materials were recycled in 2025.

### Recyclable Materials ►►

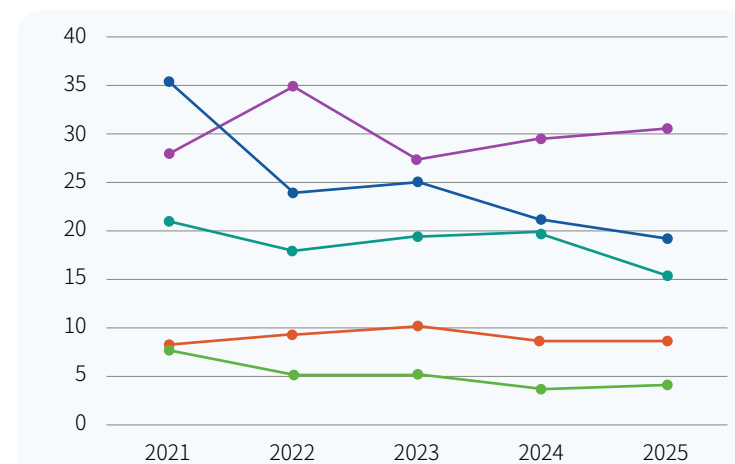
Unit: Tons

| Type                                  |   | 2021 | 2022 | 2023 | 2024 | 2025 |
|---------------------------------------|---|------|------|------|------|------|
| Tube Cleaning                         | ● | 20.8 | 17.9 | 19.4 | 19.6 | 15.3 |
| Acrylonitrile-Butadiene-Styrene (ABS) | ● | 8.3  | 9.0  | 9.9  | 8.7  | 8.6  |
| Polyamide-66 (P66)                    | ● | 7.4  | 5.3  | 4.9  | 3.5  | 4.0  |
| Polycarbonate (PC)                    | ● | 35.0 | 23.7 | 24.7 | 20.8 | 19.2 |
| Polymethyl methacrylate (PMA)         | ● | 27.7 | 34.6 | 27.2 | 29.3 | 30.3 |
| Subtotal                              |   | 78.4 | 72.6 | 66.7 | 62.3 | 62.1 |
| Total                                 |   | 99.2 | 90.5 | 86.1 | 81.9 | 77.4 |

Note: Tube cleaning is a process required to meet customer needs as production orders cover different plastic materials and colors.

### Recyclable Materials ►►

Unit: Tons



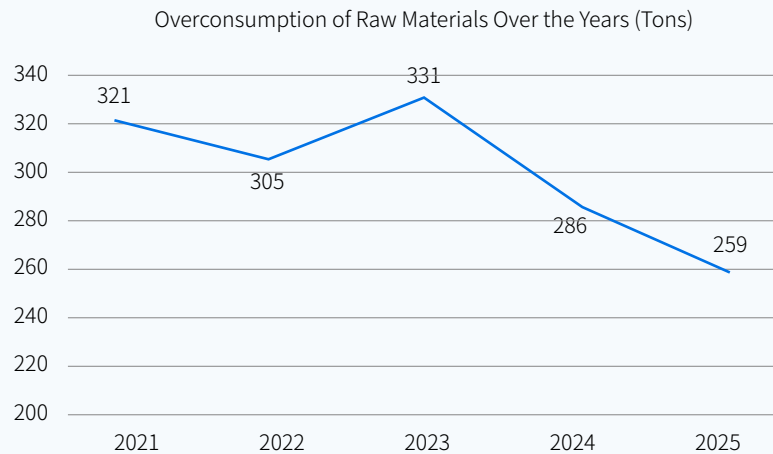
## ◎ Reduction of Overconsumption of Raw Materials

While the mold trial process has led to an increase in the overconsumption of raw materials, the Company has continued to effectively control raw material utilization efficiency through measures such as talent development, introduction of an abnormal decision diagnosis system, mold optimization, process improvement, production schedule optimization, and reduction in the number of mold trial runs. Through continuous improvement, raw material overconsumption decreased from 321 tons in 2021 to 259 tons in 2025, a reduction of approximately 19.31%. This shows that relevant measures have been effective and contributed to lower resource waste and carbon emissions, and that the sustainability goals of plastic and carbon reduction have been achieved.

### Overconsumption of Raw Materials ▶▶

| Year   | 2021 | 2022 | 2023 | 2024 | 2025 |
|--------|------|------|------|------|------|
| Weight | 321  | 305  | 331  | 286  | 259  |

Note: The annual overconsumption may rise or drop due to the influence of the activation rate and production volume of a production line.



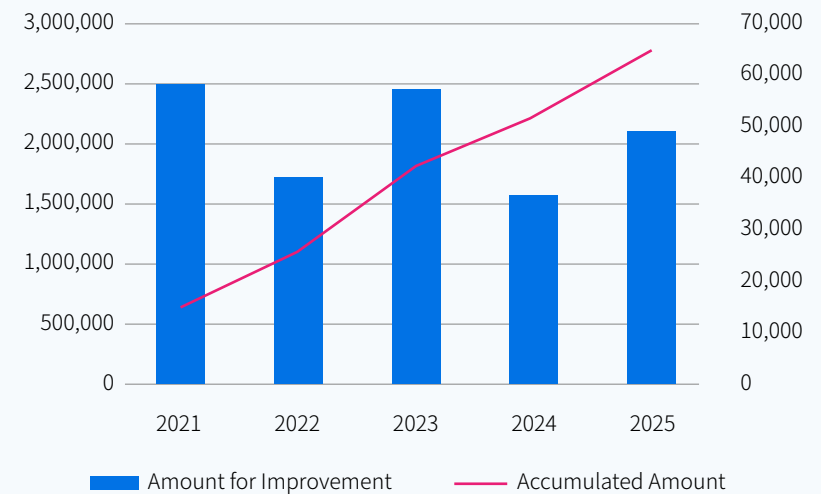
## ◎ Improvement of Packaging Materials for Parts

Since 2018, TYC has been implementing improvements on the packaging materials used for parts, delivering parts with the simplest packaging method. The amount of plastic bags and EPE used has thus been reduced.

### Improvement of Packaging Materials for Parts ▶▶

| Type                                      | 2021    | 2022      | 2023      | 2024      | 2025      |
|-------------------------------------------|---------|-----------|-----------|-----------|-----------|
| Amount for Improvement (NT\$)             | 668,903 | 459,957   | 657,828   | 422,177   | 563,754   |
| Accumulated Amount for Improvement (NT\$) | 668,903 | 1,128,860 | 1,786,688 | 2,208,865 | 2,772,619 |

Improvement of Packaging Materials for Parts Over the Years



## ◎ Improvement of Carbon Emission Reduction in the Manufacturing Process

### ➡ Hot Melt Dispensing System Timer Setting

#### Practice:

Setting a hot melt dispensing system to stopping heating up after the operation of the production line has stopped for 2 hours, and heating up to the temperature required for production two hours before the operation of the production line.

#### Saving:

When the production lines are temporarily not operated, the time and electricity for a factory hot melt dispensing system to heat up are saved, and energy consumption is reduced. In 2025, 27 hot melt dispensing system timers were installed. The electricity saving was calculated based on the premise that there were 5 typhoon days in the current year:

$$16 \text{ A} * 220 \text{ V} * 1.732 = 6,097 \text{ W}$$

$$6,097 \text{ W} = 6.1 \text{ W/hr} = 6.1 \text{ kWh}$$

$$6.1 \text{ kWh} * 20 \text{ hr} = 122 \text{ kWh}$$

$$122 \text{ kWh} * 27 \text{ units} * 5 \text{ days} = 16,470 \text{ kWh}$$



### ➡ Improvement of Primer Spraying Process

#### Practice:

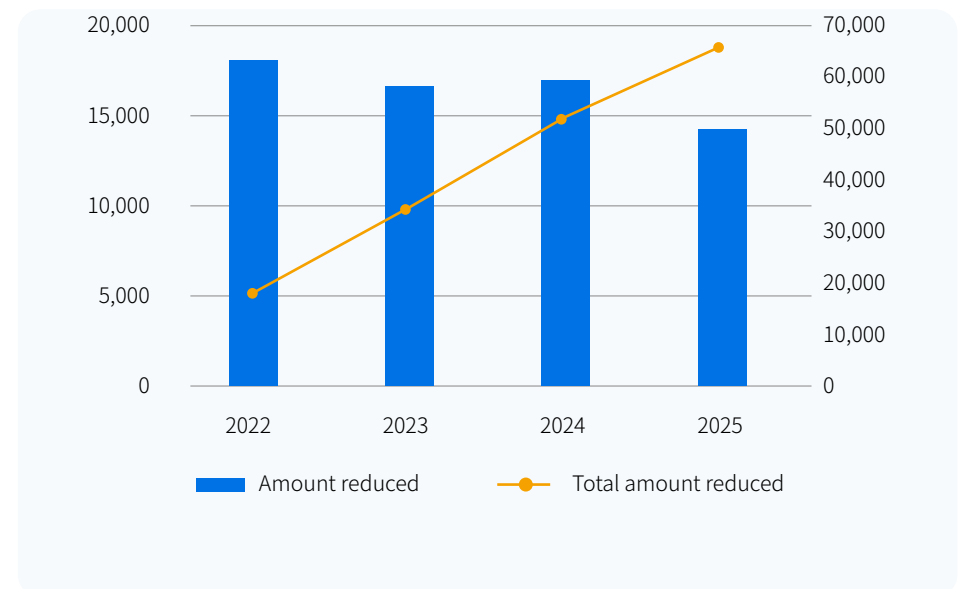
The adhesion between the metal layer and plastics is increased to smoothen the plastic surface, so that the amount of primer coating used can be decreased, and so are the raw materials applied and the carbon emitted.

#### 2025 Reduction of Raw Materials Used ▶▶

Unit: Kg

| Item                 | 2022   | 2023   | 2024   | 2025   |
|----------------------|--------|--------|--------|--------|
| Amount reduced       | 18,074 | 16,783 | 17,083 | 14,390 |
| Total amount reduced | 18,074 | 34,857 | 51,940 | 66,330 |

Reduction of Raw Materials Use



## ◎ Headlamp Energy-saving Design

TYC has been promoting product energy-saving design and enhancing the energy efficiency of lighting products. In 2025, new OEM products underwent design optimization in accordance with relevant lighting regulations to reduce power consumption and improve overall lighting performance.

### ➔ LED Lighting Design

TYC is committed to energy conservation and carbon reduction in the design and development of automotive lamps. For new designs, the Company suggests that car manufacturers use the high-brightness energy-saving LED alternatives instead of the traditional halogen bulbs as light sources. In 2025, halogen bulbs were used in response to customer specifications, accounted for 7% of usage, while LEDs accounted for 93%.

### OEM Trends in the Use of Halogen and LED Light Bulbs in Products ▶▶

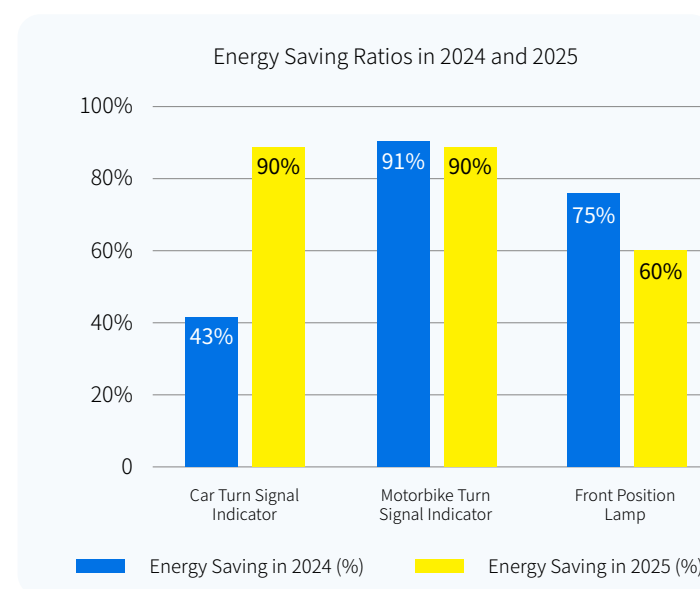
| Year | Halogen | LED  |
|------|---------|------|
| 2021 | 8%      | 92%  |
| 2022 | 6%      | 94%  |
| 2023 | 5%      | 95%  |
| 2024 | 0%      | 100% |
| 2025 | 7%      | 93%  |

The status of new OEM products' energy saving ratio under lighting regulations in 2025 is as follows:

| Light Function                    | Halogen (W) | 2024    |                   |                      | 2025    |                   |                      |
|-----------------------------------|-------------|---------|-------------------|----------------------|---------|-------------------|----------------------|
|                                   |             | LED (W) | Energy Saving (%) | Light Efficiency (%) | LED (W) | Energy Saving (%) | Light Efficiency (%) |
| Car Turn Signal Indicator (Front) | 21.w        | 12.w    | 43%               | 60%                  | 2.w     | 90%               | 85%                  |
| Motorbike Turn Signal Indicator   | 21.w        | 1.8w    | 91%               | 60%                  | 2.w     | 90%               | 46%                  |
| Front Position Lamp               | 5.w         | 1.2w    | 75%               | 50%                  | 2.w     | 60%               | 30%                  |

Note:

1. Calculation of energy saving ratio = (Halogen W - 2024 average LED W) / Halogen W\*100%.
2. The energy saving ratio of LEDs covers the output lumen value of light consumption, LED thermal decay, LED module heat, and total heat dissipated.
3. Optical energy efficiency includes the application area of reflective surface, reflectivity, penetration rate, size of mechanism space, customer input shape, and penetration material.
4. As OEM LED products are not terminal products, the energy saving can only be calculated using the product specifications, and the power reduction ratio is shown in percentage (The main reason for not using the joule unit is to avoid the inaccuracy of the data caused by applying too many assumptions).



## → Lightweight Design

Automotive matrix headlamps, which combine driving safety and lighting functions, have gradually become the mainstream headlamps of the future. However, they feature a complex product structure and require the application of a large amount of materials. Hence, TYC has invested in the research and development of Liquid Silicone Rubber (LSR) to optimize product design and lower the use of materials. In 2024, there were 3 sets of R&D products that could proceed to the stage of mass production in 2025. Currently, there are 5 sets of lamps under development.



20-H751/52 Headlamp



20-J137/38 Headlamp (Left-Hand Drive)

## ◎ Process Improvement

In addition to the development of more energy-saving light source designs, we are committed to enhancing the quality of our process designs. To this end, we divide the current combination of LENS and HOUSING lamps into two types:



### Adhesive is required

This type applies to products such as automobile and motorcycle headlamps, as adhesives (e.g. hot melt adhesive, PU adhesive, and UV adhesive) must be used to ensure structural strength and airtightness performance, so that the requirements related to high impact strength, heat resistance, driving vibration and entire vehicle structure are met.



### No adhesive required

This type applies to products such as front fog lamps, taillights, decorative taillights, and turn signal lights. We have gradually introduced technologies including mechanical snap-fit structures, ultrasonic welding, and hot plate welding, in order to reduce the use of adhesives and thereby achieve the goals of lower VOC emissions and reduced environmental load.

In terms of product design, TYC has progressively adopted adhesive-free processes. In 2025, adhesive-free structure design was incorporated into 21% of the OEM mass-produced lamps, effectively reducing the use of adhesive materials and VOC emissions. In terms of the manufacturing process, the automated PLASMA spraying technology based on robotic arms has been phased in since 2022 to replace traditional manual primer coating. This transition helps enhance the adhesion and quality stability of lamp bonding while reducing the use of organic solvents. In 2025, robotic automation was fully adopted, which is estimated to reduce the use of around 570 cans of organic solvents per year.

## 4.3 Energy and GHG Management

### Material Topic: Energy Management

|                                  |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|----------------------------------|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Positive/Negative Impacts        |                   | <p><b>Positive actual/potential impact:</b> Energy management helps increase energy efficiency, reduce costs, keep in line with environmental regulations, and cut GHG emissions.</p> <p><b>Negative actual/potential impact:</b> The failure to save energy and reduce GHG emissions may result in carbon tax and increased energy costs.</p>                                                                                                                                                                                                                                                                                                                                                   |
| Strategies/Management Approaches |                   | <p>We actively respond to climate change, reduce greenhouse gas emissions, and invest in innovations and green technologies to improve the efficiency of energy consumption. Investments will also be made in cutting-edge R&amp;D and green design.</p> <p>The Company will continuously take energy-saving measures, increase employees' awareness of energy conservation, improve energy efficiency, strengthen energy management, reduce energy consumption and operating costs, and decrease GHG emissions and its environmental impact.</p> <p>The ISO 50001 energy management system is introduced to optimize the energy management mechanism, reduce costs and increase efficiency.</p> |
| Remedial and Preventive Measures |                   | <p>Energy transition: We develop green energy, increase energy efficiency, and replace high energy-consuming equipment.</p> <p>The ISO 50001 energy management system is used to optimize the energy management mechanism, reduce costs and increase efficiency.</p>                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 2025                             | Objectives        | <p>With 2022, in which the energy intensity was 1,082.5 GJ/NT\$100 million of revenue, as the base year, achieving an energy intensity of 895.1 GJ/NT\$100 million of revenue in 2025.</p> <ol style="list-style-type: none"> <li>1. Short-term: 2% reduction by 2025.</li> <li>2. Introduction of the ISO 50001 energy management system, with the certification expected to be obtained in 2026.</li> </ol>                                                                                                                                                                                                                                                                                    |
|                                  | Achievement Rate  | <p>✓ 17.3% reduction by 2025, which is better than the target of 2%.</p> <p>✓ ISO 50001 certification obtained for the Plant 1 in 2025.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|                                  | Other Performance | <ol style="list-style-type: none"> <li>1. Reduction by approximately 0.93 GJ / yr through 1 purchased battery electric company vehicle.</li> <li>2. Reduction by approximately 1,215.65 GJ / yr through the pipeline replacement plan.</li> <li>3. Reduction by approximately 108.00 GJ / yr through cast heat sink replacement.</li> <li>4. Reduction by approximately 288.00 GJ / yr through the replacement of 1 air compressor (100HP).</li> </ol>                                                                                                                                                                                                                                           |
| 2026 Short-term Objectives       |                   | <ol style="list-style-type: none"> <li>1. With 2022, in which the energy intensity was 1,082.5 GJ/NT\$100 million of revenue, as the base year, reducing 3% in energy intensity by 2026.</li> <li>2. Cooling equipment system (500-ton cooling tower) replacement.</li> <li>3. Replacement of adsorption dryers with heated dryers.</li> <li>4. Introduction of the ISO 50001 energy management system to the Anping Plant, with the certification expected to be obtained.</li> </ol>                                                                                                                                                                                                           |

2028 Mid-term  
Objectives

With 2022, in which the energy intensity was 1,082.5 GJ/NT\$100 million of revenue, as the base year, reducing 6% in energy intensity by 2028.

2030 Long-term  
Objectives

1. With 2022, in which the energy intensity was 1,082.5 GJ/NT\$100 million of revenue, as the base year, reducing 10% in energy intensity by 2030.
2. Installation of solar energy facilities.

Evaluation  
Mechanism

Annual PDCA effectiveness evaluation on issues related to energy by the Engineering Management Department according to ISO 50001 internal and external management review procedures.

## Energy Management

TYC's energy consumption primarily consists of purchased electricity and non-renewable fuels (including gasoline and diesel), with no renewable energy used. Purchased electricity is mainly sourced from Taiwan Power Company, while gasoline and diesel are used for company vehicles. In 2025, the Company's electricity consumption reached 30,307,400 kWh, and gasoline and diesel consumption were 3,682.7 liters and 11,866.9 liters, respectively. After conversion, the total energy consumption was 109,644.2 GJ, with an energy intensity of 895.1 GJ/NT\$100 million of revenue. Compared to the base year (2022), the energy intensity in 2025 decreased by approximately 17.3%.

The Company has continuously promoted energy management measures. The Plant 1 obtained the ISO 50001 energy management system certification in 2025, and the certification of the Anping Plant is scheduled to be completed in 2026.

### Energy Use ▶▶

| Item                                                                   | Unit                                    | 2023      | 2024      | 2025      |
|------------------------------------------------------------------------|-----------------------------------------|-----------|-----------|-----------|
| Electricity usage                                                      | GJ                                      | 122,053.1 | 119,320.8 | 109,106.6 |
| Gasoline usage                                                         | GJ                                      | 152.0     | 111.7     | 120.2     |
| Diesel usage                                                           | GJ                                      | 253.9     | 200.5     | 417.3     |
| Total Energy Usage                                                     | GJ                                      | 122,459   | 119,633.0 | 109,644.1 |
| Operation revenue (individual)                                         | hundred million dollars of revenue      | 126.6     | 133.7     | 122.5     |
| Energy Intensity (Total Energy Usage / Operation Revenue (Individual)) | GJ / hundred million dollars of revenue | 967.3     | 894.8     | 895.1     |

#### Notes:

1. The energy consumption calculation is based on Anping Plant and Plant 1-3.
2. Informationsources: Electricity consumption is based on the data listed in the monthly electricity bill of each plant; gasoline and diesel fuel are based on actual consumption.
3. Calorific value conversion factor for each type of energy: Electricity 1 kWh = 3,600 KJ; Gasoline 1 L = 32,635.2 KJ (7,800 kcal); Diesel 1 L = 35,145.6 KJ (8,400 kcal).
4. GJ = 106 KJ.
5. The energy intensity in 2022 was 1,082.5 GJ/NT\$100 million of revenue.

## Greenhouse Gas Inventory

In response to the potential risks posed by climate change, such as extreme weather, supply chain disruptions, and stricter regulatory requirements, the Company incorporates climate issues into its risk management and operational decision-making mechanisms based on the results of climate-related risk and opportunity assessments, taking corresponding carbon reduction and adaptation measures. In 2025, the intensity of GHG emissions was 123.2 tCO<sub>2</sub>e/NT\$100 million of revenue, a decrease by around 21.8% compared to the record of 157.5 tCO<sub>2</sub>e/NT\$100 million of revenue in the base year of 2022.

### 2025 Greenhouse Gas Emission Volume ▶▶

| Item                                           | Unit                                                      | 2023     | 2024     | 2025     |
|------------------------------------------------|-----------------------------------------------------------|----------|----------|----------|
| Scope 1: Direct GHG Emission                   | MT CO <sub>2</sub> e                                      | 366.2    | 397.6    | 720.6    |
| Scope 2: Indirect GHG Emission                 | MT CO <sub>2</sub> e                                      | 16,748.4 | 15,710.6 | 14,365.7 |
| Scope 1 + Scope 2                              | MT CO <sub>2</sub> e                                      | 17,114.6 | 16,108.2 | 15,086.3 |
| Operation Revenue (individual)                 | hundred million dollars of revenue                        | 126.6    | 133.7    | 122.5    |
| Scope 1 + Scope 2<br>GHG Emission Density      | MT CO <sub>2</sub> e / hundred million dollars of revenue | 135.2    | 120.5    | 123.2    |
| Scope 3: Other Indirect (scope 3) GHG Emission | MT CO <sub>2</sub> e                                      | 6,105.5  | 4,125.1  | 4,124.1  |

#### Notes:

1. GHG inventory is conducted in accordance with ISO 14064-1 procedures and verified externally by a third party. All GHG inventories are based on the operation control right method. The inventory organization's primary focus is on the Anping Plant and Plant 1-3.
2. The base year for gas emissions is 2022, in which the emission intensity was 157.5 tCO<sub>2</sub>e/NT\$100 million of revenue.
3. The types of greenhouse gases to be inspected include: nitrous oxide (N<sub>2</sub>O), methane (CH<sub>4</sub>), carbon dioxide (CO<sub>2</sub>), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF<sub>6</sub>), nitrogen trifluoride (NF<sub>3</sub>), and others.
4. Scope 1 includes gasoline and diesel, which are primarily used in public vehicles in accordance with the GWP values outlined in the IPCC 2013 Sixth Assessment Report.
5. Scope 2 is primarily comprised of purchased electricity, which is calculated using the coefficient of carbon dioxide emissions from electricity published by the Energy Department of the Ministry of Economic Affairs (MOEA): 0.495 kilograms of CO<sub>2</sub>e per kilowatt-hour (kg CO<sub>2</sub>e/kWh) in 2022, 0.494 kg CO<sub>2</sub>e per kilowatt-hour (kg CO<sub>2</sub>e/kWh) in 2023, and 0.474 kg CO<sub>2</sub>e per kilowatt-hour (kg CO<sub>2</sub>e/kWh) in 2024.
6. Scope 3 encompasses indirect greenhouse gases (GHGs) from transportation and indirect GHGs from products utilized by organizations.
7. Source of the conversion factors used: The emission factors were calculated based on the latest data announced by the Energy Administration, Ministry of Economic Affairs (IPCC Sixth Assessment Report).
8. The Scope 1 + Scope 2 GHG emission density in 2024 involved restatements of information compared to the previous version due to a data entry error.

## ◎ Energy-Saving and Carbon Reduction Measures

In response to the advent of the low-carbon era, TYC is committed to promoting energy-saving and carbon reduction measures. The equipment optimization and improvement in 2025 is expected to save 525,610.08 kWh of electricity per year, representing a reduction of approximately 1,892.62 GJ and 249.16 tCO<sub>2</sub>e of Scope 2 GHG emissions per year.

### 2025 Energy Conservation Measures and Estimated Savings ▶▶

| Energy Saving Measures                         | Specific Actions                                                                                                                                                                                                                      | Estimated Annual Energy Savings (kWh) | Reduction in Energy Consumption (GJ) | Reduction in GHG Emissions (tCO <sub>2</sub> e / Year) |
|------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|--------------------------------------|--------------------------------------------------------|
| Hot Melt Dispensing System Timer Setting       | A hot melt dispensing system was set to stop heating after the production line had been stopped for two hours, and to start heating up to the required production temperature two hours before the production line resumed operation. | 16,470.00                             | 59.29                                | 7.81                                                   |
| Host Virtualization                            | 35 new computer hosts previously expected to be set were integrated into the virtualized host through the virtualization method.                                                                                                      | 61,320.00                             | 220.75                               | 29.07                                                  |
| Purchase of a Battery Electric Company Vehicle | 1 battery electric company vehicle was purchased. Gasoline vehicle: approximately 0.15 kg/km; electric vehicle: 0.07 kg/km; current mileage: approximately 830 km.                                                                    | 140.08                                | 0.93                                 | 0.07                                                   |
| Pipeline Replacement Plan                      | The equipment pipeline, including air compressor pipes, was progressively replaced to improve equipment efficiency and reduce energy consumption.                                                                                     | 337,680.00                            | 1,215.65                             | 160.07                                                 |
| Cast Heat Sink Replacement                     | Cast heat sinks were replaced to improve equipment efficiency and reduce energy consumption.                                                                                                                                          | 30,000.00                             | 108.00                               | 14.22                                                  |
| Improvement of the Air Compressor System       | A 100HP air compressor was replaced.                                                                                                                                                                                                  | 80,000                                | 288.00                               | 37.92                                                  |
| Total                                          |                                                                                                                                                                                                                                       | 525,610.08                            | 1,892.62                             | 249.16                                                 |

Note:

1. The data was based on the electricity carbon emission factor of 0.474 kg CO<sub>2</sub>e/kWh in 2024 as announced by the Energy Administration, Ministry of Economic Affairs.
2. The electricity consumption of the battery electric company vehicle was back-calculated from a carbon reduction of approximately 0.0664 metric tons.

### – Reducing Carbon Emissions from Paper

TYC has promoted enterprise informatization since 1986. Thus, approximately 140 electronic forms have been created. New items launched in 2025 included the Transportation Management System (TMS) and the direct employee contact information form. With online systems and electronic forms becoming increasingly comprehensive, the use of paper documents has shown a downward trend.

In addition, the Company distributes annual notebooks to customers, suppliers, and employees. Recycled paper made from more than 50% recycled pulp is used for the interior pages. This non-polluting, non-toxic, environmentally friendly paper is used, while the electronic invoice operation is simultaneously promoted. The above-mentioned measures, including electronic forms, annual notebook paper, and electronic invoices, reduced carbon emissions by approximately 0.26 tCO<sub>2</sub>e in total, representing that TYC has taken practical actions in resource conservation and environmental friendliness.

#### Statistics on the Carbon Reduction Effectiveness of Reduced Paper Consumption ▶▶

Unit: tCO<sub>2</sub>e

| Item                                                   | 2023 | 2024 | 2025 |
|--------------------------------------------------------|------|------|------|
| New Electronic Forms                                   | 0.32 | 0.31 | 0.01 |
| Notebooks Made of Eco-friendly Uncoated Woodfree Paper | 0.12 | 0.12 | 0.22 |
| Electronic Invoices                                    | --   | 0.03 | 0.03 |
| Total in the Year                                      | 0.44 | 0.46 | 0.26 |
| Total                                                  |      |      | 1.16 |

Notes:

1. The 2023 and 2024 paper carbon footprint data was sourced from the Carbon Footprint Information Platform at Carbon footprint data/labeling unit: 3.2 kgCO<sub>2</sub>e/A4, 70 g (210 mm x 297 mm) per pack of 500 sheets.
2. In 2025, due to the unavailability of the original information, the calculation was instead based on "3.600E+00 kgCO<sub>2</sub>e/pack" of virgin pulp copy paper announced in 2018.
3. Only the reduction in paper consumption resulting from the launch of new electronic forms and systems in the current year is included in the calculation.
4. Carbon emissions calculation for A4 paper = Reduced A4 paper ÷ 500 sheets (per pack) × 3.2 kgCO<sub>2</sub>e/A4.
5. Carbon footprint data/labeling unit for eco-friendly uncoated woodfree paper used in notebooks: 2.8 kgCO<sub>2</sub>e/A4, 70 g (210 mm x 297 mm) per pack of 500 sheets. 3,358 notebooks were ordered in 2025.
6. The adoption of electronic invoices helped save 3,433 sheets of A4 paper in 2025.

## 4.4 Water Resources and Pollution Prevention Management

TYC's four production facilities are strategically located in Tainan An Ping Industrial Park and Tainan Industrial Park. As indicated by Aqueduct's Water Risk Atlas<sup>Ref</sup>, the water resource pressure in the region where TYC is situated is classified as "Low - Medium risk (1-2)." Each plant's water source is tap water from the Wushantou Reservoir, supplied by the Taiwan Water Supply Company. There is no water drawn from ecological conservation areas or groundwater sources.

Reference: WATER RISK ATLAS: <https://reurl.cc/yyjme2>

TYC has implemented a water resource management plan, with a complete recycled water system built in the Plant 1 to produce recycled water that meets process standards. The system recycled a total of 1.85 million liters of water in 2025. The recycled water volume decreased compared to the previous two years, primarily due to recycled water system equipment abnormalities; subsequent efforts will focus on the enhancement of equipment maintenance.

### Statistics on Water Consumption Over the Years ▶▶

| Item                                                               | Unit                                      | 2023  | 2024  | 2025  |
|--------------------------------------------------------------------|-------------------------------------------|-------|-------|-------|
| Water Withdrawal                                                   | Million liters                            | 97.0  | 109.3 | 105.2 |
| Water Discharge                                                    | Million liters                            | 56.1  | 59.4  | 63.3  |
| Water Consumption                                                  | Million liters                            | 40.9  | 49.9  | 41.9  |
| Recycled Water                                                     | Million liters                            | 7.8   | 5.4   | 1.9   |
| Water Recycling and Reuse Rate                                     | %                                         | 7.4   | 4.7   | 1.8   |
| Operating Revenue (individual)                                     | NT\$100 million of revenue                | 126.6 | 133.7 | 125.1 |
| Water Intensity (water withdrawal/ Operating Revenue (individual)) | Million liters/NT\$100 million of revenue | 0.77  | 0.82  | 0.84  |

Notes:

1. Source of water withdrawal data: The sum of water bills of Anping Plant and Plant 1~3.
2. Source of water discharge data: Industrial Park Sewage Maintenance Fee bill.
3. Water consumption = Water withdrawal - Water discharge.
4. Water recycling and reuse rate = Recycled water / (Water withdrawal + Recycled water) \* 100%.

The wastewater produced by TYC's plants is collected via diversion piping and sent to the wastewater treatment facilities. This wastewater meets the regulatory limits for discharge into the plants (regulation standards) in An Ping and Tainan Industrial Park and complies with the Effluent Standards in terms of quality after treatment with chemical agents at the facilities. In 2025, the wastewater totaled 63.3 million liters.

#### 2025 Wastewater Discharge and Values ►►

| Items                              | An-ping  |                | Plant 1  |                | Plant 2  |                | Plant 3  |                |
|------------------------------------|----------|----------------|----------|----------------|----------|----------------|----------|----------------|
| Inspection Items                   | Standard | Annual average | Standard | Annual average | Standard | Annual average | Standard | Annual average |
| Wastewater Volume (Million Liters) | 11.2     |                | 44.5     |                | 0.4      |                | 7.2      |                |
| COD (mg / L)                       | 400      | 192.2          | 520      | 24.3           | 520      | 69.9           | 520      | 169.5          |
| SS (mg / L)                        | 400      | 38.2           | 320      | 7.0            | 320      | 54.6           | 320      | 27.0           |
| Acidity (pH)                       | 5~9      | 7.8            | 5~9      | 7.2            | 5~9      | 7.9            | 5~9      | 7.7            |

### ◎ Air Pollution Prevention

At present, only a proportion of our air conditioning system uses R-22 refrigerant, with the remainder of our air conditioning refrigerants, automotive refrigerants, fire extinguishers, and processes not employing chlorofluorocarbons (CFCs) regulated under the Montreal Protocol. Air pollution emissions are limited to the Plant 1. Furthermore, there are no Nox and Sox emissions from the injection, secondary processing, and assembly stages of the product manufacturing process. At present, the primary air pollutants generated from our operational activities are volatile organic compounds (VOCs). To address this, the Company has implemented a VOC exhaust gas adsorption treatment facility, which reduces the manufacturing process exhaust gas through activated carbon adsorption. In 2025, the VOC emission from the Plant 1<sup>Note</sup> was 52.0 tons.

Note : The source and methodology for calculating VOC are based on the emissions from fixed source air pollution fee and reporting integration management system of the Ministry of Environment, Executive Yuan.

### ◎ Chemical and Organic Solvent Management

Chemicals are classified and controlled in accordance with domestic regulations, including the Occupational Safety and Health Act, the Environmental Protection Act, and the Fire Services Act. In addition, a poisonous chemical license is required, as is reporting and management in accordance with the Toxic and Concerned Chemical Substances Control Act. Furthermore, the necessary GHS labels must be displayed, and SDSs (Safety Data Sheets) must be provided in accordance with international regulations.

The introduction of Plasma cleaning machines, the use of plasma ions and electronic impact of the material surface oil contaminants, significantly reduce the amount of industrial cleaning agents. In 2025, the average industrial cleaning agent consumption decreased by approximately 3.2 metric tons (23.6%) compared to the levels prior to implementation; about 13.7 metric tons have been reduced in total.

## 4.5 Resource Recycling and Utilization

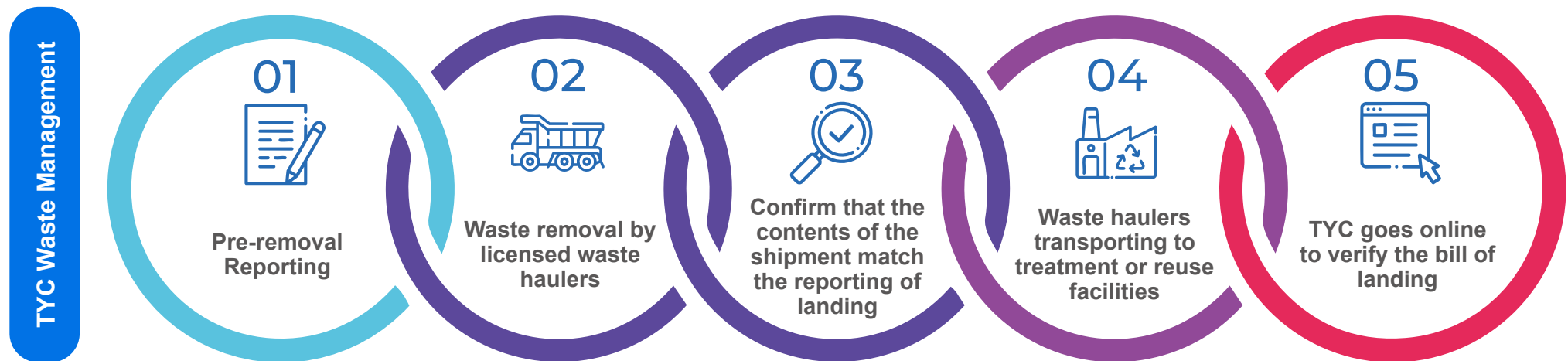
### Material Topic: Resource Recycling and Utilization

|                                  |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|----------------------------------|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Positive/Negative Impacts        |                   | <p><b>Positive actual/potential impact:</b> The Company considers recycling and the effective use of resources to be important and helpful for reducing resource waste and facilitating efficiency. The concept of environmental protection is reflected from the source, further strengthening our corporate image and demonstrating our commitment to sustainable development.</p> <p><b>Negative actual/potential impact:</b> If resource management is not properly planned, the amount of industrial waste may increase, which not only imposes a heavier financial burden for waste disposal but also potentially has a negative impact on the environment.</p> |
| Strategies/Management Approaches |                   | <p>TYC maintains the ISO 14001 Environmental Management System. With an emphasis on water resources, waste, and air quality management, the Company adopts appropriate pollution prevention measures, promotes the continuous reuse of resources, and facilitates the development of the circular economy.</p> <p>Committed to reducing the amount of waste, TYC actively recycles and reuses resources, and further promotes the benefits of resource reuse through proper resource classification and management, thereby mitigating the environmental impact.</p>                                                                                                  |
| Remedial and Preventive Measures |                   | We regularly monitor the generation of industrial waste in the plants, assess the potential of reuse, and implement resource recycling and reuse by optimizing the manufacturing process and classification management to reduce the environmental impact of waste.                                                                                                                                                                                                                                                                                                                                                                                                   |
| 2025                             | Objectives        | A resource recovery rate of up to 37% by 2025.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|                                  | Achievement Rate  | ✓ A resource recovery rate of up to 51.9% by 2025.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|                                  | Other Performance | Outsourcing of non-recyclable plastic waste for processing into solid recovered fuel (SRF) to reduce GHG emissions and promote resource recycling.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 2026 Short-term Objectives       |                   | A resource recovery rate of up to 45%.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 2028 Mid-term Objectives         |                   | A resource recovery rate of up to 48%.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 2030 Long-term Objectives        |                   | A resource recovery rate of up to 50%.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Evaluation Mechanism             |                   | Annual PDCA effectiveness evaluation on issues related to environment and environmental protection by Safe Sanitation Room according to ISO 14001 internal and external management review procedures.                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

## ◎ Waste Management

The waste produced by TYC is comprised of general industrial waste, domestic waste, and recyclable waste, with no hazardous industrial waste included (see the Waste Output and Disposal in 2025 for the types). All waste generated by TYC is disposed of in accordance with the Waste Disposal Act. That is, the waste is entrusted to qualified public/private waste removal and treatment organizations to ensure the proper disposal of each waste item. In addition, measures such as classification management, plastic reduction at the source, and waste reuse have been implemented to gradually reduce the environmental impact of waste.

Prior to the "removal from the factory" of waste, we access the reporting system to file reports according to the manifest for each waste flow (removal, treatment, reuse, or export). Each manifest includes details such as the date and time of removal, vehicle (or vessel) numbers, waste types and descriptions, and quantities. Furthermore, written contracts have been signed with qualified waste disposal operators in accordance with regulations. All data is reported online in real time, and waste is properly disposed of through professional procedures of incineration, reuse, etc. We are committed to maintaining complete records and conducting self-audits, with the removal and treatment records of all kinds of industrial waste retained for 3 years for reference.



## ◎ Resource Recycling and Utilization

In 2025, the Company's total waste was 804.4 metric tons/year, of which 386.8 metric tons/year was directly disposed of (a decrease of 19.4% compared to 2024), and 417.5 metric tons/year was disposed of and transferred (reused) (an increase of 61.2% compared to 2024). The resource recovery rate in 2025 reached 51.9%. Via improved waste management and classification, the resource recovery rate significantly increased from 35.0% in 2024 to 51.9% in 2025, reflecting the Company's achievement of a circular economy.

## Waste Output and Disposal in 2025 ►►

Unit: ton

| Type of Waste            | Disposal Method |       |       |                      |                                          |
|--------------------------|-----------------|-------|-------|----------------------|------------------------------------------|
|                          | Departure       |       |       | Category of Disposal | Type of Disposal                         |
|                          | 2023            | 2024  | 2025  |                      |                                          |
| General Industrial Waste | 266.0           | 237.1 | 183.1 | Direct Disposal      | Incineration (excluding energy recovery) |
| Waste Plastic Mixtures   | 131.8           | 129.4 | 62.9  |                      |                                          |
| Waste Paper Mixtures     | 25.3            | 26.9  | 22.9  |                      |                                          |
| Waste Wood Mixtures      | 12.0            | 11.2  | 10.2  |                      |                                          |
| Waste Fiber              | 1.8             | 2.5   | 2.8   |                      |                                          |
| Waste Cloth              | 0.1             | 0     | 0.2   |                      |                                          |
| Waste Paint Slag         | 35.9            | 30.7  | 39.2  |                      |                                          |
| Inorganic Sludge         | 14.7            | 10.1  | 13.4  |                      |                                          |
| Waste Lubricant          | 6.0             | 0     | 0.0   |                      |                                          |
| Waste Lubricant          | 30.5            | 26.3  | 43.2  |                      |                                          |
| Waste Liquid             | -               | 1.5   | 2.9   | Direct Disposal      | Heat Treatment (except incineration)     |
| Other Waste Glass        | -               | 4.5   | 6.0   |                      | Heat Treatment                           |
|                          |                 |       |       |                      | Physical Treatment                       |
|                          |                 |       |       | Direct Disposal      | Incineration                             |
|                          |                 |       |       |                      | Landfill                                 |
| Total of Direct Disposal | 524.1           | 480.2 | 386.8 |                      |                                          |

| Type of Waste                             | Disposal Method |       |       |                                                                                                                                                                    |                                   |
|-------------------------------------------|-----------------|-------|-------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|
|                                           | Departure       |       |       | Category of Disposal                                                                                                                                               | Description of Disposal           |
|                                           | 2023            | 2024  | 2025  |                                                                                                                                                                    |                                   |
| Waste Activated Carbon                    | 135.4           | 164.7 | 216.0 | Transferred Disposal                                                                                                                                               | For Use of Recycled Raw Materials |
| Waste Wood                                | 55.2            | 57.9  | 57.2  |                                                                                                                                                                    | For Other Recycling Purposes      |
| Waste Plastic                             | -               | 36.5  | 144.4 |                                                                                                                                                                    | For Other Recycling Purposes      |
| Total of Transferred Disposal (Recycling) | 190.5           | 259.1 | 417.5 | Note:<br>The total quantity of waste is the figure declared in the manifest.<br>Resource Recovery rate (%) = (Total of transferred disposal / Total waste) x 100%. |                                   |
| Total Waste                               | 714.6           | 739.3 | 804.4 |                                                                                                                                                                    |                                   |
| Resource Recovery Rate (%)                | 26.7            | 35.0  | 51.9  |                                                                                                                                                                    |                                   |



### 2025 Recycling Volume Award

TYC has played an active role in waste reduction in response to the City Government's vision of building a sustainable and low-carbon beautiful city together. Since 2022, we have won the Recycling Volume Award in the "Tainan City Resource Recycling Reporting Incentive Competition System" for 4 consecutive years. This accolade from the Environmental Protection Bureau acknowledges the Company's commitment to resource recycling.

## ◎ Environmental Impact Mitigation

TYC's Anping Plant and Plant 1-3 have implemented the ISO 14001 environmental management system and have continuously maintained the validity of their certifications. The Company has adopted an environmental management system to control its environmental impact, ensure compliance with environmental regulations, and enhance the organization's environmental performance.

## ➔ Environmental Expenditure Information

In order to maintain an environmentally responsible approach and prevent environmental contamination, TYC has allocated significant resources towards environmental protection initiatives. In 2025, the Company has invested a total of NT\$35,804,841 in environmental protection-related hardware expenses, air pollution prevention, and waste treatment.

### Environmental Protection Expenses Over the Years ▶▶

Unit: NTD

| Type                       | 2023       | 2024       | 2025       | Percentage in 2025 |
|----------------------------|------------|------------|------------|--------------------|
| Air Pollution Prevention   | 10,474,089 | 10,126,500 | 15,044,257 | 42.0               |
| Water Pollution Prevention | 2,463,769  | 1,900,952  | 2,694,425  | 7.5                |
| Waste Disposal             | 10,011,300 | 11,598,410 | 12,561,859 | 35.1               |
| Certification Cost         | 367,195    | 631,350    | 674,300    | 1.9                |
| Hardware Expense           | 18,650,000 | 19,100,000 | 4,830,000  | 13.5               |
| Total                      | 41,966,353 | 43,357,212 | 35,804,841 | 100%               |

## 4.6 Biodiversity Management Strategies and Conservation Actions

During the operational planning and plant management process, TYC avoids significant impacts on the surrounding ecological environment. The Company also raises awareness among employees and stakeholders about biodiversity conservation through environmental cleaning, community involvement, and environmental education activities.

The land used for all of the Company's plants is legal industrial land within industrial parks under the Ministry of Economic Affairs and is not located in any ecologically sensitive areas or statutory nature reserves. Furthermore, the Company's operations do not involve deforestation and have no direct impact on forest resources. In addition, as the Company is not a regulated entity under the Soil and Groundwater Pollution Remediation Act of the Ministry of Environment, statutory soil monitoring is not required. With regard to animal welfare issues, evaluation has been conducted based on the Company's industrial characteristics and product manufacturing processes. The lighting manufacturing process and primary raw material sources do not involve animal slaughter, animal experiments, or the use of animal-derived materials; therefore, no risks related to animal welfare exist.

In terms of biodiversity protection, the Company has planted a diverse range of tree and plant species (including Ixora, hazel sterculia, tropical almond, camphor tree, trailing lantana, pongame oiltree, and bougainvillea) around the plants to create green spaces that serve a habitat function. The area of the Company's bases totals 33,924 ping, with 4,174 ping (around 12%) used for landscaping and greening. This area is maintained and managed by a dedicated unit to shape a natural ecological environment that attracts birds and insects, thereby putting ecological protection into practice.

Since 2023, we have organized beach cleanup campaigns for 4 consecutive years to reduce the impact of coastal debris on marine habitats; this is our foundational action for biodiversity protection. (Please refer to "6.2 Social Involvement" for beach cleanup details). In addition, we have worked with suppliers to support the protection of forest resources by requiring our carton suppliers to obtain the "FSC (Forest Stewardship Council) certification." In 2025, all of our carton suppliers were FSC-certified, which has ensured better environmental friendliness of packaging material sources.

In the future, TYC expects to evaluate the natural environment and ecology surrounding its operations in 2026, and further cooperate with local national parks on conservation plans. The area serves as an important waterbird habitat for endangered species with high ecological conservation value, such as the black-faced spoonbill and the oriental stork. TYC will develop a concrete action plan in a stepwise manner with reference to the Kunming-Montreal Global Biodiversity Framework.



## ■ 2025 Performance Highlights

- **Excellence Award – National Fire Agency, Ministry of the Interior**

Recognition from the competent authority that reflects the Company's continued investment in occupational safety management

- **0 incidents of discrimination, child labor, and restricted freedom of association**

No major substantiated complaints about human rights violations received

- **Employee training expenses totaling NT\$3,398,855**

Total training hours for the year reaching 27,705.94 hours

- **1 ergonomic engineering improvement**

Reducing the physical load and fatigue of the joining engineering operation, and creating a working environment that ensures better safety and health

- **0 major occupational safety incidents**

No major occupational safety incidents involving TYC's employees and non-employee workers

# 5 Friendly and Healthy Workplace

5.1 Human Rights Management

5.2 Employee Overview and Recruitment

5.3 Employees' Rights and Benefits

5.4 Human Resources Development and Training

5.5 Occupational Health and Safety

5.6 Fire Safety Management

Regarding employees as the core asset for corporate sustainability, TYC adheres to the principles of respecting human rights, protecting labor rights and interests, ensuring workplace safety, and promoting physical and mental health, dedicating itself to fostering a working environment that is safe, friendly, diverse, and full of development opportunities.

The Company supports work-life balance for its employees through institutionalized management, human resource development, communication mechanisms, and health promotion measures, while continuously enhancing organizational resilience and talent competitiveness.

## 5.1 Human Rights Management

### Material Topic : Human Rights Management

#### Positive/Negative Impacts

**Positive actual impact:** Human rights training and advocacy could contribute to a respectful, inclusive and friendly workplace, thereby enhancing employee well-being and retention rates.

**Positive potential impacts:**

- By developing a diverse, equitable, and inclusive workplace culture, we eliminate potential biases in recruitment and promotion, enabling employees from all backgrounds to reach their full potential.
- By requiring suppliers to respond to the "TYC Labor Policy Questionnaire," we extend our human rights protection values from internal operations to the supply chain, promoting the sustainable development of the industrial chain.

**Negative potential impacts:**

- Inadequate human rights management mechanisms may lead to labor rights violations, discrimination, or improper treatment in the workplace, compromising employee safety and dignity. This, in turn, could damage corporate reputation, erode stakeholder trust, and undermine sustainable management performance.
- The inappropriate withholding of identity documents or the collection of recruitment fees (particularly from migrant workers) may cause a negative impact associated with forced labor.

#### Strategies/ Management Approaches

We have developed a Labor and Business Ethics Policy in line with human rights regulations such as the "Universal Declaration of Human Rights" and the "International Labor Organization Conventions," and disclosed it on the Company's website. This reflects our commitment to promoting human rights protection, preventing forced labor and child labor, and prohibiting improper conduct such as workplace discrimination.

1. Our "Personnel Recruitment and Appointment Regulations" and "Regulations for the Management of Sustainable Development of Labor and Business Ethics" explicitly prohibit child employment, forced labor, and all forms of discrimination.
2. The Company's employee benefit policies have been optimized in alignment with the latest regulations (e.g. shortening the minimum increment for family care leave and increasing the number of prenatal checkup leave days); such policies have been approved at labor-management meetings to ensure long-term stability.
3. Supplier audits will be implemented starting from 2026 to ensure that human rights management requirements are fully integrated into the major supply chain.

#### Remedial and Preventive Measures

1. The Company has formulated the "Sexual Harassment Prevention Regulations" and the "Employee Complaint and Whistleblowing Management Regulations." Relevant complaints are accepted and investigated, and in substantiated cases, disciplinary action is taken in accordance with the "Personnel Reward and Punishment Regulations," based on the severity of the offense.
2. Online and physical employee suggestion mailboxes are in place to ensure that employees can present their constructive feedback to any management levels and the HR unit at any time without fear of retaliation.
3. In the event of bullying or harassment, the Company provides psychological counseling resources and medical care for injured employees, while adjusting the workplace as needed to ensure isolation and protection.
4. Regular in-person and online courses to increase the awareness of human rights protection, anti-bullying, and complaint channels.
5. Interviews with migrant workers are held periodically.

|                            |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|----------------------------|-------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2025                       | Objectives        | <ol style="list-style-type: none"> <li>1. Fewer than 5 employee complaints.</li> <li>2. Orientation training on human rights for new employees, with a training rate of 100%.</li> <li>3. 0 major labor disputes caused by violation of the Labor Standards Act.</li> <li>4. Quarterly labor-management meetings and monthly meetings with foreign employees to protect labor rights and interests.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|                            | Achievement Rate  | <ul style="list-style-type: none"> <li>✓ A total of 3 employee complaints, which is in line with the target.</li> <li>✓ Orientation training on human rights for new employees, with a training rate of 100%; number of people trained: 160 employees; total training hours: 80 hours.</li> <li>✓ No major labor disputes caused by violation of the Labor Standards Act; only 1 instance of a Labor Standards Act violation. (Please refer to "2.4 Ethics, Integrity and Legal Compliance" for details).</li> <li>✓ Quarterly labor-management meetings and monthly meetings with foreign employees, with an achievement rate of 100%.</li> </ul>                                                                                                                                                                                                                                                                   |
|                            | Other Performance | <ol style="list-style-type: none"> <li>1. Conducting human rights due diligence on human resource agencies, service providers and material suppliers, and implementing the Suppliers' Code of Conduct.</li> <li>2. Human rights training for existing employees; number of total participants: 2,683; total training hours: 2,434 hours.</li> <li>3. Silver Award for Happy Enterprise from 1111 Job Bank in 2023–2025.</li> <li>4. No complaints about the use of child labor, violations of indigenous peoples' rights, and restrictions on the freedom of association in 2025.</li> </ol>                                                                                                                                                                                                                                                                                                                         |
| 2026 Short-term Objectives |                   | <ol style="list-style-type: none"> <li>1. Continuous implementation of the Company's human rights policies and commitments, with the human rights policies reviewed once a year.</li> <li>2. Continued incorporation of human rights-related regulations into the training for new hires and existing employees, with the completion rate of human rights training reaching 100%.</li> <li>3. Annual inventory and assessment of human rights risks, with the assessment carried out 1 time.</li> <li>4. Annual statistics on human rights-related incidents and an internal review, with 0 human rights-related complaints recorded for the year.</li> <li>5. Child labor rate maintained at 0%.</li> <li>6. 0 major labor disputes caused by violation of the Labor Standards Act.</li> <li>7. A completion rate of 100% for annual RBA audit for key suppliers, and follow-ups on corrective measures.</li> </ol> |
| 2028 Mid-term Objectives   |                   | <ol style="list-style-type: none"> <li>1. Improvement of the human rights management system and internal control system, with a completion rate of 100% for the review or revision of human rights-related systems and documents.</li> <li>2. A completion rate of 100% for improvements to high-risk human rights issues.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 2030 Long-term Objectives  |                   | <ol style="list-style-type: none"> <li>1. 0 major incidents of workplace bullying, discrimination, or human rights violation for several consecutive years.</li> <li>2. Participation in at least 2 recruitment events annually to promote equal employment opportunity and foster employment participation among diverse groups.</li> <li>3. Continuous reduction of the occurrence rate of high-risk human rights incidents, with 0 high-risk human rights incidents reported.</li> <li>4. Development of designated personnel or seed trainers for human rights management within each department.</li> </ol>                                                                                                                                                                                                                                                                                                     |

Effectiveness  
Evaluation

- Organization of labor-management meetings (quarterly) and meetings with foreign employees (monthly) to review relevant matters.
- Provision of diverse communication channels to collect employee opinions.
- Regular data disclosure in the sustainability report to track the distribution of employees by gender, age and nationality in recruitment, remuneration and promotion, so that no potential discrimination exist and that equal rights are guaranteed.
- Setting of the coverage rate of the annual key supplier audit.

## Complaint Mechanism

- Multiple complaint channels have been established, such as a whistleblower hotline, physical and online suggestion mailboxes, and an e-mail address. (Please refer to "5.1 Human Rights Management" and "5.3 Employees' Rights and Benefits" for details).
- The Employee Complaint and Whistleblowing Management Regulations have been formulated.
- Complaints and reports may be filed either non-anonymously or anonymously. The Company is committed to ensuring the confidentiality of the reporting person's identity, providing protection and ensuring that the person is not subjected to any form of retaliation or adverse treatment.

In order to protect the basic human rights of all employees and stakeholders, TYC has formulated human rights policies in accordance with the United Nations Universal Declaration of Human Rights, the Conventions of the International Labor Organization, and other relevant norms. TYC also supports the Responsible Business Alliance (RBA) Code of Conduct and abides by labor-related laws and regulations, including the Labor Standards Act, the Employment Service Act, the Gender Equality Act, the Sexual Harassment Prevention and Control Act, the Occupational Safety and Health Act, and other labor-related laws and regulations.

## © Human Rights Policies and Commitments

TYC formalized our Labor and Business Ethics Policy in line with the Labor Standards Act of the Republic of China (R.O.C.) and other relevant legislations. Additionally, we adhere to the Code of Conduct of the Responsible Business Alliance (RBA), which ensures the protection of and respect for the rights and interests of our employees. The policy has been signed by the Chairman and the General Manager and made publicly available on the Company's internal and official websites.

With respect to internal employees, the Company has explicitly declared its commitment to protecting employee human rights within its internal regulations, such as the "Work Rules," the "Personnel Recruitment and Appointment Regulations," the "Sexual Harassment Prevention Regulations," the "Regulations on Prevention and Management of Illegal Invasion During Implementation of Duties," the "Personnel Reward and Punishment Regulations," and the "Regulations for the Management of Sustainable Development of Labor and Business Ethics."

Regarding the supply chain and other work partners, the Company requires all partners to jointly adhere to the principles of human rights, gender equality, and non-discrimination through the "TYC Suppliers' Code of Conduct," the "Human Resource Service Providers' Code of Conduct," the "TYC Labor Policy Questionnaire," and the "Procurement Policy." In 2025, the "Regulations for the Management of Supplier RBA Compliance" were established to conduct RBA audits for the supply chain and other partners, so as to ensure that the parties engaged comply with the RBA Code of Conduct and that human rights protection and integrity management performance are jointly improved. If any evidence of the aforementioned violations is found, one is encouraged to report it to the General Manager's mailbox (the process is kept strictly confidential), and an investigation and subsequent actions will be carried out in accordance with relevant regulations. In 2025, no suppliers were involved in child labor or forced labor, and no supplier operating locations were found to be at risk of violating freedom of association.



Labor and Business  
Ethics Policy

## ◎ Human Rights Training and Advocacy

TYC adopts diverse and institutionalized public communication and training mechanisms to promote human rights regulations to its employees. These efforts include the on-site posting of a statement prohibiting workplace sexual harassment and a written statement on preventing workplace violence.

Regarding training, the Company incorporates issues such as human rights, gender equality and sexual harassment prevention into the annual training plan. The parties to be trained include all employees, new hires, and supervisors and management trainees at all levels to ensure that personnel across all levels of the Company fully understand and comply with human rights and gender equality regulations. A total of 2,514 hours of training were provided in 2025, with 2,843 individuals attending training sessions.



▲ Statement Prohibiting Workplace Sexual Harassment

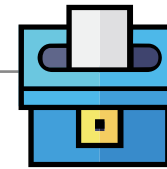


▲ Digital Course on Sexual Harassment Prevention for Supervisors

## ◎ Complaints and Handling of Human Rights Issues

TYC has established diverse human rights complaint channels to protect the rights and interests of people filing complaints. These channels include the General Manager's mailbox, the electronic employee suggestion mailbox, written complaint forms, and direct reporting to supervisors or the HR unit.

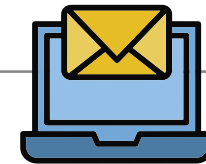
In the event of a human rights incident, the HR unit and the OSH unit initiate an investigation right after accepting the complaint to verify the facts and scope of the incident. When filing a complaint, one may choose to provide specific factual details anonymously or non-anonymously; all cases are handled with a commitment to confidentiality and subject to the non-retaliation principle. Cases involving sexual harassment or gender equality issues are handled separately in accordance with the "Sexual Harassment Prevention Regulations." In 2025, a total of 3 complaints were received, 2 of which came from the employee suggestion mailboxes and 1 from the General Manager's mailbox. The actions taken are as follows:



### Employee suggestion mailboxes

#### Employee conduct: 2

1. Education on employee conduct for migrant workers has been enhanced.
2. The case has been transferred to the OSH unit for investigation and determination in accordance with the procedure for workplace violence.

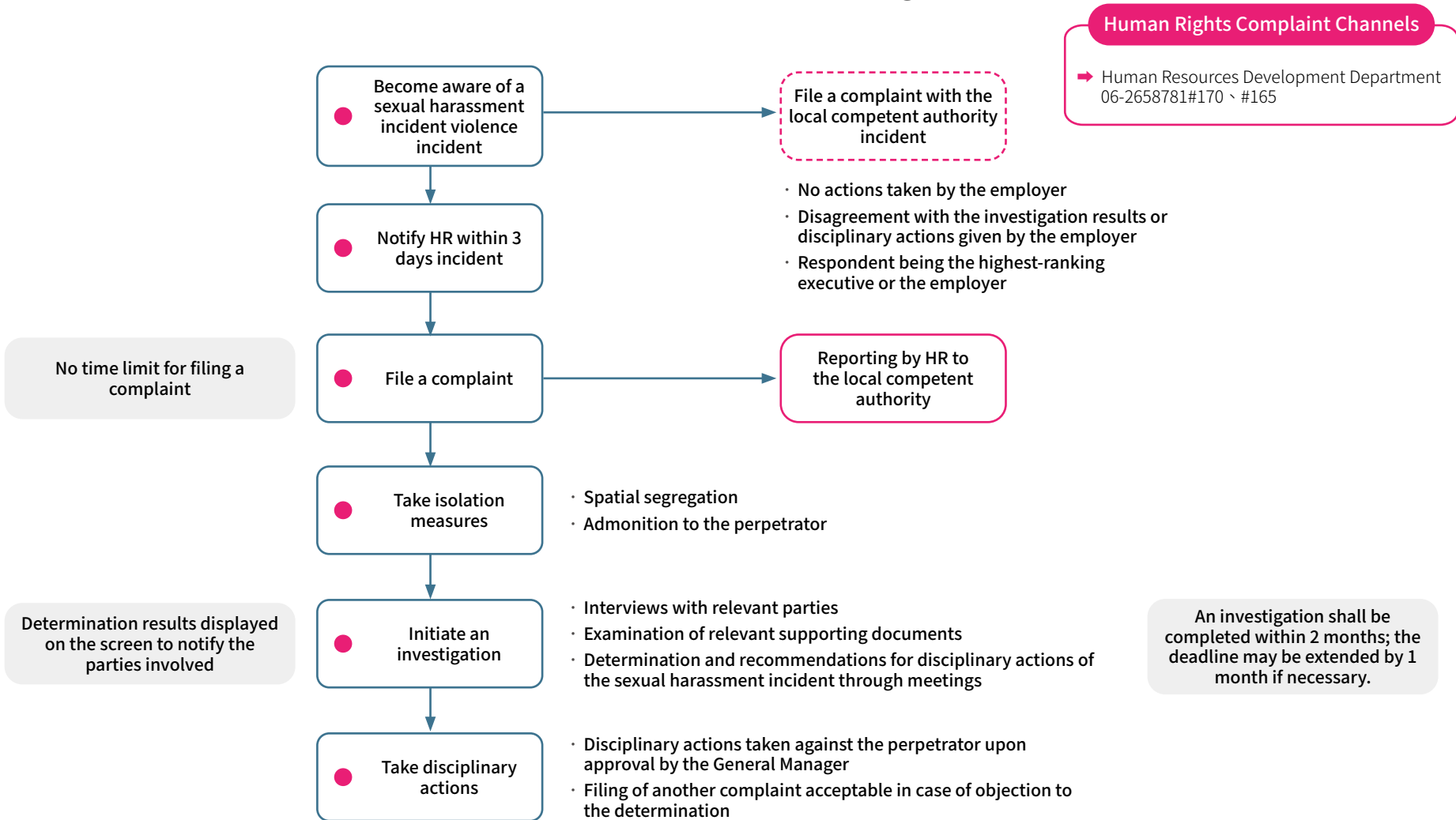


### General Manager's mailbox

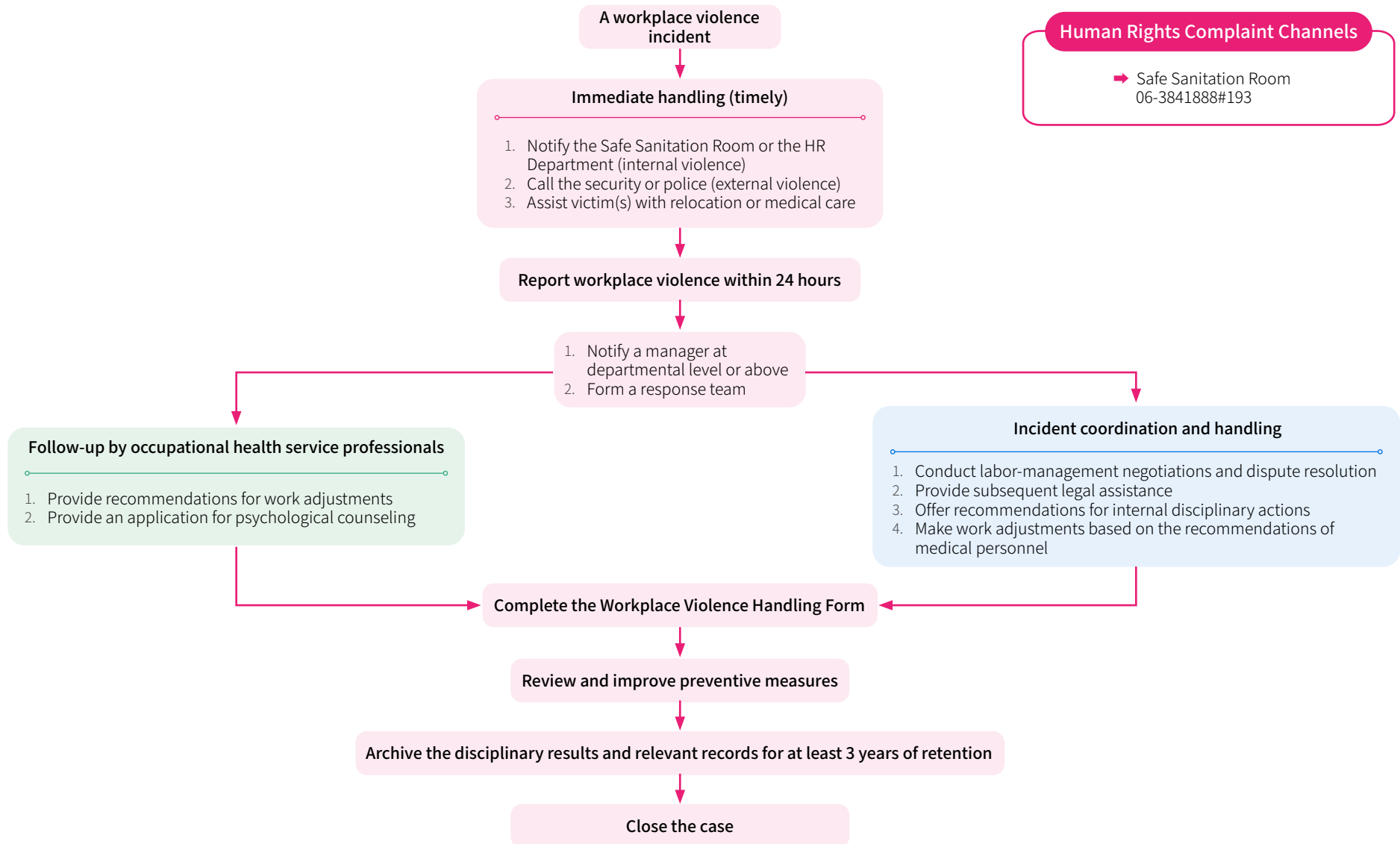
#### Workplace violence: 1

1. The case has been transferred to the OSH unit for investigation and determination in accordance with the procedure for workplace violence, and has been further closed.

## Sexual Harassment Incident Handling Flowchart



## Workplace Violence Incident Handling Flowchart



## © Human Rights Management

In 2025, there were no cases involving discrimination, the use of child labor, and violations of indigenous peoples' rights in TYC, and no operations were found to be at risk of restricting employees' freedom of association.

| Issue               | Measurement                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Child Labor         | <ul style="list-style-type: none"> <li>The "Personnel Recruitment and Appointment Regulations" explicitly prohibit the employment of individuals under the age of 18. During the recruitment and onboarding stages, the age of personnel is verified through the inspection of identity documents.</li> <li>If child employment occurs inadvertently due to various reasons, the following assistance and remedial measures will be adopted: <ul style="list-style-type: none"> <li>The work will be immediately stopped, and a health checkup will be arranged for the child worker at the Company's expense.</li> <li>The HR unit will settle all outstanding wages for the child worker, contact the child worker's parents and legal guardian, and assist in returning the child worker to their original place of residence, with all expenses borne by the Company.</li> <li>Educational assistance will be provided based on the situation to support the child worker in completing education until adulthood; TYC ensures their right to return to the Company in the future should they wish to do so.</li> <li>The child worker will be temporarily assigned to a suitable position, and subsequent measures will be taken; the signatures of the child worker and their legal representative are required. The HR unit shall retain all relevant documents and oversee remediation to ensure that the child worker is not held liable for any penalties or damages.</li> </ul> </li> </ul> |
| Anti-discrimination | <ul style="list-style-type: none"> <li>The "Labor and Business Ethics Policy" specifically states that the recruitment and appointment of employees at all levels shall be conducted without discrimination based on nationality, race, age, gender, marital status, gender identity, disability, pregnancy, religion, political stance, or other characteristics. Furthermore, clear regulations have been established to ensure compliance with the relevant provisions of the Gender Equality in Employment Act.</li> <li>Human rights-related internal bylaws are disclosed on the Company's internal system platform, and the latest information is also posted on on-site bulletin boards.</li> <li>The "Work Rules" are printed as a handbook and distributed to every employee for easy reference at any time.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Forced Labor        | <ul style="list-style-type: none"> <li>TYC has established the "Overtime Application Management Regulations," which require employees to apply for overtime in advance and obtain approval from their supervisors. Overtime is a voluntary act, and opting not to work overtime does not affect an employee's performance evaluation, promotion, or other employment rights.</li> <li>The Company monitors working hours and overtime through an electronic system, which alerts supervisors when limits are approached. Once the overtime limit is reached, the system blocks further overtime applications, and manpower or work allocation is adjusted to prevent excessive working hours.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Security Practices  | <ul style="list-style-type: none"> <li>The security company provides training on human rights for our security guards. In 2025, 100% of the security guards received the training.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

## 5.2 Employee Overview and Recruitment

### Material Topic: Labor-management Relations

|                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Positive/Negative Impacts                                                                      | <p><b>Positive potential impact:</b> Good labor-management relations are critical to the Company's long-term and stable development. Active labor-management negotiations can promote workplace harmony, minimize the risk of labor disputes, improve employee work satisfaction and productivity, and enhance the Company's social responsibility image.</p> <p><b>Negative potential impact:</b> Labor disputes could adversely affect the Company's operations, reputation, and employee morale, while increasing management costs and legal risks.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Strategies/Management Approaches                                                               | <p>With importance placed on the development of stable labor-management relations, TYC adheres to the principles of fairness and respect in accordance with the Labor and Business Ethics Policy to protect the fundamental labor rights of employees. In addition, regular labor-management meetings are held to actively collect employees' opinions, a comprehensive problem-solving and complaint mechanism has been established, and online and physical employee suggestion mailboxes are in place. These measures are aimed at ensuring smooth labor-management communication and workplace harmony.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Remedial and Preventive Measures                                                               | <ul style="list-style-type: none"> <li>• Provision of diverse communication channels to collect employee opinions.</li> <li>• We resolve labor disputes through coordination and communication.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <div>2025</div> <div>Objectives</div> <div>Achievement Rate</div> <div>Other Performance</div> | <ol style="list-style-type: none"> <li>1. At least 1 labor-management meeting every quarter to promote communication and coordination between the two parties.</li> <li>2. <b>Improvement of communication channels:</b> Setting up or optimizing the internal communication mechanisms, such as regular meetings, opinion mailbox, or anonymous employee surveys.</li> <li>3. <b>Implementation of legal compliance:</b> Ensuring that wages, working hours, and benefits are in line with labor regulations to avoid labor disputes.</li> <li>4. <b>Enhancement of labor-management mutual trust:</b> Enabling employees to understand the Company's decisions through internal communication, education and training to reduce misunderstandings and confrontation.</li> </ol> <ul style="list-style-type: none"> <li>✓ A total of 7 labor-management meetings held.</li> <li>✓ Organization of 12 meetings with foreign employees on a monthly basis.</li> <li>✓ 1 instance of a Labor Standards Act violation; please refer to "2.4 Ethics, Integrity and Legal Compliance" for improvement details.</li> </ul> <p>A retention rate of up to 93% based on the retention assessment and bonus system for outstanding talent.</p> |
| 2026 Short-term Objectives                                                                     | <ol style="list-style-type: none"> <li>1. On-time organization of labor-management meetings each quarter, with a convening rate of 100%.</li> <li>2. Exit interview completion rate of 100% (excluding cases of loss of contact or special circumstances).</li> <li>3. Promotion of supervisors' awareness of labor laws and management of labor-management relations, with a training coverage rate of over 80%.</li> <li>4. Quarterly review of compliance with working conditions and work rules, with labor-related laws, regulations, and systems reviewed 4 times a year.</li> <li>5. Constant disclosure of the management status of labor-management relations in the sustainability report.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

2028 Mid-term  
Objectives

1. Optimized remuneration system with the market salary level irregularly taken into account to ensure its competitiveness in the market.
2. Better institutionalization and record management of the labor-management communication system, with a response rate of over 90% for employee proposals presented in labor-management meetings.
3. Improving the workplace environment, and providing promotion opportunities and employee benefits to boost employee loyalty and lower turnover rate.

2030 Long-term  
Objectives

1. Stable labor-management relations, with a record of "0 major labor disputes" for more than 5 consecutive years.
2. An outstanding talent retention rate of 95% or more.

Effectiveness  
Evaluation

- Regular organization of labor-management meetings, and tracking of the "case closure rate" or "implementation progress" of suggestions raised by employee representatives in the quarterly labor-management meetings.
- Statistics on the change in the proportion of reasons for resignation related to "dissatisfaction with the management system" or "poor labor-management communication."
- Follow-ups of employee complaints.
- Statistics on labor disputes resulting in penalties by the competent authority (e.g. Labor Affairs Bureau) during the year, if any.

## Complaint Mechanism

- Multiple complaint channels have been established, such as a whistleblower hotline, physical and online suggestion mailboxes, and an e-mail address. (Please refer to "5.1 Human Rights Management" and "5.3 Employees' Rights and Benefits" for details).
- The Employee Complaint and Whistleblowing Management Regulations have been formulated.
- Complaints and reports may be filed either non-anonymously or anonymously. The Company is committed to ensuring the confidentiality of the reporting person's identity, providing protection and ensuring that the person is not subjected to any form of retaliation or adverse treatment.

As of the end of 2025, TYC had a total of 1,611 employees, including 471 females and 1,140 males. Employee nationalities included Taiwan, China, the Philippines, Vietnam, etc. The Company prioritized hiring local<sup>Note 1</sup> employees, and 100% of the senior management<sup>Note 2</sup> consisted of local employees. In the employee structure, full-time regular employees accounted for the largest proportion; there was only 1 temporary employee<sup>Note 3</sup>, and no part-time employees or non-guaranteed hours employees were hired. In 2025, there were a total of 19 non-employee workers, all under labor (contracts and services) contracts. The work types included 13 security guards and 6 cleaning workers.

## Structural Analysis of Employees in 2025 ▶▶

| Level  |          | Senior Managers |          |           |         |          |                       | Non-senior Managers |       |          |          |       |          |                           |       |  |
|--------|----------|-----------------|----------|-----------|---------|----------|-----------------------|---------------------|-------|----------|----------|-------|----------|---------------------------|-------|--|
| Gender | Male     |                 |          | Female    |         |          | Total Senior Managers | Male                |       |          | Female   |       |          | Total Non-senior Managers | Total |  |
| Age    | Below 30 | 31~50           | Above 51 | 3Below 30 | 31~50 歲 | Above 51 |                       | Below 30            | 31~50 | Above 51 | Below 30 | 31~50 | Above 51 |                           |       |  |
| 2023   | 0        | 2               | 11       | 0         | 0       | 1        | 14                    | 183                 | 745   | 234      | 50       | 299   | 124      | 1,635                     | 1,649 |  |
| 2024   | 0        | 2               | 11       | 0         | 0       | 2        | 15                    | 167                 | 739   | 259      | 45       | 295   | 131      | 1,636                     | 1,651 |  |
| 2025   | 0        | 1               | 12       | 0         | 0       | 2        | 15                    | 128                 | 700   | 299      | 41       | 278   | 150      | 1,596                     | 1,611 |  |

Notes: 1. The term "local" refers to Taiwan.

2. The term "senior management" refers to the director level and above.

3. The only temporary employee was male and located in Taiwan.

4. The data statistics are based on the existing employees on December 31, 2025.

## ◎ Diversified Workplace

TYC strives for diversity, equity, and inclusion in the workplace. At TYC, we uphold human rights and fundamental labor rights, committed to offering diverse and equal employment opportunities. In order to safeguard the employment rights of disadvantaged groups, TYC had 20 physically and mentally challenged employees (17 men and 3 women) as of the end of 2025. In accordance with relevant regulations, each person with severe disabilities employed is counted as two individuals. The actual total number of persons with disabilities hired reached 23, resulting in a ratio that exceeded the 1% employment quota as required under Article 38 of the "People with Disabilities Rights Protection Act."

To foster a diverse and inclusive workplace, TYC has remained committed to addressing the varied needs of its employees by actively enhancing working environments and public facilities. Accessible parking spaces have been set up at the Plant 1 for people with reduced mobility, and handrails have been installed in all squat toilets of the entire plant areas for women. In the future, we will continue to optimize relevant measures to protect the rights of various groups.

## ◎ Diversified Recruitment Channels

TYC employs a multifaceted approach to talent acquisition, leveraging a range of recruitment channels, including manpower banks, social networking sites, campus internships, factory recruiting, and industry-academia collaboration. Additionally, TYC participates in job fairs across various campuses, targeting talented individuals of different backgrounds. In terms of cultivating young students, the Company actively recruits fresh graduates on campuses. In 2025, to develop potential talent in the 5 core technical fields of light, mechanics, electricity, heat, and molds, we engaged 13 students in the industry-academia collaboration and invested a total of NT\$611,067 in scholarship sponsorships.

## ◎ Hiring and Turnover

TYC believes that stable manpower helps improve team performance and the sharing of knowledge, which contributes to the Company's competitiveness. To support the quick adaptation of new employees, we not only assign senior employees to offer guidance, but also provide support through relevant training and resources, so that they can rapidly adapt themselves to the Company.

In 2025, a total of 160 new employees were hired, representing a new hire rate of 9.93%. In 2025, a total of 200 people resigned, and the overall turnover rate increased by 3.09% compared to 2024. The main reasons included career planning, retirement, and the expiration or early termination of foreign migrant worker contracts. To enhance employee retention, the Company carried on the retention assessment and bonus system in 2025, with the retention rate reaching 93%.



▲ Accessible Parking Space



## New Hire Rate

| Year           | 2023   |          |        |          | 2024   |          |        |          | 2025   |          |        |          |
|----------------|--------|----------|--------|----------|--------|----------|--------|----------|--------|----------|--------|----------|
| Gender         | Male   |          | Female |          | Male   |          | Female |          | Male   |          | Female |          |
| Age / Item     | Number | Rate (%) | Number | Rate (%) | Number | Rate (%) | Number | Rate (%) | Number | Rate (%) | Number | Rate (%) |
| Below 30       | 85     | 5.15     | 20     | 1.21     | 50     | 3.02     | 12     | 0.72     | 42     | 2.60     | 17     | 1.05     |
| 31~50          | 101    | 6.12     | 22     | 1.33     | 66     | 3.99     | 23     | 1.39     | 69     | 4.28     | 27     | 1.67     |
| Above 51       | 5      | 0.30     | 2      | 0.12     | 3      | 0.18     | 2      | 0.12     | 4      | 0.24     | 1      | 0.06     |
| Total Number   | 235    |          |        |          | 156    |          |        |          | 160    |          |        |          |
| Total          | 1,649  |          |        |          | 1,651  |          |        |          | 1,611  |          |        |          |
| Total Rate (%) | 14.25  |          |        |          | 9.44   |          |        |          | 9.93   |          |        |          |

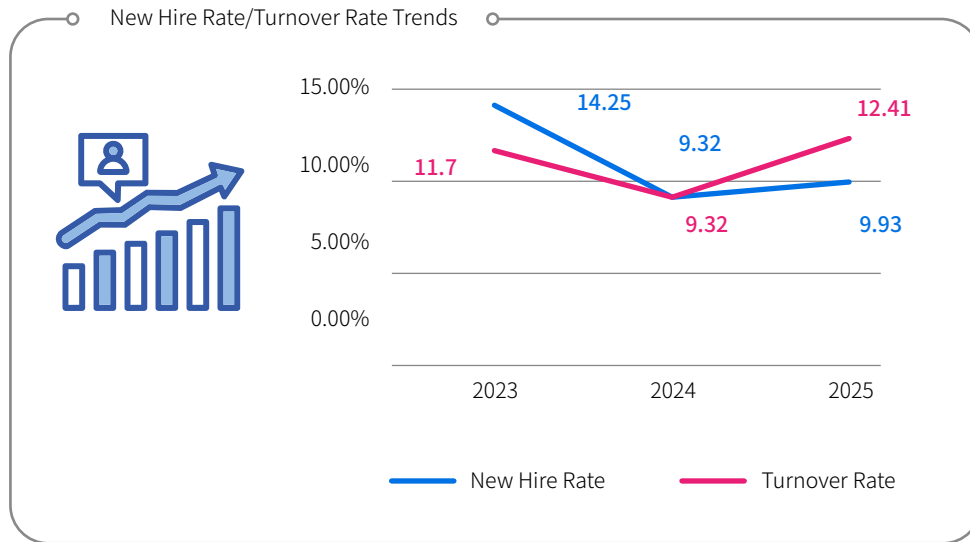
Restatements of information: In 2024, the original statistics on the number of new hires did not fully reflect the actual figures; therefore, the data has been recalculated, resulting in a higher headcount for new hires than previously disclosed.



## Turnover Rate

| Year           | 2023   |          |        |          | 2024   |          |        |          | 2025   |          |        |          |
|----------------|--------|----------|--------|----------|--------|----------|--------|----------|--------|----------|--------|----------|
| Gender         | Male   |          | Female |          | Male   |          | Female |          | Male   |          | Female |          |
| Age / Item     | Number | Rate (%) | Number | Rate (%) | Number | Rate (%) | Number | Rate (%) | Number | Rate (%) | Number | Rate (%) |
| Below 30       | 47     | 2.85     | 18     | 1.09     | 35     | 2.11     | 9      | 0.54     | 50     | 3.10     | 12     | 0.74     |
| 31~50          | 85     | 5.15     | 39     | 2.36     | 75     | 4.54     | 22     | 1.33     | 92     | 5.71     | 28     | 1.73     |
| Above 51       | 3      | 0.18     | 1      | 0.06     | 8      | 0.48     | 5      | 0.30     | 13     | 0.80     | 5      | 0.31     |
| Total Number   | 193    |          |        |          | 154    |          |        |          | 200    |          |        |          |
| Total          | 1,649  |          |        |          | 1,651  |          |        |          | 1,611  |          |        |          |
| Total Rate (%) | 11.70  |          |        |          | 9.32   |          |        |          | 12.41  |          |        |          |

Restatements of information: In 2024, the original statistics on the number of resigned employees did not fully reflect the actual figures; therefore, the data have been recalculated, resulting in a higher headcount of resigned employees than previously disclosed.



## 5.3 Employees' Rights and Benefits

### ◎ Remuneration System

TYC's remuneration system follows the "Regulations Governing the Salary Management." Salary levels are determined based on education and experience, professional seniority, individual performance, and market conditions; no discriminatory treatment is practiced on the ground of gender, race, religion, political stance, marital status, or other factors. Actual salaries are differentiated based on increases in personal seniority, performance, level of responsibility, and future development potential. The promotion system is divided into 16 grades according to position, with each grade setting the upper and lower limits of salary according to its market value and the Company's salary policy. This ensures that the salary structure for employees is both reasonable and fair.

#### Salary and Benefits

##### Salary Standard

Providing salaries in accordance with employees' education, work experience, and expertise and not on the basis of gender, age, nationality, or race.

##### Holiday Bonus

Distributing holiday bonuses of Labor Day, Dragon Boat Festival, and Mid-Autumn Festival.

##### Year-end Bonus

Distributing year-end bonus according to operational performance and according to individual performance.

#### Promotion and Salary Adjustment

##### Salary level

Referring to market salary surveys and adjusting salary levels ad hoc.

##### Annual Salary Adjustment

Estimating the salary adjustment range depending on the profit growth rate and the cost of living index.

##### Promotion and Salary Raise

Reflecting employees' increase in contribution and prompting better employee performance.

To motivate employees, the Company adjusts salaries in line with the effectiveness and achievements of its operations. The average salary adjustment for direct employees in 2025 was approximately 2.71%. Salary differences were determined by factors such as work complexity and employee qualifications. Junior employees received an average standard salary in line with the basic wage of NT\$28,590 under Taiwanese law, which was the minimum wage for that year.

## Ratio of Junior Employees' Salary to Basic Salary Under Local Law



Male

Ratio: 1.17



Female

Ratio: 1.11

Notes:

1. The term "local" refers to Taiwan.
2. Junior employees refer to domestic employees in the assembly, manufacturing, and mold units who are directly engaged in production; statistics do not include foreign employees.
3. Injection molding technicians require a high level of professional technical skills and operational expertise and must work in shifts. The workforce for this role is predominantly male, and the starting salary for this position is higher than that of other technical roles. Thus, there is a slight difference in the overall salary.

## Basic Salary and Remuneration Ratio ▶▶

| Employee Category   | Item     | Remuneration Ratio |      |
|---------------------|----------|--------------------|------|
|                     |          | Female             | Male |
| Basic Salary        | Direct   | 0.91               | 1    |
|                     | Indirect | 0.86               | 1    |
| Total Annual Salary | Direct   | 0.88               | 1    |
|                     | Indirect | 0.79               | 1    |

Notes:

1. Basic salary consists of base pay, position allowance, meal allowance, special allowance, and full attendance bonus, excluding overtime pay.
2. Remuneration is the total annual salary, including monthly salary and bonus.
3. Excludes annual salary of foreigner employees.
4. The calculation is based on the total number of salaried employees throughout 2025.
5. The information on the salary of full-time non-managerial employees may be found at the MOPS <https://mops.twse.com.tw/mops/#/web/t100sb15>



MOPs

## Median Ratio of Highest to Total Employee Compensation ▶▶

| Total compensation to the annual total compensation of all employees (excluding the highest-paid individual) | Ratio of the increase in the highest-paid individual's annual total compensation to the increase in the annual total compensation of all employees (excluding the highest-paid individual) |
|--------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 13.62                                                                                                        | 0                                                                                                                                                                                          |

Notes:

1. Description of calculation: The Chairman is not considered the highest-paid individual unless also serving as the General Manager or CEO.
  - Formula of the median ratio of annual compensation: Annual salary of the highest-paid individual for the year / Median individual annual salary for the year.
  - Formula of the ratio of increase in annual compensation: Percentage increase in the annual salary of the highest-paid individual for the year / Percentage increase in the median individual annual salary for the year.
2. In 2025, due to international market trends and tariff impacts, the "ratio of the increase in the highest-paid individual's annual total compensation to the increase in the annual total compensation of all employees" was negative; therefore, the increase ratio is recorded as 0.

## Employee Compensation: Mean and Median ▶▶

| Year           | 2024           |               | 2025           |               | Change in Percentage |               |
|----------------|----------------|---------------|----------------|---------------|----------------------|---------------|
| Item           | Average Salary | Median Salary | Average Salary | Median Salary | Average Salary       | Median Salary |
| Non-managerial | 656            | 585           | 635            | 566           | -3%                  | -3%           |

Note: In NT\$ thousand.

## ◎ Employee Care and Welfare Measures

At TYC, we recognize our employees as invaluable partners in our pursuit of sustainable development. Hence, TYC is committed to enhancing its employee welfare system. In addition to providing statutory salaries and benefits as per law, we offer a diverse range of welfare measures that exceed legal requirements to enhance overall employee satisfaction and retention.

### Leave/Flexible System

#### Better than the requirements under the Labor Standards Act:

- Additionally provides two days of leave for children's wedding and 1 day of leave for siblings' wedding.
- The minimum increment for family care leave is 15 minutes, whereas the minimum increment under the Labor Standards Act is 1 hour.

**Employees with the need of child care or health issues may apply for a flexible clock in/out. A total of three employees applied in 2025.**

### Bonuses/ Subsidies

- Year-End Bonus
- Travel subsidy \$15,000 for senior staff
- Meal allowances, maternity celebration, injury and illness hospitalization consolation, wedding and funeral gifts, holiday and birthday bonuses, language- learning subsidies, and cooperative vendors (A total of 261 cooperative stores in 2025.)
- In the event of unfortunate passing of employees during their employment, TYC fulfills its responsibility of taking care of its employees by providing full support for their minor children's tuitions until their graduation from high school or vocational high schools. The amount accumulated was \$125,270 in 2025. Currently, there are still 2 children of our employees receiving the assistance.

### Insurance

- Labor and national health insurance
- Occupational accident insurance
- Business travel insurance
- Employee group insurance, covering life insurance, catastrophic illness insurance, accident insurance, medical insurance, and cancer insurance.
- On-site group insurance consultation

### Employee Health

- Annual health check-up
- Health promotion seminars
- Psychological counseling

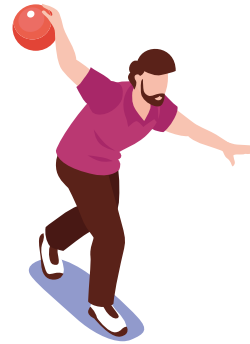


Festivals and  
Events

- Employee travel
- Year-end Parties
- Sponsoring Christmas parties for foreign employees
- Family Day at Ten Drum Sugar Refinery ◀ 2025new
- Bowling activity ◀ 2025new

## Other Benefits

- Afternoon tea
- Free facilities: Scooter parking lots, employee meals, lactation rooms, reading room, automatic blood pressure monitors, AEDs, and accessible parking spaces.
- Giving away movie tickets to let employees enjoy their favorite films.
- Offering subsidy \$4,000 for clubs proactively organized to bond the friendship between employees.
- In recognition of the dedication and great loyalty of senior employees, the Company awards the "Commemorative Gold Coin for 25 Years of Service" at year-end parties. A total of 22 individuals were rewarded in 2025.



Family Day at Ten Drum Sugar Refinery ▲



◀ Bowling Activity



Commemorative Gold Coin ▲



Christmas parties for foreign employees ▲

## Enforcement of Parental Leave

The Company is committed to supporting its employees in maintaining a healthy work-life balance. To this end, it offers eligible employees a range of leave options, including parental leave, in accordance with the Gender Equality in Employment Act, and has contracted one childcare service organization to provide preferential childcare services for employees. In 2025, a total of 11 employees applied for parental leave without pay; the reinstatement rate was 88% and the retention rate was 89%.

### 2025 Parental Leave ▶ ▶

| Year                                                                                                                                | 2023 |        |        | 2024 |        |       | 2025 |        |       |
|-------------------------------------------------------------------------------------------------------------------------------------|------|--------|--------|------|--------|-------|------|--------|-------|
| Gender / Numbers                                                                                                                    | Male | Female | Total  | Male | Female | Total | Male | Female | Total |
| Number of Employees Eligible for Parental Leave Without Pay (A)                                                                     | 19   | 18     | 37     | 17   | 16     | 33    | 12   | 14     | 26    |
| Number of Employees Actually Applying for Parental Leave Without Pay in the Year (B)                                                | 9    | 9      | 18     | 7    | 5      | 12    | 4    | 7      | 11    |
| Number of Employees Who Should be Reinstated After Parental Leave Without Pay in the Year (C)                                       | 10   | 7      | 17     | 5    | 9      | 14    | 5    | 3      | 8     |
| Number of Employees Actually Reinstated After Parental Leave Without Pay in the Year (D)                                            | 8    | 4      | 12     | 4    | 5      | 9     | 5    | 2      | 7     |
| Number of Employees Actually Reinstated After Parental Leave Without Pay in the Previous Year (E)                                   | 3    | 8      | 11     | 8    | 4      | 12    | 4    | 5      | 9     |
| Number of Employees Who Remained in Service 1 Year After Being Reinstated After Parental Leave Without Pay in the Previous Year (F) | 2    | 7      | 98     | 8    | 4      | 12    | 3    | 5      | 8     |
| Reinstatement Rate After Parental Leave Without Pay in the Year (%) (D/C)                                                           | 80%  | 57%    | 70.59% | 80%  | 56%    | 64%   | 100% | 67%    | 88%   |
| Retention Rate After Parental Leave Without Pay in the Year (F/E)                                                                   | 67%  | 88%    | 81.82% | 100% | 100%   | 100%  | 75%  | 100%   | 89%   |

#### Notes:

- The number of employees eligible for parental leave without pay in the year is estimated based on the number of existing employees who have applied for maternity leave or paternity leave in the last 3 years (2023–2025).
- Statistics on the "number of employees actually reinstated" over the years are based on the number of employees who indeed returned to their positions upon the expiration of their parental leave without pay in the respective years. From 2023 to 2025, several employees (1 in 2023, 1 in 2024, and 1 in 2025) applied for consecutive parental leave without pay for consecutive childbirths. Consequently, these individuals were not included in the number of employees actually reinstated in the respective years. This reflects the flexibility of the Company's systems in supporting employees' family planning involving consecutive childbirths.
- Restatements of information: The statistical methods for 2023 and 2024 did not reflect the actual headcount; therefore, the calculation method has been adjusted and the information restated.

## ◎ Retirement Planning and Protection

TYC is committed to supporting its employees in both their professional and personal lives. In accordance with the Labor Standards Act and the Labor Pension Act, TYC's retirement system adheres to the law and contributes monthly to each employee's social insurance. In 2025, a total of 11 employees retired, and a total of NT\$13,522,281 was paid in retirement benefits.

While no dedicated retirement transition courses are offered, the Company values the physical and mental health of employees at every stage of their careers. By regularly organizing health seminars and OSH education, the Company helps employees maintain good physical fitness and lay a solid foundation for their life after retirement.

## ◎ Labor-management Relations

Even though the Company has not established a union or entered into any collective bargaining agreements, it values good labor-management relations and provides various smooth communication channels for employees, such as face-to-face communication and online or physical employee suggestion mailboxes, so they can present their constructive feedback to any management level and the HR unit at any time.

For reported cases, the Company handles them confidentially, investigates objectively, and clearly informs whistleblowing employees that it will protect them from any form of retaliation. Meanwhile, the Company complies with the requirement of minimum period of notice for termination of labor contracts due to major operational changes as stipulated in Article 16 of the Labor Standards Act to protect the employment rights of employees.

### Management Method of the New Labor Pension Scheme

- 6% of the salary of an employee under this scheme is contributed to the employee's individual pension account on a monthly basis as per the law.
- The employee may choose to make voluntary contributions of up to 6%, which the Company will withhold and deposit into his/her individual account.

### Management Method of the Old Labor Pension Scheme

- The labor retirement reserve under the old system has been prepared as per the law, with a dedicated account opened at the Bank of Taiwan to manage its contribution and payment.
- 2%–15% of the total salary of an employee is contributed monthly in accordance with regulations; the current contribution rate is 3%.
- The account balance is calculated at the end of each year; if the balance is found to be insufficient, the difference is made up by the end of March of the following year.

### Labor-management Communication Channel ►►

| Channel                                | Description                                                                                                                                                                                                                                                                                                         |
|----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| General Manager's mailbox              | Employees may file complaints through the General Manager's mailbox when necessary, with the option to remain anonymous. The Company has also set up a whistleblower protection mechanism to facilitate sound labor-management communication and ensure the protection of employee rights.                          |
| Online & Physical Suggestion Mailboxes | TYC has established both online and physical suggestion mailboxes. The suggestions are received by the HR unit and the information is kept confidential. This allows us to gain insight into the actual thoughts of our employees and to improve communication between them and the Company.                        |
| Welfare Committee                      | The representatives of the Welfare Committee are elected by the employees to oversee its operations. The representatives are tasked with reviewing and promoting the welfare business, as well as managing the activities of the clubs and the Company, serving as a liaison between the employees and the Company. |
| Labor-management Meetings              | The Company regularly convenes labor-management meetings every 3 months, with the representatives from both labor and management attending. In 2025, a total of 7 labor-management meetings were held.                                                                                                              |
| Monthly Meetings with Migrant Workers  | Monthly meetings with migrant workers are held as a channel for them to express their opinions; there were 12 meetings held in 2025. Meanwhile, dedicated migrant worker management personnel have been appointed to facilitate real-time communication and response.                                               |

## 5.4 Human Resources Development and Training

At TYC, we place a strong emphasis on the professional development of our employees, both in terms of their current roles and as lifelong learners. A comprehensive training system that offers a diverse range of courses and seminars has been built to enhance employees' professional skills and broaden their horizons. Furthermore, to facilitate employees' career development and align with operational requirements, we have implemented a reassignment system. When reorganization or reassignment is needed, the supervisor will consult with employees to ascertain their preferences, ensure that their original rights and interests are protected, and provide the necessary assistance to facilitate a smooth transition.

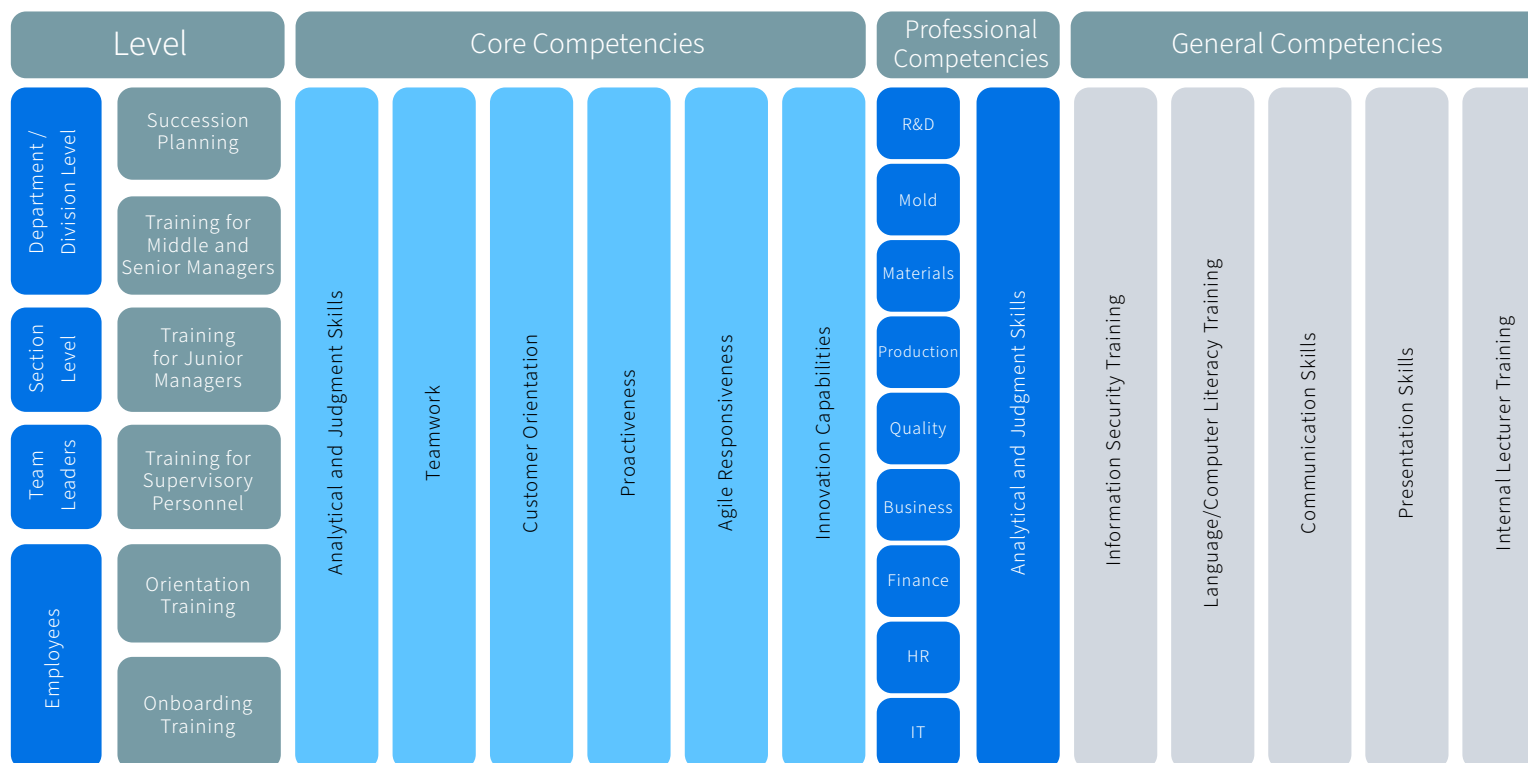
### © Training Program Development System

The Company regards talent as the core capital for sustainable operations. Thus, the "Education and Training Implementation Regulations" have been established to create a systematic talent development blueprint. The training system covers five major categories: "new employee orientation, position competencies, core competencies, professional competencies, and management competencies." The Human Resources Development Department collaborates with various units annually to design the annual training plan in accordance with the Company's business strategy and management requirements. Moreover, it provides exclusive leadership training courses for management personnel at all levels to ensure the continuous optimization of management momentum.

For positions requiring specific licenses or qualifications, the Company tracks the validity of all credentials through an institutionalized management mechanism. If an employee has not yet obtained a license and the role does not involve safety or regulatory restrictions, the Company provides guidance and necessary training. If safety or regulatory requirements are involved, the employee is prohibited from assuming the position to ensure operational safety and compliance.

In 2025, the training hours totaled 27,705.94 hours, with internal training accounting for 94.05% and external training for 5.95%; the total expenditure amounted to NT\$3,398,855. Average training hours per person was 17.20 hours, with an average training cost of NT\$2,110.

Training System Framework ▶▶



## Statistics on Average Training Hours in 2025 ▶▶

| Type                   |                | Managerial |        | Non-managerial |          |
|------------------------|----------------|------------|--------|----------------|----------|
| Item                   | Unit           | Male       | Female | Male           | Female   |
| Total                  | Person         | 122        | 21     | 1,018          | 450      |
| Total Training Hours   | Hours          | 2,666.41   | 495.58 | 17,341.43      | 7,202.52 |
| Average Training Hours | Hours / Person | 21.86      | 23.60  | 17.03          | 16.01    |
| Total                  | Person         | 1,611      |        |                |          |



▲ Subordinate Development and Education Courses



▲ General Course on AI

## ◎ Diversified Training

TYC is committed to creating a boundless learning environment, providing employees with diverse internal and external learning resources:

## E-learning Platform

The "E-learning Platform" has been set up to provide a diverse range of courses in management, professional skills, occupational safety, and languages. It supports employees in self-directed learning across devices via computers or mobile phones at any time.

## External Training Resources

The Company actively encourages employees to participate in lectures, workshops, and observation activities organized by external institutions. To enhance our employees' professional expertise, the Company provides full subsidies covering 100% of external training and travel expenses.

## International Talent Development

The "Language Scholarship Program" has been established. Employees can apply for a scholarship after obtaining specific language proficiency certifications. In 2025, a total of 7 employees got the scholarship accordingly, with the total funding amounting to NT\$52,000.



▲ TYC E-learning Platform

## ◎ 6 SIGMA

To enhance the employees' proficiency in problem analysis and improvement techniques, TYC has been conducting the first 6 Sigma training activities since 2018. This year (2025) marks the 8th consecutive year of such training. Annually, through training courses and improvement projects, TYC has trained its staff to establish correct and effective quality 6 Sigma Training Input and effectiveness. By the end of 2025, a total of 31 black belts have been trained and 82 improvement projects have been conducted.

6 Sigma Training Input and Effectiveness



▲ 6 SIGMA training campaign and certification presentation

| Year  | Participate | Hour   | Expenses    | Number of Annual Projects | Blue Belt | Green Belt | Black Belt |
|-------|-------------|--------|-------------|---------------------------|-----------|------------|------------|
| 2018  | 73          | 146    | \$1,471,040 | 10                        | 50        | -          | -          |
| 2019  | 71          | 141.25 | \$1,526,780 | 23                        | 30        | 75         | 8          |
| 2020  | 46          | 30.5   | \$326,520   | 8                         | -         | -          | -          |
| 2021  | 36          | 33.5   | \$325,010   | 8                         | -         | -          | 3          |
| 2022  | 35          | 99.5   | \$940,650   | 8                         | -         | 26         | 4          |
| 2023  | 37          | 72     | \$644,850   | 8                         | -         | 17         | 1          |
| 2024  | 35          | 90.5   | \$823,555   | 9                         | -         | 17         | 1          |
| 2025  | 27          | 60     | \$559,321   | 8                         | -         | -          | 14         |
| Total | 360         | 673.25 | \$6,617,726 | 82                        | 80        | 135        | 31         |

## ◎ Fair and Effective Performance Management System

TYC promotes a comprehensive performance management system to enhance individual and collective performance through systematic mechanisms, while fostering two-way communication between the management and employees and developing robust employee development plans. The Company's performance evaluation system includes mid-year and year-end evaluations, serving as a key mechanism to evaluate employees' annual work performance and future development potential.

To ensure the fairness and transparency of the evaluation system, the schedule and procedures are announced prior to the implementation of annual evaluations. This helps employees clearly define their work objectives, thereby enhancing overall operating performance and organizational effectiveness. In addition, TYC conducts a survey on the employees' future work intentions as part of the performance management system. This helps the Company stay aware of the employees' career planning and expectation, which is an important reference for human resource deployment and proper appointment.

In 2025, a total of 1,566 employees participated in the performance evaluations, with 45 employees who were part of the management, who had served for less than 3 months, and who were on leave without pay excluded. The overall performance evaluation coverage rate reached 100%.

### Statistics on Performance Evaluation in 2025 ►►

| Item       | Managerial | Non-managerial | Direct | Indirect |
|------------|------------|----------------|--------|----------|
| Male       | 111        | 1,004          | 541    | 574      |
| Female     | 20         | 431            | 188    | 263      |
| Total      | 1,566      |                | 1,566  |          |
| Percentage | 100%       |                | 100%   |          |

Notes: The term "managerial position" is defined as a supervisor at the level of team leader or above.

## 5.5 Occupational Health and Safety

### Material Topic: Occupational Health and Safety

|                                  |                   |                                                                                                                                                                                                                                                                                                                                                                                                         |
|----------------------------------|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Positive/Negative Impacts        |                   | <p><b>Positive potential impact:</b> A safe and healthy working environment helps enhance employees' sense of security and working engagement, thereby increasing overall productivity.</p> <p><b>Negative potential impact:</b> A major occupational safety and health incident could result in employee distrust and disrupt the Company's operations.</p>                                            |
| Strategies/Management Approaches |                   | We observe the standards set forth by ISO 45001, promoting occupational safety and health initiatives, and enhancing our fire and disaster prevention preparedness through comprehensive drills and training.                                                                                                                                                                                           |
| Remedial and Preventive Measures |                   | In the event of a work-related injury, the Company complies with the Labor Standards Act and assists employees in applying for labor insurance benefits, group insurance, and other claims. Additionally, the Company transfers employees to other positions based on their recovery status upon return to work.                                                                                        |
| 2025                             | Objectives        | <ol style="list-style-type: none"> <li>1. Disabling injury frequency rate <math>\leq 2.5</math>.</li> <li>2. No fire accidents.</li> <li>3. No occupational disease cases.</li> <li>4. No serious work-related injuries, or occupational safety incidents in the plant areas.</li> <li>5. No work-related injuries for non-employee workers in the plants.</li> </ol>                                   |
|                                  | Achievement Rate  | <p>✗ The disabling injury frequency rate was 3.86; please refer to "5.5 Occupational Health and Safety" for detailed causes and improvement measures.</p> <p>✓ No fire accidents.</p> <p>✓ No occupational disease cases.</p> <p>✓ No serious work-related injuries, or occupational safety incidents in the plant areas.</p> <p>✓ No work-related injuries for non-employee workers in the plants.</p> |
|                                  | Other Performance | <ul style="list-style-type: none"> <li>• Safety awareness campaigns reaching 6,987 persons in total.</li> <li>• 275 EHS audits.</li> <li>• 2 ergonomic improvement plans.</li> </ul>                                                                                                                                                                                                                    |

|                            |                                                                                                                                                           |
|----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2026 Short-term Objectives | Disabling injury frequency rate $\leq 2.5$ .                                                                                                              |
| 2028 Mid-term Objectives   | Disabling injury frequency rate $\leq 2.5$ .                                                                                                              |
| 2030 Long-term Objectives  | Disabling injury frequency rate $\leq 2.5$ .                                                                                                              |
| Effectiveness Evaluation   | Annual PDCA effectiveness evaluation on OSH issues by the Safe Sanitation Room according to ISO 45001 internal and external management review procedures. |

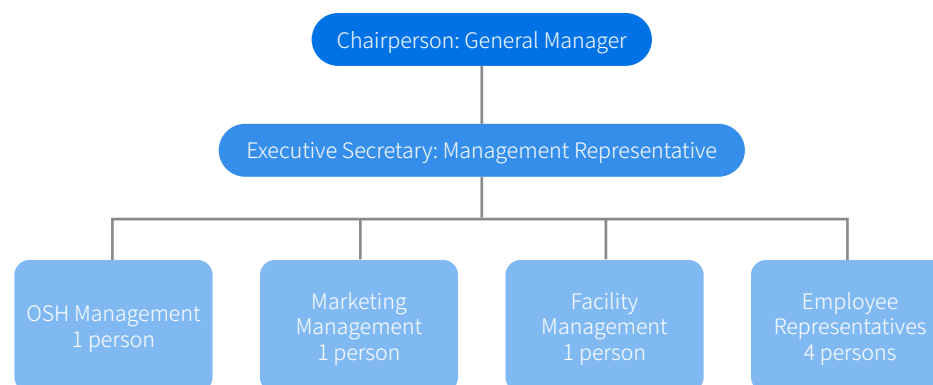
Valuing the occupational safety and health of its employees, TYC has obtained ISO/CNS 45001:2018 certification for occupational health and safety management systems and consistently passes regular audits to ensure the effectiveness and continuous improvement of the management system. The system applies to the Company's various operating activities and product manufacturing processes, covering the Anping Plant and Plant 1-3. It is applicable to all personnel (employee coverage rate of 100%) and contractor employees.

### ◎ Safe sanitation committee

In accordance with the Occupational Health and Safety Management Regulations, TYC has established Safe Sanitation committee. The committee is comprised of the general manager, the assistant manager of the Admin. Division, the supervisor of the production unit, medical and healthcare personnel, labor and safety personnel, and labor representatives, among others. There are a total of nine committee members, four of whom are labor representatives (representing 44% of the committee's membership).

The Safe Sanitation committee is chaired by the General Manager and convenes on a quarterly basis to address safety and health-related matters with unit supervisors and members of the safety committee. In 2025, four meetings were held, and the key points and outcomes were recorded in the internal systems.

#### Organizational Structure of the Safe Sanitation Committee ▶▶



## ◎ Hazard Identification, Risk Assessment, and Incident Investigation

The production processes of traditional industries generate health hazard factors such as noise, dust, and n-hexane and its compounds. The Company controls these hazards in the operating environment through "labor operating environment monitoring."

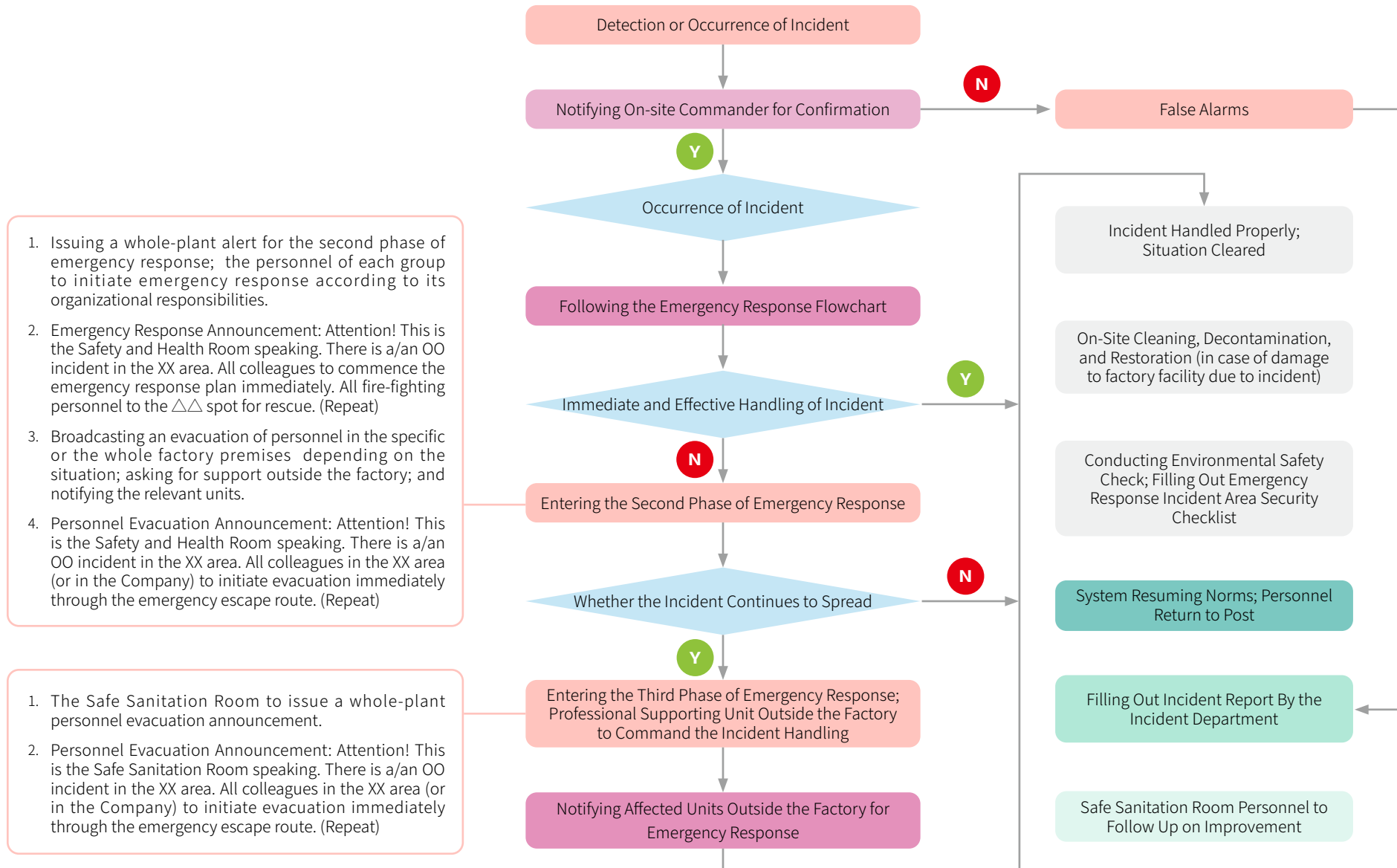
TYC conducts hazard identification and assessment of potential factors that may cause personnel injury or accidents across all routine and non-routine operations and facilities, thereby reviewing safety and health management performance and evaluating the effectiveness of controls. Unacceptable risks that have occurred or may occur are subject to necessary control measures and managed according to the results of risk classification. In 2025, 1 high risk of warehouse fire was identified; the fire compartment of traditional warehouses was accordingly enhanced as an improvement measure.



To ensure comprehensive prevention of emergencies such as fire, chemical leakage and natural disasters, as well as the effective implementation of response measures and a smooth recovery process to minimize personnel injury and financial loss, we have established the "Emergency Response Management Regulations." These regulations apply to all OSH accidents occurring in the workplace for workers and other stakeholders. When an immediate hazard is involved in the performance of duties, employees may stop their work and leave the site.

In the event of an accident, priority should be given to guiding employees to a safe location, and an incident investigation report must be completed within the specified period. Regarding false alarms, a record form should be completed and an investigation and review conducted with the relevant units to implement improvement measures and thereby prevent the problem from evolving into an occupational safety incident. An incident investigation should be conducted to analyze the direct, indirect, and underlying causes. Based on this analysis, improvement measures should be formulated, with the risk reduction effectiveness of the improvement measures confirmed based on the "Hazard Identification and Risk Assessment Management Regulations."

## Emergency Response Flowchart



## ◎ Contractor Safety Management

The Company and its contractors uphold the spirit of professionalism and accountability, and ensure that quality and safety are the prioritized principles. The contractor conference is held every year to let the contractors fully understand the latest laws and policies. In addition, the contractors are also annually required to provide the consultative organization data for archiving and retention.

Prior to commencing construction work at TYC's plants, a contractor is required to fill out the "Construction Permit Application Form," the "Notice of Construction Hazards," etc., as per the Company's rules, and clearly communicate safety measures and potential risks associated with the work, so that all personnel entering the site fully understand and comply with the safety regulations.

## ◎ Safe Sanitation Education and Training

TYC provides general safety and health education for all existing employees and new hires on a regular basis to instill fundamental disaster prevention concepts. For high-risk or specific technical operations, such as overhead crane operation, forklift operation, organic solvent handling, fire prevention management, and first aid training, professional certification and retraining sessions are held periodically to ensure compliance with legal standards. In consideration of workforce diversity, we provide English and multilingual instructions specifically for foreign employees to eliminate communication barriers, ensure zero-error safety information transmission, and protect every employee's right to receive training.

### OSH Training in 2025 ▶▶

| Topic                                                                          | Number of Trainees (Persons) | Training Expenses (NT\$) |
|--------------------------------------------------------------------------------|------------------------------|--------------------------|
| Drill of Self-defense Firefighting Organization                                | 645                          | 0                        |
| General OSH Education and Training                                             | 1,094                        | 0                        |
| On-the-Job Training on Occupational Safety and Health                          | 1,486                        | 0                        |
| Promotion of the Awareness of Occupational Injuries Resulting from Unsafe Acts | 1,308                        | 0                        |
| On-the-Job Training for Fixed Crane Operators                                  | 38                           | 11,735                   |
| On-the-Job Training for First Aid Personnel                                    | 17                           | 10,500                   |
| On-the-Job Training for Forklift Operation                                     | 42                           | 11,760                   |



▲ On-the-Job Training for Forklift Operation



▲ On-the-Job Training for First Aid Personnel

## Occupational Injuries

In 2025, a total of 13 occupational injuries occurred among the Company's employees, while no occupational injuries were recorded for contractors and other non-employee workers within the plants. While the disabling injury frequency rate target for 2025 was set at  $\leq 2.5$ , the actual result was 3.86, meaning the annual target was not met. The incidents primarily involved cutting and falling over. Key contributing factors included insufficient on-site implementation of 5S, incomplete standard operating procedures (SOPs), failure of personnel to wear personal protective equipment, and a need for promoting safety awareness. Additionally, there was 1 serious work-related injury incident of pinching. In response to this incident, engineering and management improvement measures have been adopted, including adding guardrails to machine pedals and installing an external human-machine interface to reduce the risk of personnel entering the machine's interior.

With a view to enhancing overall occupational safety management, the Company has increased safety inspections and corrective actions, totaling 268 cases for the year. Also, safety awareness campaigns and training based on existing occupational accident cases have been carried on. Meanwhile, we have continued to promote on-site 5S management, implement SOPs, and introduce alternative tools to systematically reduce the risk of occupational injuries and gradually improve the occupational injury rate.

### TYC's Statistics on Occupational Injuries for the Past Three Years ►►

| Type                                                                                 | Item                 | 2023      | 2024      | 2025      |
|--------------------------------------------------------------------------------------|----------------------|-----------|-----------|-----------|
| Total Working Hours                                                                  | Female Working Hours | 1,024,649 | 1,017,181 | 967,112   |
|                                                                                      | Male Working Hours   | 2,466,122 | 2,504,713 | 2,401,462 |
|                                                                                      | Total Working Hours  | 3,490,771 | 3,521,894 | 3,368,574 |
| Fatalities Due to Occupational Injuries                                              | Female Fatalities    | 0         | 0         | 0         |
|                                                                                      | Male Fatalities      | 0         | 0         | 0         |
|                                                                                      | Total Fatalities     | 0         | 0         | 0         |
| Serious Occupational Injuries (Excl. Fatalities)                                     | Female               | 0         | 0         | 0         |
|                                                                                      | Male                 | 2         | 0         | 1         |
|                                                                                      | Total                | 0         | 0         | 0         |
| Recordable Occupational Injuries (Incl. Fatalities and Severe Occupational Injuries) | Female               | 1         | 2         | 3         |
|                                                                                      | Male                 | 20        | 7         | 10        |
|                                                                                      | Total                | 21        | 9         | 13        |
| Occupational Injury Fatality Rate                                                    |                      | 0         | 0         | 0         |
| Serious Occupational Injury Rate                                                     |                      | 0.57      | 0         | 0.30      |
| Recordable Occupational Injury Rate                                                  |                      | 6.02      | 2.56      | 3.86      |

#### Notes:

- Occupational injury fatality rate = (Fatalities due to occupational injuries / Total working hours) \* 1,000,000.
- Serious occupational injury rate = (Serious occupational injuries [excl. fatalities] / Total working hours) \* 1,000,000.
- Recordable occupational injury rate = (Recordable occupational injuries (incl. fatalities and severe occupational injuries) / Total working hours) \* 1,000,000.  
This excludes occupational injuries resulting from commuting to and from work. The recordable occupational injury rate is defined as the disabling injury frequency rate.
- A serious occupational injury refers to: an incident as specified under Article 37, Paragraph 2 of the Occupational Safety and Health Act.

## ◎ Physical and Mental Health Promotion

TYC values the physical and mental health of its employees, conducting annual health examinations that include both general and specialized checkups. The general health checkup follows the periodic examination schedule, while the special health checkup is categorized by operating sites; the checkup results are managed at different levels. In 2025, 280 employees underwent the general health checkup (participation rate: 100%), and 194 employees underwent the special health checkup (participation rate: 100%). There were no cases of occupational diseases in 2025.

### 2025 Health examination ▶▶

| Category               | Checkup Items                                                                                                                                                                                                                                                        | Number of Employees | Checkup Expenses (NT\$ Thousand) |
|------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|----------------------------------|
| General Health Checkup | Blood pressure, vision, color vision, hearing, blood, urine, liver function, gallbladder function, kidney function, blood lipids, heart function, metabolism, bone mineral density, chest X-ray, abdominal ultrasound, physical examination, and glycated hemoglobin | 280                 | 600                              |
| Special Health Checkup | Noise, methylenediphenyl diisocyanate, n-hexane, dust                                                                                                                                                                                                                | 194                 | 0                                |



▲ Health examination

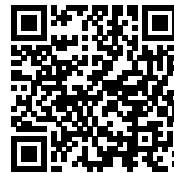
TYC actively adopts a variety of measures to promote and protect health, continuously monitoring the physical and mental well-being of its employees to foster a healthy and friendly working environment. Through these efforts, we hope that every employee feels valued and cared for by the Company.

### 2025 Employee Health Promotion and Protection Plan ▶▶

| Item                                              | Content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Implementation Performance                                                                                                                                                                                                                                             |
|---------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| On-site Physician Consultation                    | <ul style="list-style-type: none"> <li>Plant 1 and Anping Plant: Providing monthly health consultation services for health management regarding abnormalities found in general and special health checkups, re-assigned workers, chronic diseases (i.e. hyperglycemia, hyperlipidemia, and hypertension), abnormal workload, maternal protection, and ergonomics.</li> <li>Plant 3: Arranging quarterly consultation services for abnormal health checkup results, return-to-work assessment, chronic diseases (i.e. hyperglycemia, hyperlipidemia, and hypertension), overwork, and ergonomics.</li> </ul> | 6 individuals were identified as needing level 4 management under special health checkup; they have all completed their consultations. A total of 112 employees had health consultations with physicians.                                                              |
| Installation of Blood Pressure Monitors in Plants | Installing automatic blood pressure monitors in our plants to allow employees to measure their blood pressure at any time and manage their own health.                                                                                                                                                                                                                                                                                                                                                                                                                                                      | The number of users totaled approximately 378 employees.                                                                                                                                                                                                               |
| Health Seminars                                   | Collaborating with major medical institutions and professional instructors in Tainan every year to invite physicians, occupational therapists, nurses, etc., to host health seminars, with the topics ranging from medical care and nutrition to exercise and stress management, in order to help employees develop sound health concepts, prevent diseases, and mitigate workplace stress and work-related injuries.                                                                                                                                                                                       | 8 seminars were held, with 279 participants in total.                                                                                                                                                                                                                  |
| Maternal Health Protection Program                | Targeting female employees who have become pregnant or given birth within one year or those who are still feeding a baby, with a "Maternal Health Protection Assessment Sheet" completed to have plant doctors and nurses conduct on-site evaluations and interviews to assess the situation and propose improvements and measures to be taken.                                                                                                                                                                                                                                                             | <ul style="list-style-type: none"> <li>100% of female employees who reported their pregnancy completed physician consultations and risk assessments.</li> <li>There were 7 individuals in Level 1 Maternal Management and 0 in Level 2 Maternal Management.</li> </ul> |
| Ergonomic Engineering Improvement                 | Implementing the "Musculoskeletal Disorder Prevention Program" based on specific operational characteristics, to reduce employees' musculoskeletal discomfort during work through a cycle of investigation, evaluation, improvement, and follow-up.                                                                                                                                                                                                                                                                                                                                                         | For the "joining engineering" operation of the assembly line, the jig height was lowered to improve working postures, so as to reduce physical load and fatigue and effectively promote safety and health.                                                             |

## 5.6 Fire Safety Management

While TYC has long been dedicated to the technologies of vehicle lights and smart lighting to safeguard driving safety, its commitment to safety has been extended to fire prevention and disaster relief as well. Based on the expertise in lighting manufacturing processes, the Company fully implements the four phases of international disaster management – mitigation, preparedness, response, and recovery – to deeply embed a culture of safety into the Company's daily operations. TYC has been honored with the Excellence Award in the "Workplace Fire Safety SDGs Disclosure" organized by the National Fire Agency, Ministry of the Interior in 2025-marking a new milestone in TYC's journey toward sustainable safety. For more details, please refer to the video about the award and the news report.



Video about the  
award



News report



▲ Workplace Fire Safety SDGs Disclosure -Excellence Award

### ◎ Governance and Mitigation

TYC integrates the concept of disaster prevention into corporate governance. The Sustainability Committee includes a member with a fire protection manager's license to ensure that fire safety issues receive professional review and high-level supervision. In addition, in accordance with the ISO 45001:2018 occupational health and safety management system, the Company has established the "Fire Safety Management Regulations" to incorporate fire prevention measures into daily operational management for comprehensive prevention of fire accidents.

#### Fire Safety Incentives

- Recognizing employees who contribute to fire prevention or firefighting efforts with merits or commendations.
- Providing overtime pay as an incentive for employees who participate in corporate volunteer firefighter training during off-duty hours.

#### Establishment of the "Fire Safety Equipment Inspection Plan"

- Allocating annual budgets for the regular inspection of firefighting equipment, with inspection and reporting conducted in accordance with the law.

#### Hot Work Permit

- Requiring all internal and external personnel to apply for a permit before conducting hot work, with the necessary fire prevention tools and equipment arranged and a safety supervisor assigned upon approval of the application.

#### Setup of the "Online Fire Equipment Management System"

- Having regional managers regularly monitor the performance and maintenance records of emergency lighting, emergency exit signs, fire extinguishers, and other equipment to ensure their effective operation.

#### Fire Prevention Management Teams

- Having employees from across all departments organized into teams to conduct real-time fire monitoring and management within their respective work units.

### Formulation of the "Management Regulations for Communication, Participation, and Consultation Regarding ESH and Energy"

- Establishing internal and external participation, consultation, and communication channels to systematically review, improve, respond to, and disseminate fire-related information and thereby achieve continuous improvement.

### Disaster Risk Reduction in Processes

- Optimization of chemical storage:** Reducing chemical storage quantities at production sites to below regulatory limits and optimizing on-site storage equipment "pressure vessels" to mitigate hazard risks.
- Reduction of industrial cleaning agent risks:** Introducing "ion bombardment" equipment to replace chemical cleaning agents and accordingly lower the risk of fires caused by industrial cleaning.
- Real-time monitoring of temperature and pressure differences:** Equipping air pollution control towers with monitoring systems to track internal changes in real time and reducing the risk of fire.

### Responsible Chemical Management

- Establishing the "Chemical Management Regulations" to manage chemicals throughout their entire lifecycle from procurement and storage to usage and disposal, with the inventories reported as per the law; also, displaying GHS (Globally Harmonized System of Classification and Labeling of Chemicals) labels, and providing SDSs (Safety Data Sheets).
- Building the "Online Chemical Control Section" to maintain comprehensive records of locations, changes, distribution maps, and SDSs.
- For hazardous substance storage management, adopting leakage disposal trucks, leakage prevention pallets, exhaust fans, explosion-proof doors, etc. to reduce the risks of chemical hazards.

## ◎ Preparedness

Fire prevention is the top priority in fire safety. Through tiered training and irregular awareness promotion campaigns, TYC enhances employees' fire safety awareness and emergency response capabilities. The training includes safety orientation for new hires, on-the-job training, and courses on professional skills and certifications.

Each plant has organized "Self-defense Firefighting Organization," which include the Commanding Center, firefighting squad, notification squad, evacuation leading squad, safety protection squad and first aid squad. Periodic drills are also conducted to ensure swift response and handling in the event of a disaster. In 2025, 8 fire drills were conducted, with a total of 645 participants.



▲ Self-defense Firefighting Organization

## ◎ Response and Recovery

TYC has established the "Emergency Management Regulations" to define disaster levels, division of responsibilities, and handling procedures for incidents such as fires, chemical leakage, and earthquakes, providing a comprehensive framework for addressing various potential fire risks.

In addition, we have built the "Online Industrial Safety Incident Reporting System" to identify the people, events, times, places, and things related to an incident; analyze the causes of accidents and false alarms; and perform hazard identification and risk assessment to propose improvements or corrective measures. The degree of risk reduction after improvement is then confirmed through follow-ups. The goal of zero fire has been achieved for 4 consecutive years from 2022 to 2025.

## ■ 2025 Performance Highlights

- **Donation of 1 advanced ambulance**

Contribution to better local medical and rescue capabilities, along with greater overall community resilience in emergency response

- **Cumulative amount of welfare donations up to NT\$29,299,420**

Total donations to disadvantaged families and social welfare organizations as of 2025

- **Accumulatively lighting up the roads for 1,622,060 hours**

Hours of road lighting in an industrial park as of 2025

- **124.55 kg of beach litter collected**

60 volunteers participating in the beach cleanup activity



# Local Care and Social Inclusion

6.1 Social Public Welfare

6.2 Community Involvement

6.3 Academia Collaboration

Deeply rooted in Tainan, TYC not only focuses on corporate operations and product value creation, but also actively responds to local social needs. Through actions of social welfare, community involvement, and industry-academia collaboration, TYC facilitates local development and social inclusion.

With the core concept of "local care and co-creation of value," the Company has leveraged corporate resources and employee participation to continuously invest in public safety, environmental education, and talent development, exerting a positive corporate influence and fulfilling corporate social responsibility.

## 6.1 Social Public Welfare

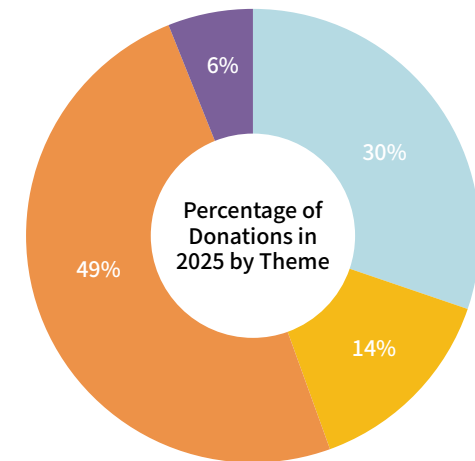
TYC has long been dedicated to social welfare initiatives, demonstrating a continuous commitment to local communities and fulfilling its corporate social responsibility. The TYC Tainan City Charity and the Compassion and Love Foundation have been established.

The fund is primarily financed through TYC's regular donations, which are made twice a year, and through voluntary donations from employees on a monthly basis (accounting for 59%). The Foundation coordinates all donations in terms of planning, execution, and announcement. The assistance is mainly given to disadvantaged families and social welfare organizations. In 2025, the Foundation donated to 34 emergency cases and 25 organizations, with a total donation amount of NT\$1,475,960. This brought the total donated amount over the past years to NT\$29,299,420. The donations were based on four core themes—"Dreams for Schools," "Supporting the Physically Disabled," "Sending Warmth to the Underprivileged," and "Love Actions" -to foster a more secure and better community environment and promote the development of a sustainable society through social care.

Percentage of Employee/Company Donations ►►

| Item           | 2023      | 2024      | 2025      |
|----------------|-----------|-----------|-----------|
| By Employees   | 45%       | 63%       | 59%       |
| By the Company | 55%       | 37%       | 41%       |
| Total Amount   | 2,178,040 | 1,607,200 | 1,475,960 |

- Dreams for Schools
- Supporting the Physically Disabled
- Sending Warmth to the Underprivileged
- Love Actions





▲ Poster of Blood Donation



▲ Certificate of Appreciation from Chi Mei Hospital

| 備            | 捐款日期       | 捐款金額           | 用途   | 備 | 註 |
|--------------|------------|----------------|------|---|---|
| 820250014639 | 2023/05/13 | 100,000        | 獎助學金 |   |   |
| 下空白**        | 合計:        | *****100,000元整 |      |   |   |

列印日期: 2023/5/15

▲ Donation Receipt From the Taiwan Fund for Children and Families

## 6.2 Community Involvement

### Donation of an Advanced Ambulance

Contribution to better local medical and rescue capabilities, along with greater overall community resilience in emergency response.

For details, please refer to the column "TYC's Donation of an Advanced Ambulance to Build a Sustainable Healthy City Together"



### Homeland Protection: Supporting Post-Disaster Reconstruction

In 2025, Typhoon Danas severely impacted southern Taiwan. TYC immediately provided support by donating canvas supplies valued at NT\$60,000 to assist disaster-affected workers with home repairs and temporary protection, thereby accelerating post-disaster reconstruction efforts.



### Lighting up Roads with Streetlight Adoption

Broadening the mission from "lighting up the roads for safe driving" to "lighting up the roads for all kinds of road safety," TYC has shouldered the maintenance of energy-saving streetlights in Tainan industrial park since 2011; as of 2025, the Company has accordingly lit up the roads for 1,622,060 hours in total, contributing to road safety.



### Community Care Action: Donation of Rice and Meals

In 2025, the Company donated 3,000 kg of rice (300 packages) to Zhongliao Mazu Temple, which is located near Tainan industrial park. Through the local temple's understanding of the community, the rice was given to the underprivileged families for their enjoyment, thus realizing neighborly care. Since 2023, the Company has accumulatively donated 9,000 kg of rice. In addition, we have collaborated with the head of Yantian Village to donate meals for the elderly, fulfilling our commitment to community care.



### Sponsorship for the National Intercollegiate Athletic Games in Support of Major Sporting Events

To help promote sports and enhance event quality, TYC sponsored NT\$500,000 for the 2025 National Intercollegiate Athletic Games. By supporting national sporting events like this, we aim to foster the sports culture on campus to develop future talent equipped with professional expertise and positive values for the benefit of society.



### Development of a Friendly Community with Foreign Employees

On the second weekend of every month, TYC's foreign employees proactively participate in cleaning services for the parks and basketball courts surrounding the technology park, fostering positive community engagement through practical actions. In 2025, the cleaning services were delivered for 12 times in total.



## Protecting the Earth, Time is of the Essence" Series

### Earth Hour

In 2025, TYC expanded its participation in the Earth Hour initiative by uniting with global partners, including TYC, Juoku Technology, DBM Reflex of Taiwan, TYCA, TYCTH, and TYC CZ. On March 21, 3,053 employees worldwide turned off non-essential electricity for 1 hour from 12:00 to 13:00 of the place they were located, achieving actual energy saving and carbon reduction to support energy sustainability.



### 3/22 Beach Cleanup

On March 22, World Water Day, TYC organized a group beach cleanup event to encourage employees to take part in environmental protection efforts. Employees from TYC, Juoku Technology, and DBM Reflex of Taiwan and their families were invited to a beach cleanup around Sikunshen, Longgang. The event began with an environmental education course explaining the sources of litter and the impact of microplastics on the ocean and human health, enhancing the significance of the event. A total of 60 volunteers, including adults and children, joined the event that day, collecting a total of 124.55 kg of beach litter at Sikunshen.



## 6.3 Academia Collaboration

TYC works closely with universities and colleges for industry-academia collaboration, combining its corporate expertise with academic strengths to proactively develop talent in the core technical fields of lighting. Meanwhile, internship and full-time job opportunities are provided so that students can integrate what they have learned with practical application. These efforts help foster our sustainable competitiveness in the industry.

### Department of Greenery, National University of Tainan

#### Content of Collaboration:

The Company has provided salary, tuition, and rental subsidies to allow students to enter and learn in the workplace early, putting what they have learned into practice through industry-academia collaboration, with an eye toward cultivating the talent needed for enterprise development. From 2018 to 2025, a total of 75 people benefited, with the cumulative amount of scholarships amounting to NT\$1,111,267.

### Department of Mechanical Engineering, National Kaohsiung University of Science and Technology

#### Content of Collaboration:

The TYC scholarship has been established to develop our own potential talent in core technology fields for lighting, such as light, mechanics, electricity (including automotive electronics), and heat. TYC has formally signed the "Scholarship and Workplace Internship Contract," which provides students with abundant scholarships during their study period, and even internship and workplace experience opportunities regarding course planning, to enhance their practical application skills and enable them to seamlessly join the Company after graduation. In 2025, a total of 2 student participated in the program and the scholarship amount was NT\$440,000.

The image is a composite. The background is a photograph of a Dutch landscape with several windmills along a canal, under a cloudy sky. A road in the foreground has long, vibrant pink light trails from a long-exposure shot. A large, solid blue shape, resembling a stylized 'A' or a corner, is overlaid on the left side of the image. The word 'Appendix' is written in white, sans-serif font within this blue shape.

# Appendix

Appendix 1: GRI Standards Index  
Appendix 2: SASB Standards Index

Appendix 3: Climate-related Information Required by the Taiwan Stock Exchange  
Appendix 4: Third-party Assurance Statement

## Appendix 1: GRI Standards Index

|                                 |                                                                                                                 |
|---------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Statement of Use                | TYC has reported for the period from January 1, 2024 to December 31, 2024 in accordance with the GRI Standards. |
| Use of GRI 1                    | GRI 1: Foundation 2021                                                                                          |
| Applicable GRI Sector Standards | No applicable GRI Sector Standards.                                                                             |

| Disclosure                                  | Description                                                      | Chapter                                       | Page | Reason for Omission/<br>Necessary Explanation |
|---------------------------------------------|------------------------------------------------------------------|-----------------------------------------------|------|-----------------------------------------------|
| GRI 2: General Disclosures 2021             |                                                                  |                                               |      |                                               |
| The Organization and its Reporting Practice |                                                                  |                                               |      |                                               |
| 2-1                                         | Organizational details                                           | 2.1 Company Profile and Operation Overview    | 27   |                                               |
| 2-2                                         | Entities included in the organization's sustainability reporting | About the Report                              | 3    |                                               |
| 2-3                                         | Reporting period, frequency and contact point                    | About the Report                              | 3    |                                               |
| 2-4                                         | Restatements of information                                      | About the Report                              | 3    |                                               |
| 2-5                                         | External assurance                                               | About the Report                              | 3    |                                               |
| Activities and Workers                      |                                                                  |                                               |      |                                               |
| 2-6                                         | Activities, value chain and other business relationships         | 2.1 Company Profile and Operation Overview    | 27   |                                               |
|                                             |                                                                  | 2.2 Product Development and Patent Management | 33   |                                               |
| 2-7                                         | Employees                                                        | 5.2 Employee Overview and Recruitment         | 100  |                                               |
| 2-8                                         | Workers who are not employees                                    | 5.2 Employee Overview and Recruitment         | 100  |                                               |
| Governance                                  |                                                                  |                                               |      |                                               |
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| Disclosure                       | Description                                                                 | Chapter                             | Page | Reason for Omission/<br>Necessary Explanation |
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| 2-11                             | Chair of the highest governance body                                        | 2.3 Corporate Governance            | 38   |                                               |
| 2-12                             | Role of the highest governance body in overseeing the management of impacts | 1.1 Sustainability Policy           | 9    |                                               |
| 2-13                             | Delegation of responsibility for managing impacts                           | 1.1 Sustainability Policy           | 9    |                                               |
| 2-14                             | Role of the highest governance body in sustainability reporting             | 1.1 Sustainability Policy           | 9    |                                               |
| 2-15                             | Conflicts of interest                                                       | 2.3 Corporate Governance            | 38   |                                               |
| 2-16                             | Communication of critical concerns                                          | 2.3 Corporate Governance            | 38   |                                               |
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| 2-19                             | Remuneration policies                                                       | 2.3 Corporate Governance            | 38   |                                               |
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| 2-21                             | Annual total compensation ratio                                             | 5.3 Employees' Rights and Benefits  | 104  |                                               |
| Strategy, Policies and Practices |                                                                             |                                     |      |                                               |
| 2-22                             | Statement on sustainable development strategy                               | A Letter to Stakeholders            | 6    |                                               |
|                                  |                                                                             | 2.5 Risk Management                 | 51   |                                               |
|                                  |                                                                             | 2.6 Information Security Management | 54   |                                               |
| 2-23                             | Policy commitments                                                          | 3.3 Due Diligence of Supply Chain   | 63   |                                               |
|                                  |                                                                             | 5.1 Human Rights Management         | 93   |                                               |
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| Disclosure                  | Description                                        | Chapter                                        | Page | Reason for Omission/<br>Necessary Explanation |
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| 2-24                        | Embedding policy commitments                       | 2.3 Corporate Governance                       | 38   |                                               |
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| 2-29                        | Approach to stakeholder engagement                 | 1.2 Stakeholder Engagement                     | 11   |                                               |
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| GRI 201: Economic Performance 2016                       | 201-1 | Direct economic value generated and distributed                                 | 2.1 Company Profile and Operation Overview                 | 28   |                                               |
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| Material Topic: Business Ethics and Integrity            |       |                                                                                 |                                                            |      |                                               |
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|                                                          | 205-3 | Confirmed incidents of corruption and actions taken                             | 3.3 Due Diligence of Supply Chain                          | 63   |                                               |
| GRI 206: Anti-competitive Behavior 2016                  | 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | 2.4 Ethics, Integrity and Legal Compliance                 | 45   |                                               |
| Material Topic: R&D and Intellectual Property Management |       |                                                                                 |                                                            |      |                                               |
| GRI 3: Material Topics 2021                              | 3-3   | Management of material topics                                                   | 2.2 Product Development and Patent Management              | 33   |                                               |
| GRI 301: Materials 2016                                  | 301-1 | Materials used by weight or volume                                              | 4.2 Manufacturing Process Improvement and Recycling        | 74   |                                               |
| GRI302: Energy 2016                                      | 302-5 | Reductions in energy requirements of products and services                      | 4.2 Manufacturing Process Improvement and Recycling        | 74   |                                               |
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| GRI 201: Economic Performance 2016                       | 201-2 | Financial implications and other risks and opportunities due to climate change  | 4.1 Responses to Risks and Opportunities of Climate Change | 67   |                                               |

| GRI 準則類別／主題                                        | Topic | Disclosure                                             | Chapter                                                    | Page | Reason for Omission/<br>Necessary Explanation |
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|                                                    |       |                                                        | 4.3 Energy and GHG Management                              | 79   |                                               |
| GRI 305 : 排放 2016                                  | 305-1 | Direct (Scope 1) GHG emissions                         | 4.3 Energy and GHG Management                              | 79   |                                               |
|                                                    | 305-2 | Energy indirect (Scope 2) GHG emissions                | 4.3 Energy and GHG Management                              | 79   |                                               |
|                                                    | 305-3 | Other indirect (Scope 3) GHG emissions                 | 4.3 Energy and GHG Management                              | 79   |                                               |
|                                                    | 305-4 | GHG emissions intensity                                | 4.3 Energy and GHG Management                              | 79   |                                               |
|                                                    | 305-5 | Reduction of GHG emissions                             | 4.3 Energy and GHG Management                              | 79   |                                               |
| Material Topic: Energy Management                  |       |                                                        |                                                            |      |                                               |
| GRI 3: Material Topics 2021                        | 3-3   | Management of material topics                          | 4.3 Energy and GHG Management                              | 79   |                                               |
| GRI 302: Energy 2016                               | 302-1 | Energy consumption within the organization             | 4.3 Energy and GHG Management                              | 79   |                                               |
|                                                    | 302-3 | Energy intensity                                       | 4.3 Energy and GHG Management                              | 79   |                                               |
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| GRI 3: Material Topics 2021                        | 3-3   | Management of material topics                          | 4.5 Resource Recycling and Utilization                     | 86   |                                               |
| GRI 306: Waste 2020                                | 306-1 | Waste generation and significant waste-related impacts | 4.5 Resource Recycling and Utilization                     | 86   |                                               |

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| GRI 3: Material Topics 2021                  | 3-3   | Management of material topics                                                                      | 5.1 Human Rights Management            | 93   |                                               |
| GRI405: Diversity and Equal Opportunity 2016 | 405-1 | Diversity of governance bodies and employees                                                       | 5.2 Employee Overview and Recruitment  | 100  |                                               |
|                                              | 405-2 | Ratio of basic salary and remuneration of women to men                                             | 5.3 Employees' Rights and Benefits     | 104  |                                               |
| GRI406: Non-discrimination 2016              | 406-1 | Incidents of discrimination and corrective actions taken                                           | 5.1 Human Rights Management            | 93   |                                               |
| GRI409: Forced or Compulsory Labor 2016      | 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor           | 5.1 Human Rights Management            | 93   |                                               |
| Material Topic: Labor-management Relations   |       |                                                                                                    |                                        |      |                                               |
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|                                              | 401-3 | Parental leave                                                                                     | 5.3 Employees' Rights and Benefits     | 104  |                                               |
| GRI 402 : Labor/Management Relations 2016    | 402-1 | Minimum notice periods regarding operational changes                                               | 5.3 Employees' Rights and Benefits     | 104  |                                               |

| GRI 準則類別／主題                                    | Topic  | Disclosure                                                                                                    | Chapter                            | Page | Reason for Omission/<br>Necessary Explanation |
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|                                                | 403-4  | Worker training on occupational health and safety                                                             | 5.5 Occupational Health and Safety | 114  |                                               |
|                                                | 403-5  | Occupational health and safety management system                                                              | 5.5 Occupational Health and Safety | 114  |                                               |
|                                                | 403-6  | Promotion of worker health                                                                                    | 5.5 Occupational Health and Safety | 114  |                                               |
|                                                | 403-7  | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 5.5 Occupational Health and Safety | 114  |                                               |
|                                                | 403-8  | Workers covered by an occupational health and safety management system                                        | 5.5 Occupational Health and Safety | 114  |                                               |
|                                                | 403-9  | Work-related injuries                                                                                         | 5.5 Occupational Health and Safety | 114  |                                               |
|                                                | 403-10 | Occupational Diseases                                                                                         | 5.5 Occupational Health and Safety | 114  |                                               |

| GRI 準則類別／主題                                                    | Topic | Disclosure                                                                      | Chapter                                                         | Page | Reason for Omission/<br>Necessary Explanation |
|----------------------------------------------------------------|-------|---------------------------------------------------------------------------------|-----------------------------------------------------------------|------|-----------------------------------------------|
| Voluntary Disclosures (Including General Supplementary Topics) |       |                                                                                 |                                                                 |      |                                               |
| Topic-specific Standards: 100 Environmental                    |       |                                                                                 |                                                                 |      |                                               |
| GRI 101: Biodiversity 2024                                     | 101-1 | Policies to halt and reverse biodiversity loss                                  | 4.6 Biodiversity Management Strategies and Conservation Actions | 91   |                                               |
| GRI 101: Biodiversity 2024                                     | 101-5 | Locations with biodiversity impacts                                             | 4.6 Biodiversity Management Strategies and Conservation Actions | 91   |                                               |
| Topic-specific Standards: 200 Economic                         |       |                                                                                 |                                                                 |      |                                               |
| GRI 201: Economic Performance 2016                             | 201-3 | Defined benefit plan obligations and other retirement plans                     | 5.3 Employees' Rights and Benefits                              | 104  |                                               |
| GRI 202: Market Presence 2016                                  | 202-1 | Ratios of standard entry level wage by gender compared to local minimum wage    | 5.3 Employees' Rights and Benefits                              | 104  |                                               |
|                                                                | 202-2 | Proportion of senior management hired from the local community                  | 5.2 Employee Overview and Recruitment                           | 100  |                                               |
| GRI 203: Indirect Economic Impacts 2016                        | 203-1 | Infrastructure investments and services supported                               | 6.1 Social Public Welfare                                       | 124  |                                               |
| GRI 204: Procurement Practices 2016                            | 204-1 | Proportion of spending on local suppliers                                       | 3.2 Local Procurement                                           | 62   |                                               |
| Topic-specific Standards: 300 Environmental                    |       |                                                                                 |                                                                 |      |                                               |
| GRI 303: Water and Effluents 2018                              | 303-1 | Interactions with water as a shared resource                                    | 4.4 Water Resources and Pollution Prevention Management         | 84   |                                               |
|                                                                | 303-2 | Management of water discharge-related impacts                                   | 4.4 Water Resources and Pollution Prevention Management         | 84   |                                               |
|                                                                | 303-3 | Water withdrawal                                                                | 4.4 Water Resources and Pollution Prevention Management         | 84   |                                               |
|                                                                | 303-4 | Water discharge                                                                 | 4.4 Water Resources and Pollution Prevention Management         | 84   |                                               |
|                                                                | 303-5 | Water consumption                                                               | 4.4 Water Resources and Pollution Prevention Management         | 84   |                                               |
| GRI 305: Emissions 2016                                        | 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | 4.4 Water Resources and Pollution Prevention Management         | 84   |                                               |

| GRI 準則類別／主題                                                     | Topic | Disclosure                                                                                                     | Chapter                                      | Page | Reason for Omission/<br>Necessary Explanation |
|-----------------------------------------------------------------|-------|----------------------------------------------------------------------------------------------------------------|----------------------------------------------|------|-----------------------------------------------|
| GRI 308: Supplier Environmental Assessment 2016                 | 308-1 | New suppliers that were screened using environmental criteria                                                  | 3.3 Due Diligence of Supply Chain            | 63   |                                               |
|                                                                 | 308-2 | Negative environmental impacts in the supply chain and actions taken                                           | 3.3 Due Diligence of Supply Chain            | 63   |                                               |
| Topic-specific Standards: 400 Social                            |       |                                                                                                                |                                              |      |                                               |
| GRI 404: Training and Education 2016                            | 404-1 | Average hours of training per year per employee                                                                | 5.4 Human Resources Development and Training | 110  |                                               |
|                                                                 | 404-2 | Programs for upgrading employee skills and transition assistance programs                                      | 5.3 Employees' Rights and Benefits           | 104  |                                               |
|                                                                 | 404-3 | Percentage of employees receiving regular performance and career development reviews                           | 5.4 Human Resources Development and Training | 110  |                                               |
| GRI 407 : Freedom of Association and Collective Bargaining 2016 | 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | 5.1 Human Rights Management                  | 93   |                                               |
| GRI 408 : Child Labor 2016                                      | 408-1 | Operations and suppliers at significant risk for incidents of child labor                                      | 5.1 Human Rights Management                  | 93   |                                               |
| GRI 410: Security Practices 2016                                | 410-1 | Security personnel trained in human rights policies or procedures                                              | 5.1 Human Rights Management                  | 93   |                                               |
| GRI 411 : Rights of Indigenous Peoples 2016                     | 411-1 | Incidents of violations involving rights of indigenous peoples                                                 | 5.1 Human Rights Management                  | 93   |                                               |
| GRI 414: Supplier Social Assessment 2016                        | 414-1 | New suppliers that were screened using social criteria                                                         | 3.3 Due Diligence of Supply Chain            | 63   |                                               |
|                                                                 | 414-2 | Negative social impacts in the supply chain and actions taken                                                  | 3.3 Due Diligence of Supply Chain            | 63   |                                               |
| GRI 417: Marketing and Labeling 2016                            | 417-1 | Requirements for product and service information and labeling                                                  | 3.1 Product Liability                        | 58   |                                               |
|                                                                 | 417-2 | Incidents of non-compliance concerning product and service information and labeling                            | 3.1 Product Liability                        | 58   |                                               |
|                                                                 | 417-3 | Incidents of non-compliance concerning marketing communications                                                | 3.1 Product Liability                        | 58   |                                               |
| GRI 418: Customer Privacy 2016                                  | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data                   | 2.6 Information Security Management          | 54   |                                               |

## Appendix 2: SASB Standards Index

### Sustainability Disclosure Topics & Metrics for TRANSPORTATION / Auto Parts

| TOPIC                      | CODE         | METRIC                                                                                                                 | CATEGORY     | UNIT OF MEASURE                 | RESPONSE                                                                                                                                                                                                                                               |
|----------------------------|--------------|------------------------------------------------------------------------------------------------------------------------|--------------|---------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Energy Management          | TR-AP-130a.1 | 1. Total energy consumed,<br>2. Percentage grid electricity<br>3. Percentage renewable                                 | Quantitative | Gigajoules (GJ), Percentage (%) | 1. Total energy consumption 109,644.1 GJ.<br>2. Electricity consumption percentage 99.5%.<br>3. Electricity consumption percentage 0 %1.                                                                                                               |
| Hazardous Waste Management | TR-AP-150a.1 | 1. Total energy consumed,<br>2. Percentage grid electricity<br>3. Percentage renewable                                 | Quantitative | Metric tons (t), Percentage (%) | 1. The total amount of waste generated was 804.37 tons.<br>2. There was no hazardous waste, so the percentage of hazardous waste was 0%.<br>3. The percentage of waste recycled was 51.9%.1.                                                           |
| Product Safety             | TR-AP-250a.1 | Number of products recalled                                                                                            | Quantitative | Number                          | Not applicable                                                                                                                                                                                                                                         |
| Design for Fuel Efficiency | TR-AP-410a.1 | Revenue from products designed to increase fuel efficiency or reduce emissions                                         | Quantitative | Presentation currency           | Not applicable                                                                                                                                                                                                                                         |
| Materials Sourcing         | TR-AP-440a.1 | Description of the management of risks associated with the use of critical materials                                   | Quantitative | N/A                             | To mitigate supply disruption risk and enhance supply chain resilience, the Company adopts a diversified sourcing strategy for special key materials by developing at least two suppliers for each, thereby ensuring stable production and operations. |
| Materials Efficiency       | TR-AP-440b.1 | Percentage of products sold that are recyclable                                                                        | Quantitative | Percentage (%)                  | 0%                                                                                                                                                                                                                                                     |
|                            | TR-AP-440b.2 | Percentage of input materials from recycled or remanufactured content                                                  | Quantitative | Percentage (%)                  | Please refer to 4.2 Manufacturing Process Improvement and Recycling                                                                                                                                                                                    |
| Competitive Behavior       | TR-AP-520a.1 | Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations | Quantitative | Presentation currency           | NT\$0                                                                                                                                                                                                                                                  |
| Activity Metrics           | TR-AP-000.A  | Number of parts produced                                                                                               | Quantitative | Number                          | Automobile Lamp : 6,337,597 units<br>Motorbike Lamp: : 830,586 units                                                                                                                                                                                   |
| Activity Metrics           | TR-AP-000.B  | Weight of parts produced                                                                                               | Quantitative | Metric tons (t)                 | Automobile Lamp : 14,560.93 tons<br>Motorbike Lamp: : 425.55 tons                                                                                                                                                                                      |
| Activity Metrics           | TR-AP-000.C  | Area of manufacturing plants                                                                                           | Quantitative | Square meters (m <sup>2</sup> ) | The manufacturing plants cover a total area of 123,075 square meters.                                                                                                                                                                                  |

Note: This appendix refers to the SASB standards for disclosure in the Comparison Table and does not purport to follow the SASB standards for disclosure.

### ◎ Appendix 3: Climate-related Information Required by the Taiwan Stock Exchange

| Item | Content                                                                                                                                                                                                                                                                                                                                                                     | Answer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1    | Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.                                                                                                                                                                                                                                                      | The Company refers to the framework from IFRS (formerly TCFD) to conduct risk assessment and management of climate change issues through the Sustainability Committee, and to effectively reduce the financial impact of climate change risks and opportunities through the involvement of top management, cross-function communication, and integration of the Company's resources. The Sustainability Committee supervises the implementation of the promotion countermeasures and reports the promoting plan and operating result to the Board of Directors annually.<br>Please refer to the details of governance in "4.1 Responses to Risks and Opportunities of Climate Change." |
| 2    | Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).                                                                                                                                                                                                                     | Please refer to the details of strategies and risk management in "4.1 Responses to Risks and Opportunities of Climate Change."                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 3    | Describe the financial impact of extreme weather events and transformative actions.                                                                                                                                                                                                                                                                                         | Please refer to the details of strategies and risk management in "4.1 Responses to Risks and Opportunities of Climate Change."                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 4    | Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.                                                                                                                                                                                                                                      | Please refer to the details of strategies and risk management in "4.1 Responses to Risks and Opportunities of Climate Change."                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 5    | If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and major financial impacts used should be described.                                                                                                                                                                                  | <b>Minor scenario:</b> A scenario with low emissions and a temperature rise within 2° C; warming under control, resulting in less physical risks.<br><b>Severe scenario:</b> A scenario with high emissions and a temperature rise within 4° C.<br><b>Scenario analysis (including 2° C or more severe scenarios):</b><br>Please refer to the details of strategies and risk management in "4.1 Responses to Risks and Opportunities of Climate Change."                                                                                                                                                                                                                               |
| 6    | If there is a transition plan for managing climate-related risks, describe the content of the plan and the indicators and targets used to identify and manage physical risks and transition risks.                                                                                                                                                                          | For the actions in response to transition risks and related issues, etc., we will continue to implement ISO 14064-1 to keep in line the requirements of government regulations.<br>In the face of physical risks and related issues, the Company will adjust the operating strategies and take specific countermeasures.<br>Please refer to the details of strategies, risk management and indicators and objectives in "4.1 Responses to Risks and Opportunities of Climate Change."                                                                                                                                                                                                  |
| 7    | If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.                                                                                                                                                                                                                                                                    | The Company has not yet done any planning for an internal carbon pricing mechanism.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 8    | If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified. | Please refer to the details of indicators and objectives in "4.1 Responses to Risks and Opportunities of Climate Change."                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 9    | GHG inventory and confirmation of status and reduction targets, strategies, and specific action plans (separate from 1-1 and 1-2)                                                                                                                                                                                                                                           | Please refer to Tables 1-1 and 1-2.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

## 1-1 The Company's GHG Inventory and Assurance Information for the Last 2 Years

### 1.1.1 GHG Inventory Information

Describe the GHG emissions (tCO<sub>2</sub>e), intensity (tCO<sub>2</sub>e/ton), and data coverage for the last 2 years.

| Item                                                                              | Unit                                          | 2024     | 2025     |
|-----------------------------------------------------------------------------------|-----------------------------------------------|----------|----------|
| Scope 1: Direct GHG Emissions                                                     | tCO <sub>2</sub> e                            | 397.6    | 720.6    |
| Scope 2: Energy Indirect GHG Emissions                                            | tCO <sub>2</sub> e                            | 15,710.6 | 14,365.7 |
| Scope 3: Other Indirect GHG Emissions                                             | tCO <sub>2</sub> e                            | 4,125.1  | 4,124.1  |
| Operating Revenue (Individual)                                                    | NT\$1 million of revenue                      | 133,74.7 | 122,50.4 |
| Scope 1 GHG Emission Intensity (Total Emissions / Operating Revenue (Individual)) | tCO <sub>2</sub> e / NT\$1 million of revenue | 0.03     | 0.06     |
| Scope 2 GHG Emission Intensity (Total Emissions / Operating Revenue (Individual)) | tCO <sub>2</sub> e / NT\$1 million of revenue | 1.17     | 1.17     |
| Scope 3 GHG Emission Intensity (Total Emissions / Operating Revenue (Individual)) | tCO <sub>2</sub> e / NT\$1 million of revenue | 0.31     | 0.34     |

The inventory organization's primary focus is on the Anping Plant and Plant 1-3.

Note: The explanatory notes of the relevant implementation are mainly based on the announcement of the Taiwan Stock Exchange.

### 1.1.2 GHG Assurance Information

Describe the status of the assurance for the last 2 years ended on the date of the annual report, including the scope of the assurance, the assurance organization, the assurance criteria, and the opinion on the assurance.

| Item / Year              | 2024                                                                                                                                                          | 2025                                                                                                                                                          |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Assurance Scope          | Parent company An-ping plant, Plant 1~3, excluding subsidiaries                                                                                               | Parent company Anping plant, Plant 1~3, excluding subsidiaries                                                                                                |
| Assurance Institution    | BV                                                                                                                                                            | BV                                                                                                                                                            |
| Assurance Principles and | According to ISO14064-1, it complies with the reasonable assurance level of the agreement for scope one and two, and limited assurance level for scope three. | According to ISO14064-1, it complies with the reasonable assurance level of the agreement for scope one and two, and limited assurance level for scope three. |

Note: The explanatory notes of the relevant implementation are mainly based on the announcement of the Taiwan Stock Exchange.

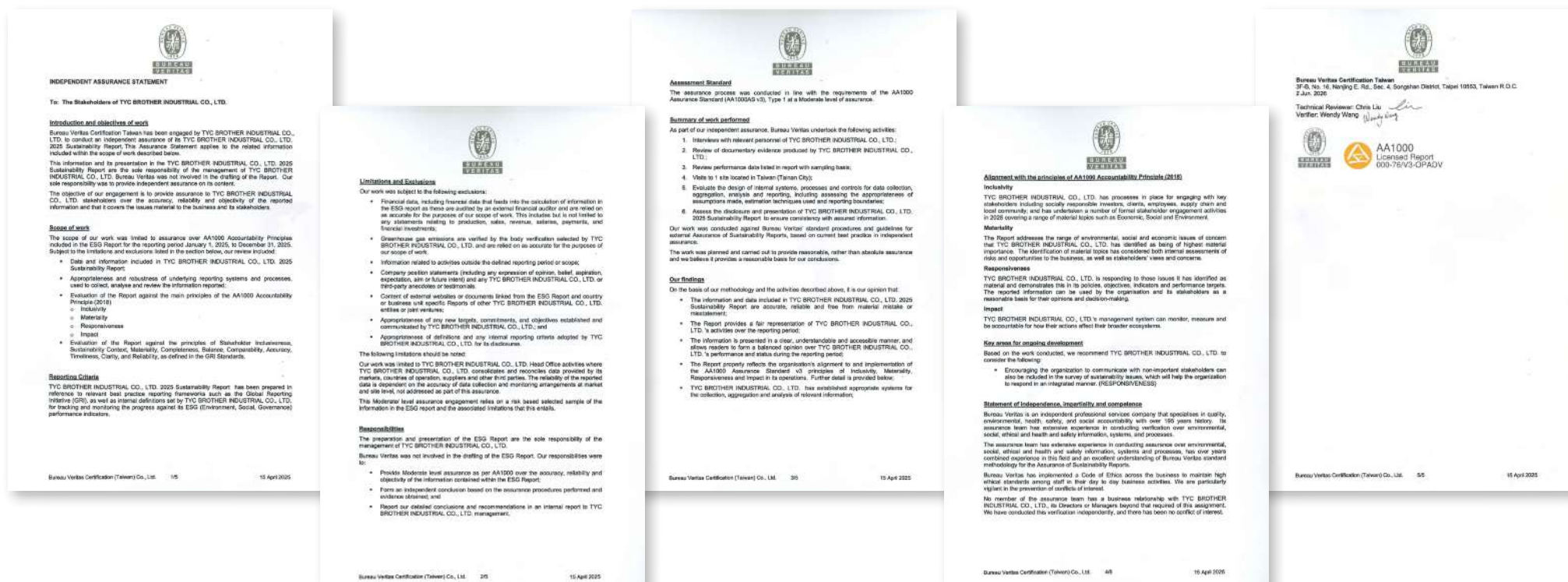
### 1-2 GHG Reduction Targets, Strategies and Specific Action Plans

Describe the GHG reduction base year and data, reduction targets, strategies and specific action plans, and achievement of reduction targets.

| Indicator                | Objectives                                                                                                                                                                                                                                                                                          | Specific Actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|--------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Greenhouse Gas Emissions | <p>With 2022 as the base year for the carbon emissions per unit of product (4.38 tCO<sub>2</sub>e per unit of product).</p> <ul style="list-style-type: none"> <li>Short-term: 5% reduction by 2025.</li> <li>Mid-term: 7% reduction by 2028.</li> <li>Long-term: 10% reduction by 2030.</li> </ul> | <p>Implementing energy management with planned annual improvements to reduce energy consumption and GHG emissions, with the performance as follows:</p> <ol style="list-style-type: none"> <li>Implementing energy management with planned annual improvements to reduce energy consumption and GHG emissions, with the performance as follows:</li> <li>4.10 tCO<sub>2</sub>e of emissions per unit of product in 2025, which was 0.32 tCO<sub>2</sub>e and 6.4% less than the result in 2022 and in line with the target.</li> <li>Reduction by approximately 7.81 tCO<sub>2</sub>e / yr through the setting of hot melt dispensing system timers.</li> <li>Reduction by approximately 29.07 tCO<sub>2</sub>e /yr through the virtualization of 35 hosts.</li> <li>Reduction by approximately 0.07 tCO<sub>2</sub>e / yr through 1 purchased battery electric company vehicle.</li> <li>Reduction by approximately 160.07 tCO<sub>2</sub>e / yr through the pipeline replacement plan.</li> <li>Reduction by approximately 211.24 tCO<sub>2</sub>e / yr through cast heat sink replacement.</li> <li>Reduction by approximately 37.92 tCO<sub>2</sub>e / yr through air compressor replacement.</li> <li>ISO 50001 energy management system certification obtained for the Plant 1.</li> </ol> |

Note: The explanatory notes of the relevant implementation are mainly based on the announcement of the Taiwan Stock Exchange.

## ◎ Appendix 4: Third-party Assurance Statement





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